2024

MİTAŞ FASTENERS

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SUSTAINABILITY REPORT 2024

SUSTAINABILITY REPORT

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About the Report

This report covers *Mitaş Cıvata*'s economic, environmental, and social performance for the period January 1 – December 31, 2024, and is the company's first report in the field of sustainability. The report includes production activities and related operational processes at Mitaş Cıvata's Ankara facility.

The reporting process was prepared in collaboration with *Climeteo R&D and Consulting Inc.*, based on the Global Reporting Initiative (GRI) 2021 Standards. Accordingly, the report is structured in accordance with the core reporting principles and indicators.

All quantitative and qualitative data relating to the reporting period were collected by the relevant departments of Mitaş Cıvata and their accuracy was verified through internal audit processes. The data presented in this report has not been subjected to an independent verification process.

The purpose of this report is to share Mitaş Cıvata's sustainability approach, its environmental and social impacts, with its stakeholders in line with the principle of transparency, and to provide a basis for monitoring its sustainability performance in the coming years.

For all questions regarding Mitaş Cıvata's sustainability efforts, please contact us through the following channels.

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Scan the QR code to access the website.

Trade Name:

MITAS BOLT MANUFACTURING AND TRADE INC.

Period Covered by the Report:

01.01.2024 - 31.12.2024

Contact Information:

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Kemal BASAK
Factory Director
MİTAŞ COMMUNITY

Administrator Message

"A Climate-Friendly Future"

Dear Stakeholders and Esteemed Colleagues,

2024 was a period of profound transformation for both our country and the world, a time when risks intertwined with opportunities. During this challenging period, we at MİTAŞ Cıvata not only focused on our economic successes but also resolutely fulfilled our environmental and social responsibilities. We experienced once again, in a powerful way, how valuable resilience, collaboration, and sustainability are.

Our company, operating under the MİTAŞ Group umbrella, manufactures high-quality bolts, nuts, washers, and special fasteners in our 18,000 m² covered production facility built on a 51,000 m² area in Ankara. With our integrated production capabilities ranging from cold forging to hot forging, mechanical processing, heat treatment, and coating, we export to over 150 countries in the global market and continue to be a symbol of quality, reliability, and sustainability in our sector.

With the global climate crisis and dwindling resources, an environmentally friendly production approach has become a necessity, not just a choice. With this awareness, in 2024 we completed our corporate carbon footprint calculation, achieving a structure that meets the EU's CBAM (Border Carbon Adjustment Mechanism) obligations. We have made comprehensive investments to increase energy efficiency, reduce our emissions, and manage resources in a circular manner.

This transformation process, which supports our carbon reduction targets, not only reduces our environmental impact but also integrates with our digital transformation and efficiency projects. Thanks to our production processes, which are traceable through innovative systems, we optimize resource usage and enable error-free and sustainable production.

We combine the opportunities offered by the innovative technologies we use with employee well-being and quality employment. Today, together with over 300 colleagues, each an expert in their field, we are producing high value-added products while simultaneously building a development-oriented, safe, equitable, and inclusive work culture. This approach, which values diversity and unlocks potential, enriches not only our workforce but also our corporate culture.

As a company firmly committed to its corporate principles, we implement transparency, ethical business practices, and accountability at all levels. With our quality management system, which holds international accreditations such as IATF 16949, ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 14064, ISO 14046, ISO 27001, ISO 10002, and ISO/IEC 17025, we embody trust and sustainability.

I would like to extend my sincerest thanks to all my colleagues who contributed to our performance in 2024, and to our customers, suppliers, and all business partners with whom we have had a relationship of trust and cooperation. In 2025, we will continue to work together towards a future that is aligned with sustainable development goals, sensitive to the climate crisis, and empowered by digitalization.

Kind regards,

Key Developments of 2024

Reducing Acid Usage by Improving Rework Processes

"Galvanizing Rework Processes"

Previously, high-concentration acid (HCl) was used in the surface cleaning process of rusty nuts to be re-galvanized. This method resulted in high acid consumption, the formation of hazardous waste (acid bath sludge), and corrosive vapor emissions.

With the implementation of the new rework processes:

The acid stripping process has been largely eliminated,
Total acid consumption has been reduced,
The amount of hazardous waste and the associated disposal costs have been reduced,
The risk of chemical exposure from acid vapors has been minimized.

- Acid consumption has decreased.
- The amount of waste acid sludge has decreased.
- Hazardous waste management costs have been reduced.

Improving Air Quality by Reducing Chemical Use

"Stud Cleaning Process"

The ammonium chloride (ammonia-based solution) previously used in the stud cleaning process negatively affected workplace air quality by causing volatile chemical vapor emissions and pungent odors, especially in enclosed and semi-enclosed areas.
With the process improvements made, the stud cleaning operation is now performed without the use of ammonium chloride.

As a result of this change:

Process-related ammonia vapor emissions have been eliminated.
Air quality in the work environment and around the facility has been significantly improved.
Occupational health and safety performance has been improved by reducing the risk of employees being exposed to chemical vapors.

Furthermore, the fact that the new chemical used is biodegradable has reduced the environmental burden on the wastewater.

- Process-related ammonia vapor was prevented.
- The environmental burden on wastewater has decreased.
- Workplace safety and hygiene have improved.

Reducing Resource Consumption Through Digitalization

"Digital Data Management"

To track production data, a digital reporting system that operators can fill out directly has been implemented. This application eliminates the need to keep production data on paper, and data entry and storage processes have been moved to a digital environment.

9.000 PIECE
A4 PAPER WASTE PREVENTED*
*Based on 300 working days.

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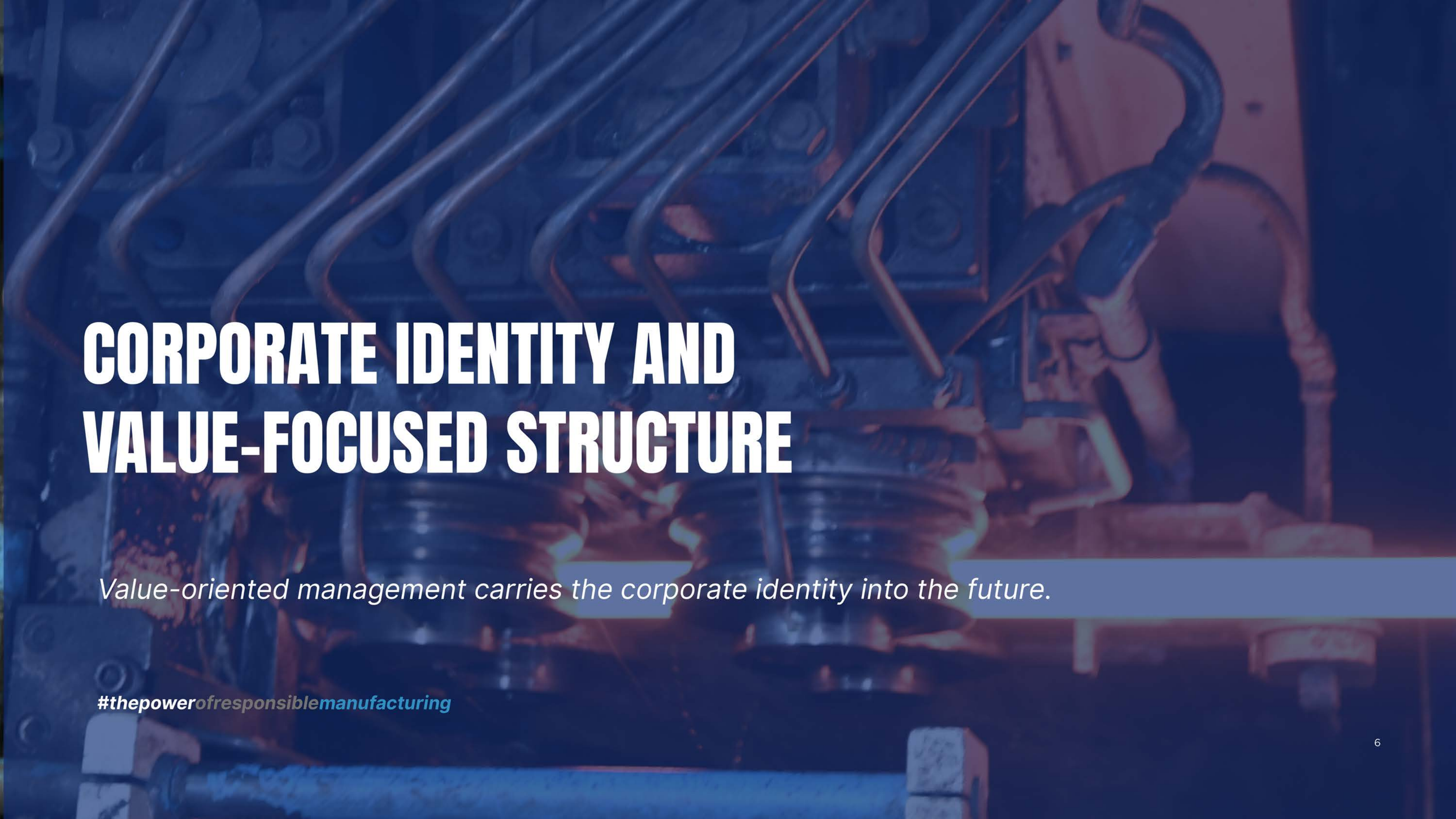

CORPORATE IDENTITY AND VALUE-FOCUSED STRUCTURE

Value-oriented management carries the corporate identity into the future.

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Overview of Mitaş Cıvata

Mitaş Cıvata Sanayi ve Ticaret A.Ş., one of Turkey's leading companies in fastener manufacturing, operates as a member of the MİTAŞ Group, which boasts over 70 years of engineering heritage. Offering integrated and innovative solutions on a global scale in the fastener sector, Mitaş Cıvata holds a strong position in the industry with its production philosophy that combines quality, reliability, and engineering expertise.

Mitaş Cıvata's production activities are carried out in its modern facilities located in the Ankara – Temelli Organized Industrial Zone. The facilities, covering a total area of 57,913 m² with a 19,000 m² covered production area, boast a production infrastructure equipped with advanced technologies and fully automated systems. With an integrated annual production capacity of 61,500 tons, Mitaş Cıvata operates as one of the companies with the highest production capacity in the sector.

A Deep-Rooted Industrial Heritage...

Fasteners are used particularly in energy transmission lines, steel structures, wind turbines, industrial facilities and infrastructure projects, thus positioning Mitaş Cıvata as an important supplier for sustainable infrastructure and secure energy transitions.

Mitaş Cıvata produces integrated solutions by working in synergy with other Mitaş companies under the group umbrella. Thanks to this integrated structure, it places the principles of quality, reliability and sustainability at the center of a broad value chain extending from design to assembly.

Since its establishment, Mitaş Cıvata has been offering not only products but also durability, reliability, and engineering capabilities with its motto "Building Strong Connections". With years of industrial experience, a culture of continuous improvement, and an R&D-focused production approach, it has positioned itself as a strategic solution partner in infrastructure projects in Turkey and around the world.

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Milestones

2000 ◆ Established

Established on a 23,000 m² area to meet Mitaş Enerji's fastener needs, the facility includes a production infrastructure with cold forging, heat treatment, and galvanizing plants.

2003-2005 ◆ First Growth Period

Production capacity reached 8,815 tons/year, and sales to non-group partners commenced. Mechanical production was commissioned, initiating the manufacturing of anchor bolts and special parts.

2010-2014 ◆ Digitalization and New Investment

The digital transformation process was initiated with the SAP system. The modern facility in Ankara Sincan Organized Industrial Zone became operational in 2014; the total production area reached 50,689 m².

2015-2020 ◆ Product Variety and Capacity Increase

The hot forging line was commissioned, the product range expanded, and production volume increased significantly.

2018 ◆ Technological Transformation

Production of custom parts began with the "Sacma 660 Partformer". By switching to the SAP S/4HANA system, it became one of the first companies in Turkey to make this transition.

2021-2023 ◆ Integrated Production and Advanced Technology

The DAMS integrated management system was implemented. Mold production was started with 5-axis CNC Mazak machines, and the production line was strengthened with new forging machines.

2024 ◆ Sustainable Growth

The facility's total production capacity has reached 61,500 tons/year; cold forging bolt capacity is 48,500 tons/year; nut forging capacity is 9,600 tons/year; hot forging fastener capacity is 10,000 tons/year; and mechanical processing capacity is 3,000 tons/year. The number of employees has increased to 266, and the corporate infrastructure has been strengthened with sustainability standards.

◆ 2024 - Today

With its high engineering capabilities, integrated production infrastructure, and compliance with international standards, Mitaş Cıvata has achieved a position as a reliable and sustainable solution partner in the global market.

Vision, Mission, Values

Since its establishment, Mitaş Cıvata has shaped its operations not only with production goals in mind, but also with an understanding of adding value to people, the environment, and society. The company's vision, mission, and values are built upon engineering strength, sustainability principles, and a sense of ethical responsibility. These fundamental principles guide all aspects of Mitaş Cıvata's business practices, from decision-making processes to operational applications; they serve as the guide for the company's current success and its commitment to the future.

VISSION

To maintain leadership through trust, quality, and engineering in all sectors in which we operate.

MISSION

Mitaş Cıvata aims to contribute to the development and well-being of countries around the world and to improve the quality of life for people by offering high-quality products and services with creative, safe, and environmentally friendly technologies in the fields in which it operates. In line with this goal, Mitaş Cıvata conducts all its activities sustainably within an integrated management system encompassing quality, environment, occupational health and safety, energy, and information security management systems, in accordance with its vision and values.

VALUES

Justice, Honesty, Agility, Leadership, Respect

Guided by Responsibility...

Product and Service Portfolio

Integrated and Flexible Production Infrastructure

Mitaş Cıvata achieves high efficiency with its modern cold forging machines, capable of producing a wide range of sizes from M8 to M100 and with a production capacity of 100-200 units per minute. The production infrastructure, supported by CAD and utilizing hot, cold, and mechanical forging techniques, offers quick and flexible adaptation to project-based size and variant requirements.

Digital Quality Management and Testing Infrastructure

The integration of the ISO/IEC 17025 accredited laboratory with SAP provides end-to-end digital traceability in quality control processes. Monitoring mechanical, chemical, and surface tests with real-time data within the company offers complete transparency in quality verification processes.

Production with a focus on quality and precision.

Mitaş Cıvata possesses the production capability to provide high corrosion resistance through tight-tolerance dimensional accuracy and long-lasting coating technologies such as HDG/Zn. Digital traceability of galvanizing and heat treatment processes via SAP guarantees full compliance with ISO, EN, DIN, and ASTM/ASME standards.

Engineering and Consulting Competence

Mitaş Cıvata produces solutions that fully meet advanced customer demands with its engineering expertise exceeding global quality standards. Product selection, material specification, and performance consulting provided by an expert team; CAD-supported design and digital manufacturing infrastructure enable rapid adaptation to special projects.

Product and Service Portfolio

OHTL: Energy Transmission Lines

High-strength connection elements and engineering solutions are offered for power transmission lines (OHTL) and steel tower systems.

Solar Energy Systems

In solar power plants, energy efficiency and system durability are supported by fasteners, anchor bolts, and surface protection solutions used in panel mounting and support structure systems.

Wind Energy Systems

Hot and cold forged fasteners, used in high-strength connection points of wind turbines and tower systems, offer reliable solutions against harsh environmental conditions.

Heavy Steel Structures

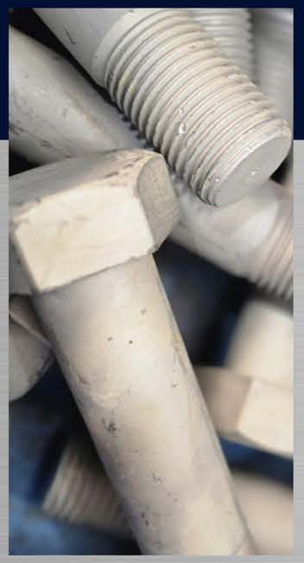
In industrial facilities, refinery structures, and large-scale steel construction projects, project-specific fasteners are manufactured with the advantage of CAD-aided design and precise tolerances.

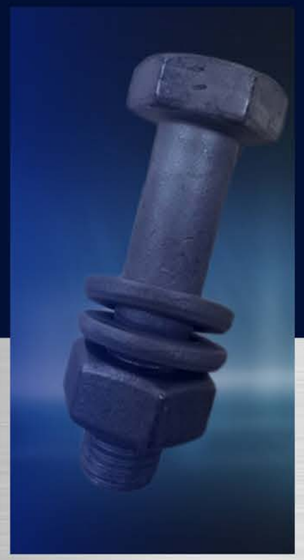
Construction Industry

We offer engineering solutions that enhance safety and durability in infrastructure and superstructure projects through the use of specially manufactured studs, anchors, and mechanical fasteners.

Sectoral Solutions and Application Areas

Product and Service Portfolio





Mitaş Cıvata Industry and Trade Inc. is one of the pioneering companies guiding Turkey's industrialization process with its production of high-strength fasteners meeting the critical needs of the energy, construction, and infrastructure sectors. As a member of the MİTAŞ Group, which has an engineering legacy of over 70 years, it offers integrated and innovative solutions on a global scale in the fastener industry. Today, it operates in its modern production facility located in the Ankara – Temelli Organized Industrial Zone, with an annual production capacity of thousands of tons.

The product portfolio encompasses a wide range of products including bolts, studs, nuts, washers, anchors, and special fasteners. These products have a broad variety of applications in energy transmission lines, steel structures, wind turbines, industrial plants, transportation infrastructure, and renewable energy projects.

All production stages – raw material preparation, hot/cold forging, heat treatment, surface coating, quality control and shipment – are managed within an integrated system, prioritizing quality, occupational safety and environmental compliance at every step. The performance of the products is verified and certified according to international standards (ISO, DIN, EN, ASTM) in the mechanical testing laboratories within Mitaş Cıvata.

Mitaş Cıvata not only manufactures fasteners but also develops custom-designed fastener solutions using its engineering expertise. In project-based production, dimensions, materials, coatings, and strength properties are determined according to customer needs, thus ensuring both quality and sustainability criteria.

A Manufacturing Force Designed for Durability...

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Product and Service Portfolio

Product and Service Groups

Mitaş Cıvata's product portfolio consists of bolts, nuts, studs, washers, anchors, and special fasteners produced using cold and hot forging methods. The products are designed and manufactured considering criteria such as high mechanical strength, long service life, and suitability for harsh environmental conditions. In line with the technical requirements of different sectors, the material type, dimensions, strength classes, and surface coating properties of the products can be diversified.

Bolts

Nuts

Roundel

Coated/Painted Products

Anchors and Studs

Cold Forging Special Parts

Assessment of Health and Safety Impacts of Products and Services

Mitaş Cıvata considers product safety, technical compliance, and end-user health as fundamental quality and sustainability priorities in all its fasteners. The potential impacts of products on health and safety are systematically evaluated and monitored through a holistic lifecycle approach, from the design phase to the end of the product's service life.

Design and Development Process

The design and development activities of new products are carried out taking into account customer technical specifications, international standards (EN, ASTM, ISO, DIN, etc.), especially those from Europe and North America, and current legal requirements. At this stage, the safety, durability, and technical performance of the products are among the primary criteria.

Production Process Controls

The equipment used in production activities, process parameters, and production conditions are controlled and monitored in accordance with quality, environmental, and occupational health and safety management systems (ISO 9001, ISO 14001, ISO 45001). Thus, risks that could affect product safety are managed preventively during the production phase.

Quality Control and Testing Practices

The products undergo mechanical, chemical, and coating tests in laboratories within MİTAŞ CIVATA that are accredited by TÜRKAK (Turkish Accreditation Agency). These tests aim to ensure that the products maintain their safety and intended performance throughout their lifespan.

Pre-shipment and Usage Safety

Product conformity is checked during packaging, storage, and shipping processes; usage instructions and safety warnings are presented clearly and accessiblely in the customer's technical documentation. These practices aim to reduce the risks that may arise during the in-field use of the products.

Nonconformity Management and Continuous Improvement

If any health and safety risk arising from a product or service is identified, root cause analyses are performed through the SAP Quality Module and the DAMS Corrective Action System. Corrective and preventive actions are planned to prevent the recurrence of risks; processes are regularly reviewed in line with customer feedback, satisfaction surveys, and internal audit results.

Product Accountability and Customer Safety

Mitaş Cıvata manages its product information and labeling processes in a transparent and traceable manner, in compliance with national and international standards, to ensure that all fasteners it produces fully meet technical competence, product safety, and environmental compliance criteria.
Product information and labeling practices are defined within the framework of the Product Identification and Traceability Procedure; they are verified at all stages of production and end-to-end traceability is ensured through the SAP Quality Module. This approach supports both legal compliance and the continuity of customer trust.

Scope of Labeling and Information

Product Identity and Technical Specifications

Product type, dimensions, material grade, relevant production standards (EN, ISO, ASTM, DIN, etc.), and batch information are presented clearly and verifiably through product labels, shipping documents, and quality certificates.

Product Components and Supply Chain Information

The types of raw materials used, supplier information, and production lots are recorded through the SAP Material Management System, ensuring traceability on a product basis.

Product Safety and Usage Instructions

Assembly methods, torque values, operating conditions, and information on safe storage and transport are provided to customers through technical documents and product catalogs. This information aims to support the safe and correct use of the products.

Disposal and Recycling Information

Information is provided on the environmentally friendly disposal of products at the end of their lifespan and on metal recycling opportunities; these processes are supported by environmental impact documents and customer information.

Information on Environmental and Social Impacts

Compliance of production processes with ISO 14001 and ISO 14064 standards, reporting obligations under CBAM, and ethical trade principles are communicated to stakeholders through sustainability and compliance reports.

Management, Auditing and Updating Process

Product labeling and information accuracy is checked by quality control teams before production and shipment. Traceability for all products is ensured via SAP batch numbers and linked to certificates provided to customers.

Labeling and technical information content is periodically reviewed and updated in line with customer expectations, regulatory changes, and current standards. Furthermore, the labeling and information requirements of exporting countries are closely monitored, particularly focusing on the European and North American markets.

Value Chain

Mitaş Cıvata manages its economic value creation through a technical approach encompassing all production and supply processes. In this context, it structures its activities, ranging from raw material procurement and process preparation to production operations, quality assurance, logistics management, and customer technical support, through a 7-stage integrated value chain model. This model ensures that the added value generated at each stage is systematically and measurably achieved through data-driven analyses, performance indicators (KPIs), process control cycles, and continuous improvement mechanisms.

Each stage of the value chain is managed according to operational criteria such as optimizing process flows, reducing resource consumption, efficiently utilizing production capacity, lowering waste rates, and ensuring supply chain continuity. Technical indicators such as energy consumption, machine efficiency rates, OEE performance, raw material usage efficiency, quality verification results, and delivery accuracy are regularly monitored and used in strategic decision-making processes that directly impact economic performance.

Raw Material Supply

Mitaş Cıvata procures alloy steel and technical inputs, which determine product quality, from strategic suppliers with reliable quality standards.

Material Input

Raw material acceptance is verified through chemical and mechanical controls and an SAP-based traceability system before being prepared for production.

Production Operations

Through cold/hot forging, CNC machining, heat treatment, and surface coating processes, fasteners are manufactured to high engineering standards.

Quality Assurance

Product safety is guaranteed by verifying each production step through laboratory tests and process control methods.

Storage & Logistics

Finished products are sorted, packaged, and managed in the warehouse before being prepared for shipment according to the shipping plan.

Customer Shipment

Products are shipped to over 150 countries according to industry-specific requirements, and customized delivery management is applied to customer projects.

Engineering Support & Improvement

Customer feedback is transformed into technical analyses, and the value chain is continuously improved through process improvement efforts.

Supply Chain and Operational Scope

Mitaş Cıvata's production power is backed by a strong supply network based on creating sustainable value. Raw material suppliers are selected from leading certified steel producers in Turkey and Europe. In the purchasing processes, criteria such as quality assurance certificates, environmental management systems, occupational health and safety performance, and compliance with ethical principles are taken into consideration.

Sustainable Supply Approach

MİTAŞ Cıvata regularly evaluates its suppliers according to sustainability criteria in order to reduce the environmental impact of its supply chain and promote responsible production. As part of the "Sustainable Supplier Assessment" conducted in 2024, the production methods, energy sources, scrap usage rates, and product-based carbon emission values of its main suppliers were analyzed, making environmental performance a priority in supplier selection and collaboration processes. Thus, supplier performance is regularly monitored, and necessary corrective and preventive actions are implemented in cases of non-conformity, ensuring continuous improvement.

Furthermore, according to the supply analysis conducted in 2024, a significant portion of the total supply volume was sourced locally, thus increasing the domestic contribution to the economic cycle and reducing carbon emissions from logistics.

%80
Local Supplier Rate

Monitoring and Evaluation Mechanism

Mitaş Cıvata systematically monitors its supply chain performance through the DAMS Supplier Evaluation Module:

- All suppliers are analyzed at least once a year using an evaluation system that includes social, environmental and quality criteria.
- The "Machinery, Equipment, Secondary Product and Service Suppliers Evaluation Survey" assesses certification status, work quality, occupational health and safety practices, environmental performance, and regulatory compliance.
- The situation is examined.
- For suppliers found to be non-conforming, a corrective action plan is developed and follow-up evaluations are carried out.
- If practices that violate ethical principles are detected, the business relationship with the supplier may be terminated.

Measures Taken and Improvement Activities

Mitaş Cıvata is implementing the following practices to reduce social compliance risks and strengthen the sustainability of its supply chain:

- All suppliers are informed about the Ethical Trade Principles and Working Principles Policy and are required to comply with the contract terms.
- Technical and managerial guidance is provided to ensure that social eligibility criteria are met.
- Training and information activities are organized to raise awareness on human rights, occupational safety and health, and environmental responsibility.
- Suppliers in the high-risk group are monitored twice a year, and site visits are conducted when necessary.

Stakeholder Communication and Feedback Mechanisms

Mitaş considers regular, transparent, and systematic communication with all stakeholder groups as a fundamental element of sustainability management. Company performance is continuously monitored and improved through surveys, performance evaluations, and feedback processes conducted with customers, employees, suppliers, and other stakeholders. These processes are carried out via DAMS (Digital Survey Module System), results are reported to relevant departments, and necessary action plans are developed.

Customer Satisfaction Management

In the last quarter of each year, the FR-0078 Customer Satisfaction Survey is sent to customers via the DAMS Survey Module. Responses are analyzed by the Sales and Business Development Unit, scored out of 100 points, and the results are shared with managers. Customers scoring below 50 points are contacted directly, and corrective action plans are developed. These results have a 30% weight in the total annual satisfaction evaluation. All data is recorded and monitored by the Quality and Improvement Unit.

Supplier Evaluation

Suppliers and subcontractors are evaluated by relevant department officials after procurement based on criteria such as quality, occupational health and safety (OHS), environmental performance, certification status, and problem-solving capabilities. Evaluations are conducted via the DAMS Survey Module, and the system automatically calculates scores from 1 to 5. Based on the results, suppliers are classified as follows: 80–100 points “A – Always workable”, 60–79 points “B – Workable”, 50–59 points “C – Not workable unless absolutely necessary”, and 0–49 points “D – Not workable”. These evaluations constitute an important feedback mechanism supporting the continuous improvement of supplier relationships.

Employee Satisfaction

To measure employee satisfaction, an online survey form was sent to all personnel in 2024. The survey was completed anonymously, and feedback was collected on topics such as transportation services, cafeteria, office conditions, and overall job satisfaction. Based on the data obtained, analyses were conducted to maintain strengths and develop areas for improvement. Suggestions regarding transportation and cafeteria services, requests regarding the office environment, and findings on overall job satisfaction were shared with the relevant departments; necessary action plans were prepared and implemented based on the results reflected in management reports.

Corporate Documents and Management Systems

Quality and Corporate Governance Systems

- Mitaş Cıvata ensures customer satisfaction and operational excellence by integrating all its management processes into international standards.

Environment, Energy and Carbon Management

- Mitaş Cıvata is institutionalizing a sustainable production approach with integrated management systems to minimize its environmental impact and increase energy efficiency.

Occupational Health and Safety and Information Security Management

- Mitaş Cıvata prioritizes employee safety and data integrity, systematically maintaining a safe working environment and a culture of digital protection.

Product Quality and Technical Compliance

- Mitaş Cıvata combines high quality, technical reliability, and domestic production capabilities in its products, ensuring full compliance with national and international standards.

Certificates

- ISO 9001 – Quality Management System
- ISO 10002 – Customer Satisfaction Management
- ISO 14001 – Environmental Management System
- ISO 50001 – Energy Management System
- ISO 14064-1 – Calculation and Reporting of Greenhouse Gas Emissions
- ISO 45001 – Occupational Health and Safety Management System
- ISO 27001 – Information Security Management System
- ISO 17025 – Competence of Testing and Calibration Laboratories
- EYDEP – Education and Competency Assessment Project
- DASt Guideline 022 – Bolt Welding on Construction Sites
- EN 14399-1 / EN 15048-1 – CE Certificate
- Domestic Production Certificate (M6–M30) and (M12–M36)

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Ethics, Transparency and Compliance Policies

Mitaş Cıvata conducts its operations based on the principles of honesty, impartiality, confidentiality, and full compliance with the law. The ethical codes established within the company are binding on all stakeholders, from employees to suppliers.

As part of our Ethics and Compliance Policy, a secure communication channel has been established for reporting potential violations. The identities of those reporting violations are kept confidential; no negative treatment of these individuals is permitted.

The Ethics Committee evaluates the notifications received on a confidential basis. The review process is recorded in writing; decisions are made unanimously and shared with the relevant units. Committee members perform their duties independently and may utilize expert opinions when necessary. If a situation contrary to the group's principles is identified, the matter is referred to the Disciplinary Committee.

Ethical Trade Principles in the Supply Chain

Compliance with Legislation and Ethical Principles: Suppliers and business partners are obligated to operate within the framework of national legislation, international agreements, and ethical trade principles.

Human Rights and Fair Working Conditions: Child labor and forced labor are prohibited. The prevention of discrimination, freedom of association, and the protection of the right to collective bargaining are fundamental principles.

- Ethical Business Practices: A zero-tolerance policy is implemented against bribery, corruption, unfair competition, and conflicts of interest.
- Environmental Responsibility: Environmental awareness, efficient use of resources, and the promotion of sustainable technologies are considered in production processes.
- Traceability and Continuous Improvement: Supplier performance is monitored regularly; corrective and preventive measures are taken in cases of nonconformity.

Transparency and Accountability

Mitaş Cıvata upholds transparency and accountability, fundamental principles of corporate governance, in all its processes. It fully complies with legislation in its relations with official institutions; and shares requested information and documents completely and on time.

Employees adhere to the principles of honesty, impartiality, and participation in performing their duties; they always prioritize the company's best interests and uphold the principle of trust in declared information. Mitaş Cıvata also engages in national and international collaborations to reduce greenhouse gas emissions and improve sustainability performance.

ECONOMIC PERFORMANCE

An economy that grows by managing its resources effectively.

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Production Capacity and Market Performance

RAW MATERIALS

Steel Bar	Steel Wire Rod
1.319 ton	5.672 ton

PRODUCTION

8.146,4 ton

PRODUCTION PERFORMANCE

Mitaş Cıvata operates its integrated facility in Ankara with an annual production capacity of 61,500 tons, and achieved an actual production of 8,146 tons in 2024. Steel wire rod and steel bars are predominantly used in production; processes are managed according to ISO standards, energy efficiency, and resource optimization principles.

Bolt	Nut	Rondela
4.057,36 ton	1.290,3 ton	18,88 ton
Standard L Anchor	**Saplama**	**Infinite Pursuit**
101,71 ton	57,25 ton	50,49 ton
UV Connector	**Thousand**	**Hook, Twisted Iron**
30,35 ton	0,05 ton	2,52 ton
Pim	**Miles with Bill**	**Lightning Rod**
1,57 ton	1,47 ton	0,10 ton
Polyamide Mattress, Bushing	**Kamali Burj**	**Pig's Tail**
0,20 ton	0,22 ton	6,51 ton
Bükümlü Step Bolt	**Climbing Bolt**	**Horoscope**
0,12 ton	89,99 ton	0,01 ton

PRODUCT PERFORMANCE

Mitaş Cıvata produced a total of 8,146 tons in 2024. Bolts (4,057 tons) and nuts (1,290 tons) constituted the majority of production, while the product portfolio also includes various parts such as anchors, studs, and fasteners. The products are manufactured in accordance with international standards and in line with energy efficiency and low-carbon principles.

EXPORT PERFORMANCE

Mitaş Cıvata exported to 23 different countries in 2024. Main export markets include Germany, France, Portugal, Egypt, Bulgaria, Georgia, and Finland.

EXPORT MARKET

United States, Germany, Albania, Belgium, Bulgaria, Czech Republic, Estonia, Finland, France, Georgia, Croatia, Spain, Italy, Hungary, Portugal, Slovenia, Greece, Azerbaijan, United Arab Emirates, Iraq, Israel, Kazakhstan, Egypt

EXPORT SHARE

2.998,23 ton
%32*

*Share in total production

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Economic Contribution

Mitaş Cıvata is a strategic industrial enterprise that makes significant contributions to both the regional and national economy through its production activities, export capacity, technology investments, and workforce. It manages its economic performance through operational efficiency, financial discipline, a supplier ecosystem, and a sustainable growth perspective. In this context, its economic contribution is demonstrated through tangible indicators such as revenue generation, resources transferred to external stakeholders, employment costs, the rate of using local suppliers, and export volume.

In 2024, the key component of Mitaş Cıvata's economic performance was net revenue from products and services. This revenue came from sales to sectors requiring high engineering expertise, such as energy transmission lines, steel structure projects, infrastructure investments, automotive, and petrochemicals. Thanks to its strong export capabilities, its products reach more than 150 countries, strengthening Mitaş Cıvata's economic impact on a global scale.

Sustainable growth in net income is directly related to the efficient use of production capacity, process efficiency, order diversity, and the successful management of project-based custom manufacturing. Therefore, the company manages its revenue generation capacity through a data-driven approach by continuously analyzing its operational performance.

A significant portion of the economic value consists of resources transferred to suppliers and service providers to maintain production activities. This includes raw material purchases, process chemicals, production equipment, energy supply, maintenance and repair services, logistics operations, and other outsourced services. These expenditures ensure Mitaş Cıvata's procurement of materials in accordance with technical requirements, production reliability, and operational continuity, as well as directly contributing to the regional economy through local suppliers. Furthermore, the increased use of inputs obtained from scrap recycling has both optimized costs and supported sustainable raw material management.

2024 Net Sales Revenue

≈ 31.754.000 $

Cash Payments for External Procurement

≈ 31.754.000 $

Customers

Operational continuity through the supply of high-quality and reliable products.

Suppliers

Economic support through the purchase of raw materials and services.

Society

Economic impact that supports regional development.

Employees

Salary, benefits, training and development investment.

You

Regular fulfillment of tax and legal obligations.

Mitaş Cıvata creates sustainable value across its entire stakeholder ecosystem by managing the economic value it generates through a multifaceted contribution model that extends to employees, suppliers, the public, society, and customers.

SUSTAINABILITY MANAGEMENT

Strong Operations for Sustainable Management.

#thepowerofresponsiblemanufacturing

Sustainable Management Approach

MITAS Cıvata's sustainability policy;

To offer high-quality, safe, and environmentally friendly products.
Supporting responsible production through ethical supply chain management.
To build trust-based relationships with stakeholders and maintain transparent communication.
It is based on the goals of increasing resource efficiency and implementing circular economy principles.

Environmental Responsibility

MITAS Cıvata integrates its environmental awareness into all its processes, from production and design to logistics and product lifecycle management.

MİTAŞ Cıvata's environmental priorities include:

Efficient use of natural resources
Reducing the amount of waste.
- Energy efficiency

This includes reducing carbon emissions.

Social Responsibility and Human Rights

MITAS Cıvata rejects discrimination and all forms of forced labor in the workplace; it is committed to protecting employee rights, union freedom, equal opportunity, and ensuring an ethical work environment. Furthermore;

Prevention of all forms of discrimination
Elimination of forced or child labor
Protecting the right of workers to unionize and engage in collective bargaining.
He has pledged to combat bribery and corruption.

Sustainability Policy

MİTAŞ Cıvata approaches sustainability holistically, considering its social, environmental, and economic dimensions; and conducts its operations in accordance with ethical, transparent, and responsible management principles. With the goal of contributing to a sustainable future, it systematically manages its responsibilities in the areas of environment, business ethics, human rights, occupational health and safety, corporate governance, and quality.

Within the scope of the policy, the aim is for sustainability activities to be extended beyond employees to include suppliers and other stakeholders. In line with this, Mitaş Cıvata regularly reviews and improves its strategies, goals, and practices through its Sustainability Committee.

Strategic Risks and Opportunities

Mitaş Cıvata addresses sustainability and climate-related risks from a holistic perspective due to the high environmental and operational sensitivities required by its field of activity. Therefore, it systematically evaluates critical risk areas such as carbon management, energy efficiency, water and waste management, occupational health and safety, supply chain dependencies, and regulatory compliance within the framework of industry dynamics and global regulations.

In this context, risks were identified both through categorical assessment tables reflecting Mitaş Cıvata's overall sustainability risk profile and through TCFD*-compliant analyses that separate transitional and physical risks related to climate change. This two-pronged approach allowed Mitaş Cıvata to assess its risk exposure from both a broad perspective and a detailed, climate-focused view; thus enabling the prioritization of risks, accurate interpretation of their impacts, and clarification of management strategies.

* The “Task Force on Climate-related Financial Disclosures“ is an international framework that defines how companies should disclose the risks and opportunities related to climate change.

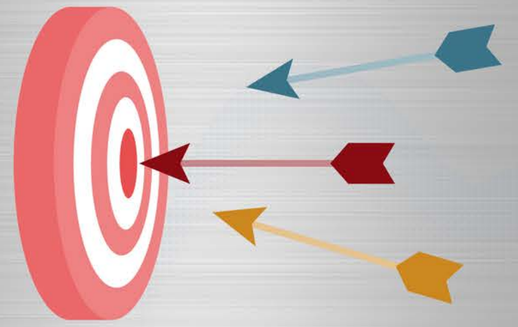
Strategic Risks and Opportunities

Mitaş Cıvata's 2024 sustainability assessment highlights critical areas focused on environmental, operational, and supply chain aspects, in line with the characteristic risks of the metal processing and galvanizing industry. In particular, carbon emission management, energy efficiency, and increasing reporting requirements under the Common Building Materials Act (CBAM) framework pose significant regulatory and financial risks for Mitaş Cıvata. Furthermore, hazardous waste control, chemical management, and occupational health and safety processes are, by the very nature of the production process, the most critical operational risk areas.

In addition, economic fluctuations, exchange rate volatility, and rising raw material costs increase the fragility of the supply chain; and frequent changes in regulatory compliance requirements raise Mitaş Cıvata's compliance risk. Potential disruptions to fire safety, infrastructure outages, and process continuity also remain important for operational reliability.

While public perception, social licensing, and brand reputation represent a lower risk level within the sector, they remain important in the context of stakeholder expectations and corporate responsibility.

On the other hand, digital transformation, automation, data analytics, and Industry 4.0 applications offer significant opportunities in process efficiency and energy and carbon management. R&D and green transformation incentives support sustainability investments, while access to a qualified workforce and employee development programs strengthen operational excellence. In this context, effective risk management and strategic assessment of opportunity areas play a decisive role in Mitaş Cıvata's achievement of its sustainable growth targets.



Low-Level Risks

Corporate reputation and social licensing
Stakeholder perception and brand impact

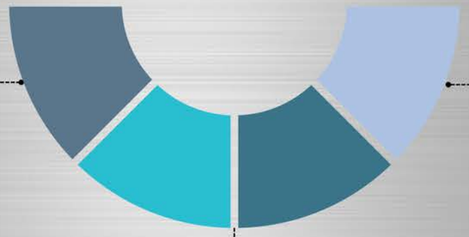
Moderate Risks

Legislative changes
Supply chain fragility
Economic fluctuations
Production continuity and infrastructure disruptions

High-Level Risks

Carbon management,
Energy intensity/increasing energy costs
Hazardous waste management
Water stress and risk of water shortages.
Occupational health and safety

Strategic Risks



Digitalization & Productivity

- Digital transformation
- Automation and data analytics
- Industry 4.0 applications

Green Transformation & R&D

- Energy and carbon management solutions
- Green transformation incentives
- Sustainability-focused R&D investments

Human Resources & Corporate Strength

- Access to a skilled workforce
- Employee development programs
- Operational excellence

Strategic Opportunities

Physical Risks

- Production efficiency decreases during periods of extreme temperatures.
- Risk of interruptions in galvanizing processes due to water scarcity.
- Logistical access problems due to heavy rainfall and flooding.
- Power outages due to storms and severe weather events
- Climate-related production disruptions for steel and metal suppliers.

Transition Risks

- Increased carbon costs due to SKDM.
- The demand for low-carbon products is rapidly increasing.
- Volatility in energy prices/high cost pressure
- The need to transition to highly efficient, low-emission technology.
- Carbon transparency and supply chain verification expectations.

* The “Task Force on Climate-related Financial Disclosures” is an international framework that defines how companies should disclose the risks and opportunities related to climate change.

Risk and Opportunity Management

Environmental Risk Management

Mitaş Cıvata manages its environmental risks with a holistic approach focusing on energy, carbon, water, and waste management.

Energy and carbon management: Due to energy-intensive hot forging and galvanizing processes, carbon emissions are one of the most critical environmental risk areas. Mitaş Cıvata aims to reduce carbon and energy risks through energy efficiency investments, process optimization, and renewable energy supply applications.

Water management: Since water stress and water constraints pose a significant risk to galvanizing and chemical processes, Mitaş Cıvata implements practices aimed at reducing water consumption, improving treatment performance, and increasing recovery rates.

Waste and hazardous waste management: Galvanizing sludge, Zn ash, and chemical waste are managed in accordance with regulations, and disposal, recovery, and storage processes are monitored in compliance with environmental regulations and the GRI 306 standard.

Supply Chain Risk Management

Mitaş Cıvata is strengthening supplier diversification, performance evaluation, carbon data collection, and sustainable procurement practices to reduce potential disruptions and cost increases in the supply of steel, galvanized steel, and other metal inputs.

To reduce Scope 3 emissions, suppliers are required to provide carbon, energy, and environmental performance data; this helps manage both compliance risks and cost risks arising from CBAM (Cooperation, Bill of Materials, and Environment).

Managing Regulatory and Compliance Risks

Changes in environmental, occupational safety, foreign trade, and carbon regulations are regularly monitored; requirements are integrated into company processes through training, internal audits, and procedural updates.
Mitaş Cıvata adopts a proactive approach in all operational areas with the goal of full compliance with environmental and occupational health and safety regulations.

Management of Operational and Occupational Health and Safety Risks

Occupational health and safety is one of the highest priority risk areas, given the nature of the sector.

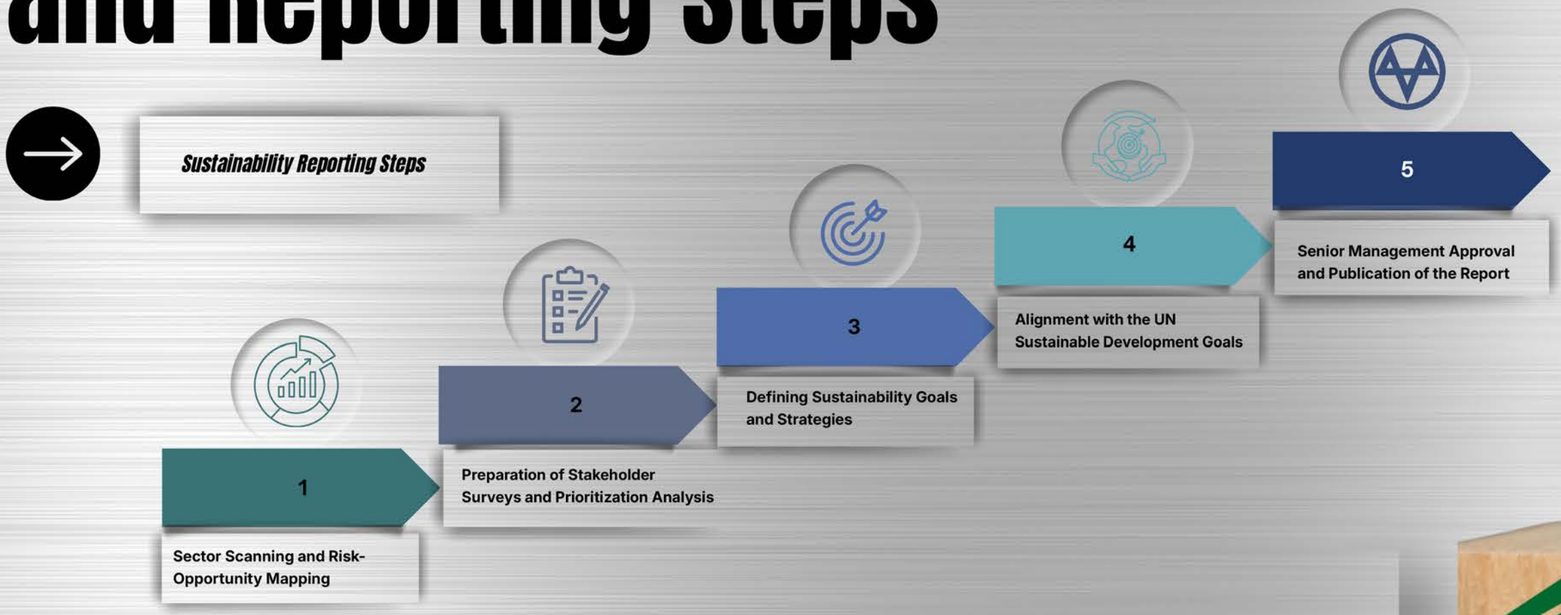
Risk assessments are carried out for all processes,

Control measures are being implemented for the risks of hot environments, chemical use, and heavy equipment operations.

Periodic training sessions, field inspections, near miss reports, and occupational safety performance measurements are conducted regularly.

Mitaş Cıvata's risk management approach is based on the principles of early warning, prioritization, monitoring, reporting, and continuous improvement. Within this framework, all environmental, social, economic, and governance risks are regularly assessed, monitored by relevant departments, and addressed at the senior management level.

Sustainability Governance and Reporting Steps

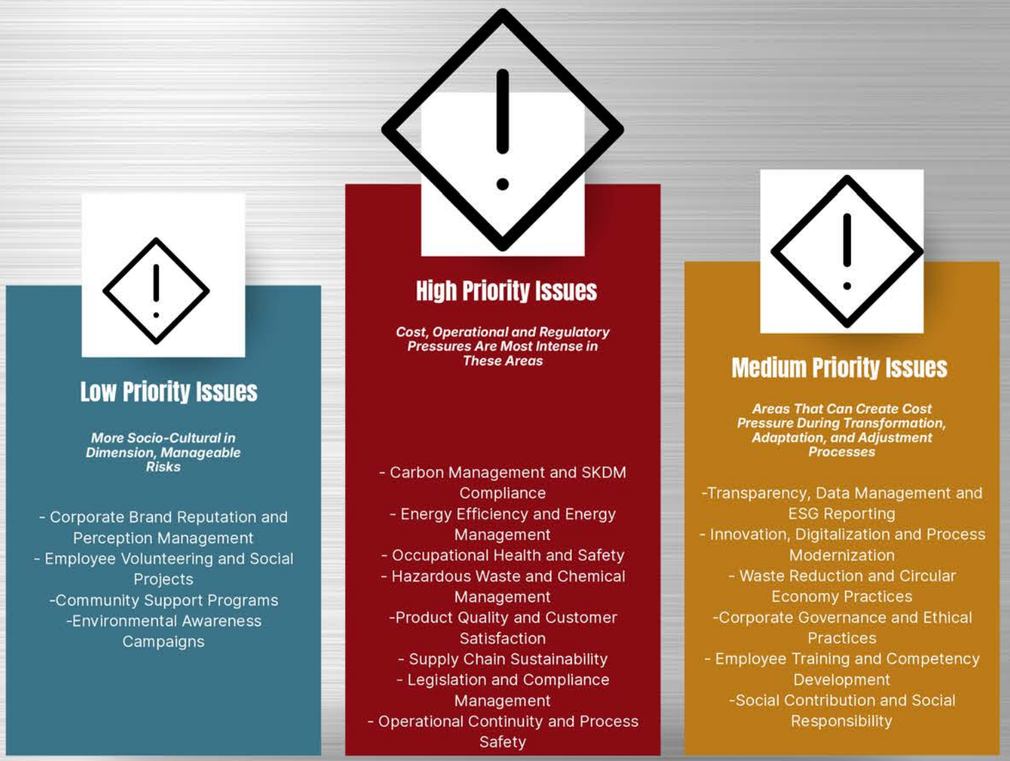


Mitaş Cıvata has established a Sustainability Committee to coordinate sustainability efforts and ensure the holistic management of company-wide practices. The committee is responsible for implementing the sustainability strategy, monitoring environmental and social performance, evaluating risk and opportunity analyses, and carrying out continuous improvement activities.

The Board works in collaboration with all units within the company to ensure that sustainability goals are integrated into operational processes. The Committee holds regular meetings in line with annual targets and performance indicators; it reports its findings on sustainability performance to senior management, directly contributing to decision-making processes.

Mitaş Cıvata's sustainability reporting is conducted using a holistic methodology ranging from sector analysis to stakeholder expectations. The first step involves a sector survey to assess risks and opportunities stemming from climate, energy, supply chain, and regulations. Following this, surveys are prepared for stakeholders; the feedback received is integrated with a prioritization analysis to identify critical issues for the company. Based on this analysis, Mitaş Cıvata's sustainability goals and strategic roadmap are developed, and the identified impacts are aligned with the United Nations Sustainable Development Goals. Finally, the report is reviewed by the relevant committees, submitted for approval to senior management, and shared transparently with all stakeholders.

Prioritizing and Identifying Issues



Mitaş Cıvata evaluates the environmental, social, economic, and governance dimensions of its operations using a multi-dimensional approach when determining its sustainability priorities. In this context, the materiality analysis study conducted in 2024 was based on a systematic examination of the risks the company faces, an understanding of stakeholder expectations, and a comprehensive analysis of industry dynamics.

First, Mitaş Cıvata's exposure to risks in areas such as carbon management, energy efficiency, water and waste management, occupational health and safety, supply chain sustainability, regulatory compliance, and operational continuity was assessed in detail. This analysis considered both sustainability risks and transitional and physical risks related to climate change; the energy-intensive nature of the sector, regulations such as SKDM (Sustainable Development Governance), and operational requirements were prioritized.

In addition, stakeholder surveys were conducted to understand the expectations and perceptions of Mitaş Cıvata's internal and external stakeholders; feedback was received from employees, management teams, customers, suppliers, and other strategic stakeholders. These contributions ensured that priority issues were determined in a balanced manner that reflected not only risk but also stakeholder expectations.

Furthermore, sustainability priorities have been evaluated in detail in light of sector-specific national and international legislation, regulatory body expectations, guidelines currently in effect for the metalworking and fastener industry, global sustainability standards, benchmark analyses with regional and global competitors, and academic literature reviews. This study has contributed to the creation of a prioritization model for Mitaş Cıvata that is aligned with current trends, risk areas, and opportunities in its sector.

Mitaş Cıvata structures its sustainability strategy within a framework aligned with the United Nations Sustainable Development Goals (SDGs); aiming to manage the environmental, social, and economic impacts of its operations in line with global development goals. Mitaş Cıvata's priority areas, determined by considering materiality analysis, risk assessment studies, stakeholder feedback, and sectoral expectations, focus on energy efficiency, climate action, safe working environment, circular production, industrial and innovation capacity, and stakeholder collaborations, demonstrating strong alignment with all six SDGs in these areas.

7 AFFORDABLE AND CLEAN ENERGY

Mitaş Cıvata considers energy management a strategic priority due to its energy-intensive hot forging, heat treatment, and galvanizing processes. Therefore, it aims to reduce both operational costs and carbon footprint through process improvements, equipment modernization, and increased use of renewable energy to improve energy efficiency. Within the scope of SKDM (Small and Medium-Sized Enterprises Development), rising carbon costs also make clean energy transition a critical element for Mitaş Cıvata.

8 DECENT WORK AND ECONOMIC GROWTH

Due to the nature of the sector, production processes involving high temperatures, chemical contact, and the use of heavy equipment make occupational health and safety a top priority for Mitaş Cıvata. In this context, comprehensive occupational health and safety practices, periodic training, field audits, and risk reduction programs are implemented to ensure employee safety. Furthermore, employee development, skill enhancement, and sustainable employment support Mitaş Cıvata's economic growth objectives.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Mitaş Cıvata is modernizing its production technologies, developing digital traceability systems, and investing in process innovation to increase its competitiveness and improve process reliability. Data management, carbon reporting, and quality standards that ensure the sustainability of the supply chain also strengthen the company's industry-focused innovation capacity. In this way, Mitaş Cıvata contributes both to sectoral transformation and to a more robust infrastructure.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Managing hazardous waste (zinc ash, galvanizing sludge, chemical waste), production waste, and process by-products in accordance with regulations is a critical responsibility for Mitaş Cıvata. In this regard, the company strengthens its circular production approach through practices such as waste reduction, recycling, chemical management, responsible raw material sourcing, and energy and material efficiency. Maintaining product quality and fully meeting customer requirements are also important components of responsible production.

13 CLIMATE ACTION

Mitaş Cıvata actively manages climate risks with the aim of reducing carbon emissions, increasing energy efficiency, and complying with SKDM (CBAM) regulations. Mitaş Cıvata monitors its climate performance with KPI targets it has set for transition risks and physical risks. In this context, Mitaş demonstrates a proactive corporate stance in the fight against climate change.

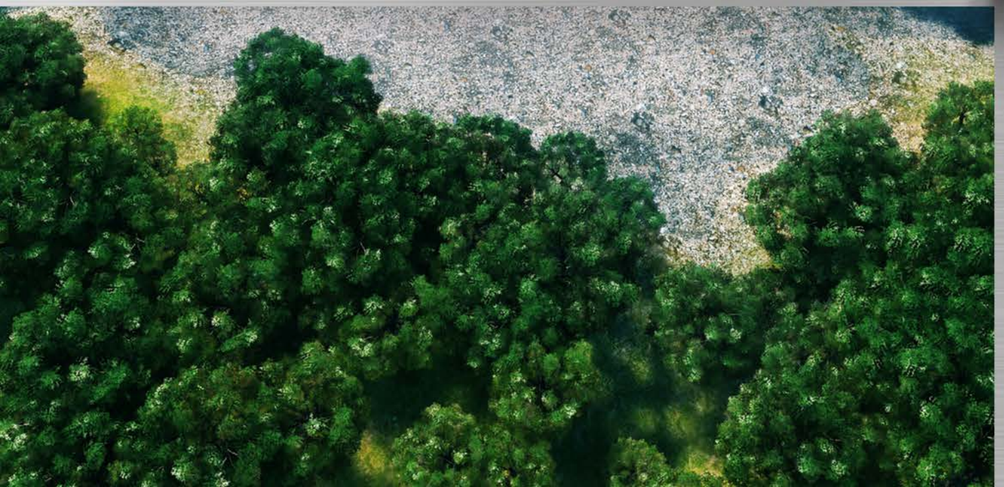
17 PARTNERSHIPS FOR THE GOALS

Mitaş Cıvata collaborates with suppliers, customers, employees, regulatory bodies, and industry stakeholders to strengthen its sustainability performance. Stakeholder surveys, supply chain carbon data collection, sustainable sourcing criteria, and industry benchmark analyses form the basis of the company's partnership approach. In this way, Mitaş aims to extend its sustainability goals beyond its own operations to the entire value chain.

Strategic Sustainability Goals

Mitaş Cıvata's sustainability goals are structured primarily within a short- to medium-term timeframe, taking into account current operational priorities and near-term risk areas. This approach aims to achieve tangible and measurable progress, particularly in areas such as increasing efficiency in production processes, improving resource utilization, strengthening occupational health and safety conditions, and controlling environmental impacts.

Short- and medium-term goals prioritize the effective integration of sustainability practices into operational processes, strengthening monitoring and improvement mechanisms, and developing corporate capacity. These goals aim to create a solid foundation to support long-term transformation steps in the future.



SUSTAINABILITY GOALS

2025-2027

Transformations in Production Technologies

Monitoring and gradually reducing energy and raw material consumption per unit of production; decreasing losses due to scrap and rework over the years; and widespread adoption of standard production processes across main product groups.

2026-2028

Logistics and Domestic Transportation Infrastructures

Increasing the use of electrical equipment in internal logistics processes; reducing operational losses due to transportation and waiting times; and supporting a more predictable production flow.

2025-2026

Quality and Process Control Systems

Increasing the rate of detecting defective production in the early stages of the process; reducing the amount of scrapped products; and increasing the number of processes that generate measurable quality data.

2025-2027

Warehouse, Maintenance and Spare Parts Infrastructure

Reducing unexpected production interruptions; making maintenance processes planned and traceable; preventing scrap generation due to incorrect storage and maintenance.

2025-2026

Work Environment and Occupational Health and Safety Practices

Reducing noise, dust, and chemical exposure risks to controlled and monitorable levels; completing improvement actions in areas prioritized in occupational health and safety risk assessments; and reducing non-conformities related to the working environment.

2028-2030

Energy Transformation

The gradual reduction of fossil fuel use in galvanizing processes; increasing the share of electric systems in the distribution of energy sources; and eliminating environmental risks caused by combustion and chimneys.

ENVIRONMENTAL PERFORMANCE

Conserving resources is the first step in environmental performance.

#thepowerofresponsiblemanufacturing

Global Climate Dynamics

Climate Change Outlook in 2024

2024 was a period in which critical thresholds for the global climate system became increasingly visible. Recent assessments published by the World Meteorological Organization and the IPCC revealed that global temperature increase is dangerously approaching the 1.5°C limit compared to the pre-industrial era, and that the frequency, impact, and geographical spread of extreme weather events have increased significantly.

Rising average temperatures have intensified various physical risks globally, such as drought, floods, storms, wildfires, and rising sea levels, while also strengthening regulatory pressures for carbon reduction in the energy, industry, and transportation sectors. The rollout of the European Union's CBAM (Consumer Price Index) throughout 2024, the expansion of carbon pricing mechanisms to wider geographical areas, and the adoption of border carbon adjustments as the new norm for international trade demonstrate the evolution of climate policy into an increasingly stringent and binding structure.

In this context, carbon management for companies has ceased to be merely an environmental responsibility; it has become a strategic necessity in terms of competitiveness, market access, and supply chain alignment. Particularly in heavy industry, metal processing, and energy-intensive sectors, greenhouse gas reduction performance is now a decisive factor directly impacting operational costs and export capabilities.

Short-Term Risks

- Extreme weather events (floods, fires, storms) .
- Disinformation and the spread of misinformation.
- Social polarization and political instability.
- Cost of living crisis.

Medium-Term Risks

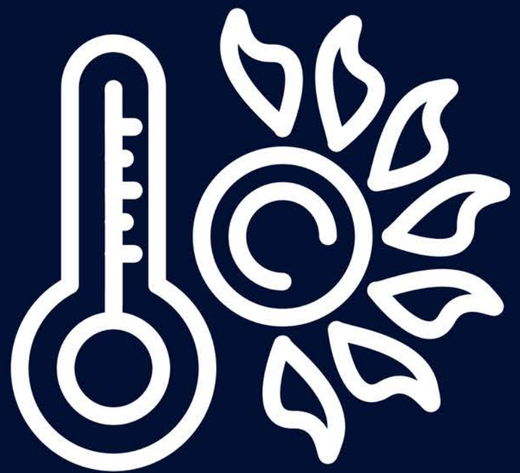
- Resource scarcity (water, food, energy).
- Deepening economic inequalities.
- Technological risks (artificial intelligence, cyberattacks).
- Disruptions in global trade and supply chains.

Long-Term Risks

- The lasting effects of climate change.
- Biodiversity loss.
- Global ecosystems are crossing critical thresholds.
- Structural transformation in geopolitical and economic systems.

Key Risks in the 2024 Global Risk Perception

Global Climate Dynamics



Sectoral Outlook of Climate Change in 2024

The metalworking and fastener industry, in which Mitaş Cıvata operates, witnessed a period in 2024 marked by tightening climate policies, rising supply chain expectations, and increasing scrutiny of carbon-intensive processes. While the carbon footprint of basic raw materials such as steel and alloy metals remains the most decisive element of the emission profile across the sector, manufacturers worldwide have reshaped cost structures and supply chain dynamics through their efforts to transition to low-carbon steel technologies. This situation has led to more precise monitoring of raw material-related emissions, particularly under Scope 3, and has made reduction plans an operational necessity.

During the same period, energy efficiency and electrification became strategic priorities for the sector in terms of reducing carbon intensity. The increasing share of renewable energy in national grids presented a significant opportunity for businesses to reduce emissions from purchased electricity; energy management in metal forming processes became a factor directly affecting competitiveness.

The acceleration of net-zero targets in sectors served by the industry, such as automotive, energy, infrastructure, and machinery, has further increased the demand for supply chain transparency. Especially in European markets, product carbon footprint, material traceability, and lifecycle data are now more than just information.

Data management and reporting capabilities have become decisive criteria in supplier selection, rather than mere expectations. This trend has transformed data management and reporting capabilities into a strategic competitive advantage for manufacturers.

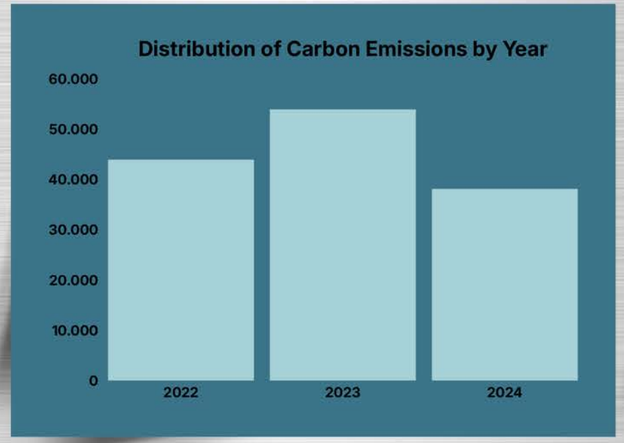
With rising carbon prices globally and the implementation of the Border Carbon Adjustment Mechanism (BCM), emissions have gained importance as a financial parameter. Businesses that can implement carbon reduction strategies are in a stronger position in terms of both cost advantage and market access. As a natural consequence, throughout 2024, circular economy practices, material efficiency, waste reduction, material reuse, and recycling approaches have become increasingly widespread in the sector; sustainable production models have become the new standard of competition.

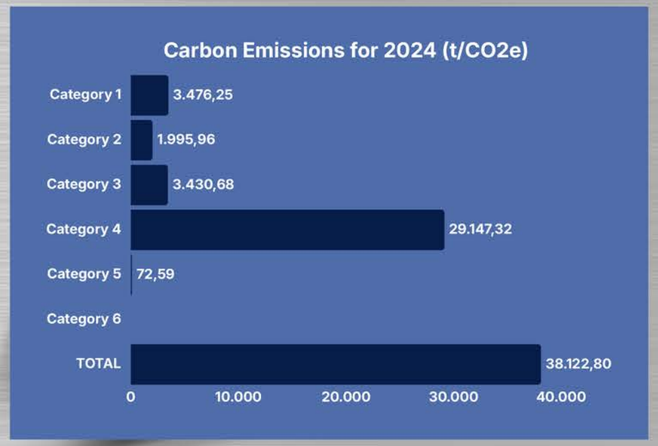
These developments demonstrate that the sector in which Mitaş Cıvata operates is undergoing rapid transformation, and that carbon management is no longer just an environmental issue, but also a strategic, financial, and operational necessity.

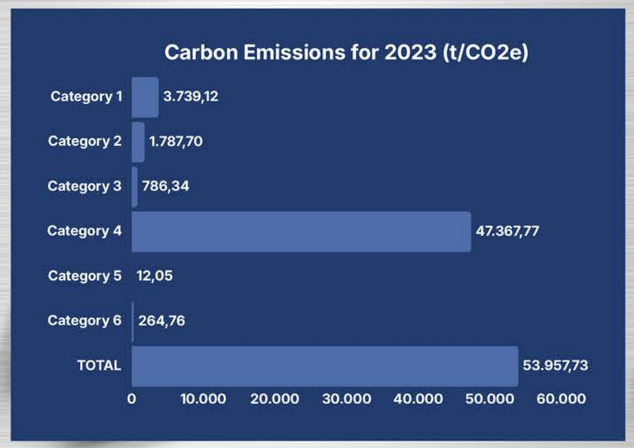
Adaptation to Climate Change and Low-Carbon Transition

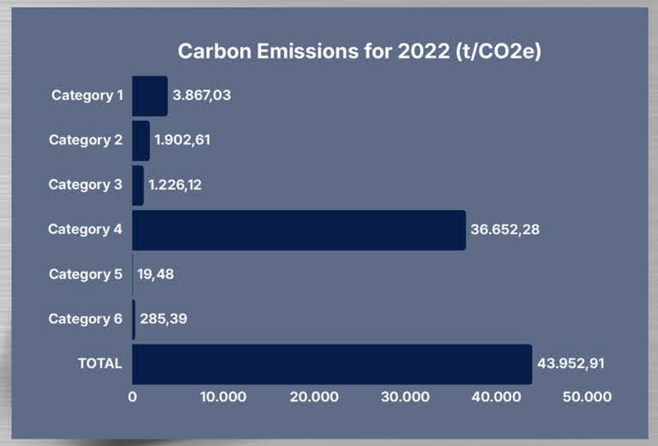
Rising greenhouse gas emissions globally have become not only an environmental threat but also an economic and operational risk area with direct impacts on production and supply chains. Mitaş Cıvata, aware of the climate impact of the metal processing and fasteners sector in which it operates, considers combating climate change an integral part of its sustainable growth strategy.

Climate change is considered both a risk and an opportunity for Mitaş Cıvata. The impact of extreme weather events on production planning, potential disruptions in raw material supply, and carbon regulations are priority issues for Mitaş Cıvata within the scope of climate risk management. On the other hand, investments in energy efficiency, the transition to low-emission production technologies, and the increased use of renewable energy sources represent the opportunities created by climate action.









Carbon Emissions

At a time when the effects of climate change are becoming increasingly apparent on a global scale, Mitaş Cıvata has made it a strategic priority to evaluate the environmental performance of its operations using scientific methods and to report it transparently.

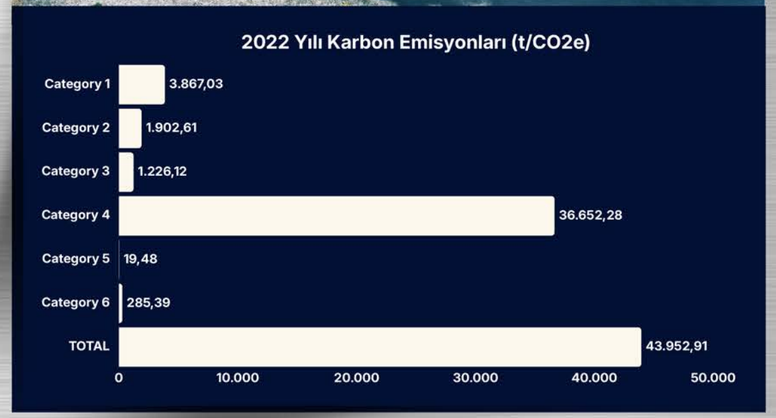
Accordingly, Mitaş Cıvata's greenhouse gas inventory for 2024 has been prepared based on the internationally accepted ISO 14064-1:2018 standard. The calculation process was carried out using a comprehensive method covering direct emissions, indirect emissions from energy sources, and other indirect emissions from supply chain activities; a holistic carbon profile encompassing the entire value chain of the company has been revealed. By regularly conducting this study for three years since 2022, Mitaş Cıvata has ensured both continuity in monitoring emission sources and a measurable and sustainable performance.

It has contributed to creating a comparable structure.

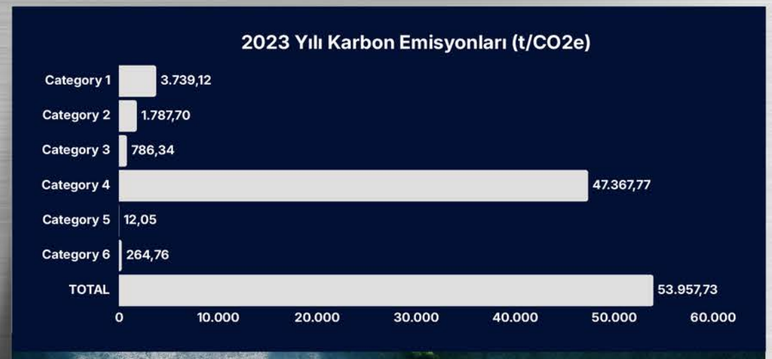
Data from 2024 shows that Mitaş Cıvata has made significant progress in carbon reduction, at a time when global climate policies are tightening, border carbon adjustments are being implemented, and supply chain expectations are rising. The notable decrease in emissions, particularly those stemming from raw material supply, is a tangible reflection of the improvements Mitaş Cıvata has implemented in its production planning and materials management. However, evaluating emissions from transportation and energy consumption within the context of sectoral dynamics and identifying new reduction opportunities in these areas will be crucial in guiding future efforts.

Carbon Emissions for 2022

Mitaş Cıvata's 2022 greenhouse gas inventory revealed a total of 43,952.91 tCO_2e emissions resulting from operational activities. Category 4 emissions from purchased raw materials constituted the largest portion of this total, reaching 36,652.28 tCO_2e and forming the defining element of the emission profile.
Direct fuel consumption and process-related Category 1 emissions were calculated at 3,867.03 tCO_2e, while Category 2 emissions from electricity use amounted to 1,902.61 tCO_2e. Category 3 emissions related to transportation activities were recorded at 1,226.12 tCO_2e; Category 5 emissions, covering post-product disposal processes, were 19.48 tCO_2e, and Category 6, including other indirect sources, was calculated at 285.39 tCO_2e. This distribution shows that in 2022, Mitaş Cıvata's carbon footprint was largely influenced by raw material consumption and supply chain activities.



Carbon Emissions for 2023



Mitaş Cıvata's 2023 carbon emission results show that total emissions increased to 53,957.73 tCO_2e, representing a year-on-year increase. The most significant reason for this increase is the purchase of much higher quantities of raw materials used in production compared to previous years. Indeed, emissions from these raw materials, which fall under Category 4, reached 47,367.77 tCO_2e and constituted a large portion of the total carbon footprint. In addition, the inclusion of some operational data not accounted for in 2022 in the 2023 inventory also contributed to the increase in total emissions. Thus, the 2023 emissions offer a more holistic assessment reflecting both the increased use of raw materials and the expansion of data coverage.

In 2023, Mitaş Cıvata set an improvement target aimed at managing supply planning more effectively and thus reducing purchase quantities, taking into account the decisive impact of raw material usage on the total carbon footprint.

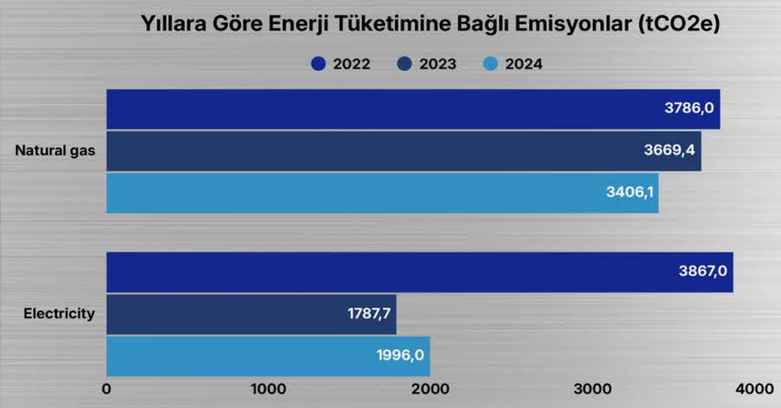
Carbon Emissions for 2024

The 2024 carbon emission results provide a significant assessment of Mitaş Cıvata's environmental performance over the past three years. The 2024 carbon emission results show that total emissions decreased to 38,122.80 tCO_2e, representing a significant drop compared to the previous year. The most notable reason for this improvement is the substantial reduction in the amount of raw materials used in production compared to 2023. Category 4 emissions from raw materials were calculated at 29,147.32 tCO_2e, showing a large decrease compared to the previous year. Thus, the majority of the reduction in total emissions came directly from this category.

The results obtained in 2024 show that this improvement approach, determined in the previous year, has been implemented in practice and that the planned reduction in raw material use has been reflected significantly in emissions.

Energy Consumption

Mitaş Cıvata's greenhouse gas emissions resulting from energy consumption have shown a pattern parallel to changes in natural gas and electricity usage over the years. The continuous decrease observed in emissions related to natural gas consumption is a direct result of temperature optimization applied in the plant heating systems and combustion efficiency improvements carried out in the heat treatment furnaces. Fuel-air adjustment optimizations made in line with flue gas analyses have significantly contributed to Mitaş Cıvata's overall emission performance by reducing the emissions generated by natural gas per unit of energy.



Emissions resulting from electricity consumption have shown fluctuations depending on annual changes in production volume and process intensity. Since electricity consumption is dependent on the grid emission factor, emission levels have been sensitive to external variables. Therefore, increases in electricity consumption have led to higher emissions, while years with reduced production load have resulted in lower values.

When the energy usage profile is evaluated generally, it is seen that the efficiency practices implemented on the natural gas side have produced tangible results; however, grid-related factors are the determining factor on the electricity side. This structure has revealed the need for new steps in Mitaş Cıvata's energy management strategy that will provide a long-term and more stable reduction.

In line with this, Mitaş Cıvata has initiated feasibility studies for a Solar Power Plant (SPP) investment to reduce its electricity-related emissions and make its energy supply more sustainable. This investment, planned to be implemented at its production campus in Sincan/Ankara, will allow a certain portion of its electricity needs to be met from renewable energy sources; thus, both reducing grid dependence and achieving a more stable decrease in electricity emissions in the medium term.

Efforts to Reduce Energy Consumption

Various improvement practices have been implemented throughout the year to increase energy efficiency. As part of the optimization of the factory's heating systems, the operating temperature of natural gas heaters was reduced from 24°C to 20°C, resulting in significant savings in natural gas consumption.

In addition, flue gas analyses were carried out in the heat treatment furnaces, and fuel settings related to the combustion process were optimized. This practice contributed to preventing unnecessary natural gas consumption and reducing energy losses.

Waste Management and Recycling

Less waste, more circular value.

Waste generated as a result of Mitaş Cıvata's production activities is separated by process and managed in accordance with environmental legislation, and its recycling potential is utilized to the highest possible level. During the reporting period, a significant portion of the waste generated from production processes consisted of surface cleaning operations, galvanizing processes, and machining.

Waste from surface cleaning processes has been either utilized as fuel for energy recovery or subjected to recycling preparation processes, depending on its characteristics. All zinc waste and zinc ash from galvanizing processes have been processed in authorized recycling facilities and converted into reusable raw materials.

Scrap metal waste, the highest volume waste stream in production, originates from machining, cutting, and CNC operations, and this metal waste has been directed to recycling. Within this scope, a 100% recovery rate has been achieved for all metal-based waste. Thus, both the circular economy approach in raw material usage has been supported and the economic value of the waste has been preserved.

Dust waste from sandblasting machines, small volume waste from plastic and chemical packaging, and pressure vessel waste have been disposed of through energy recovery or processed in preparation for recycling. Qualified waste, such as insulation materials used in production processes, has also been separated according to its content and sent to authorized recycling or pre-processing facilities.

In 2024, process-generated industrial wastewater was also treated in accordance with regulations at a licensed industrial treatment plant.

Energy Recovery

Some of the waste was utilized through energy recovery.

%100
≈ 40 tons/year
Recycling

Chemical Recovery

By directing chemical waste to recycling processes, the environmental burden was reduced.

≈ 247 tons/year

Metal Recycling

All metal-based waste was recycled and reintroduced into the economy.

%100
≈ 1,878 tons/year
Recycling

Non-recyclable Waste

Waste unsuitable for recycling was directed to licensed facilities.

≈ 346 tons/year

Wastewater Management

Wastewater was managed through the OSB infrastructure and authorized facilities.

31,783 m³/year

Paper-Cardboard Packaging

All the waste was sent for recycling.

%100
5.045 Kg.

Wooden Packaging

All the waste was sent for recycling.

%100
7,949 Units

Plastic Packaging

All the waste was sent for recycling.

%100
12,507 Units

SOCIAL RESPONSIBILITY AND EMPLOYEE WELL-BEING

We work for safe work, responsible production, and social benefit.

#thepowerofresponsiblemanufacturing

Human Resources Management

Mitaş Cıvata manages its human resources processes within a traceable and auditable structure governed by corporate procedures. All human resources activities are operated within a holistic system encompassing competency definition, recruitment, orientation, performance and task management, employee relations, discipline, leave, internships, and termination processes.

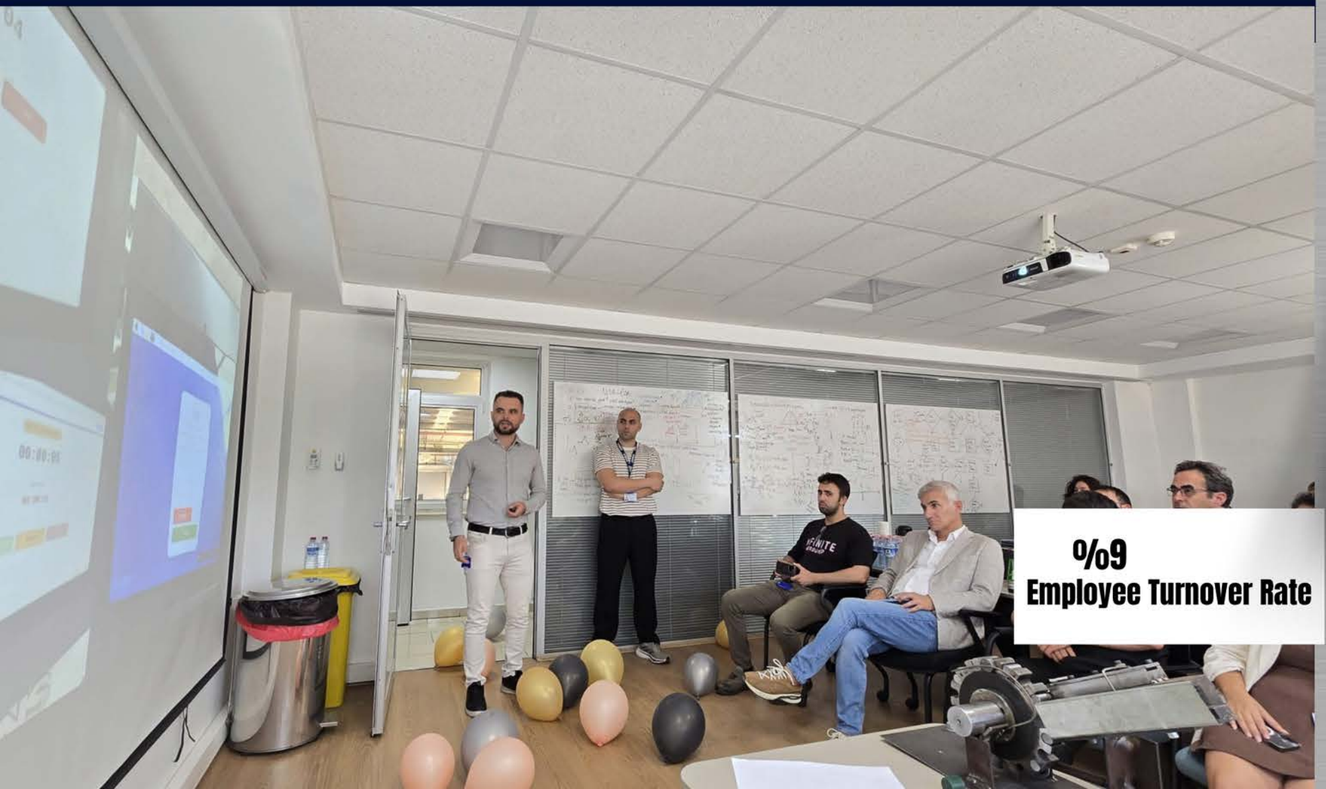
The fundamental input of human resources management is position-based competency requirements. Up-to-date job descriptions for each role are created by Human Resources and relevant department managers and are regularly revised to include the responsibilities, authorities, required technical knowledge and skills, certification requirements, and working conditions of the position. This ensures that standard and objective criteria are used in recruitment, promotion, evaluation, and job change processes.

At Mitaş Cıvata, employee movements are also managed through procedures. Requests for promotions, salary adjustments, and job or department changes are processed with a justified application from the relevant manager and approval from senior management. All documents used in these processes are processed by Human Resources, and organizational records are updated.

Within the scope of employee relations, absenteeism, leave requests, overtime records, disciplinary actions, training participation, and employee satisfaction indicators are regularly monitored. Disciplinary processes are conducted by the Disciplinary Board in accordance with the Disciplinary Regulations, and a standard penalty scale ranging from verbal warnings to termination of employment is applied. In employee departure processes, resignation and termination procedures are carried out in accordance with the provisions of the legislation; all asset management and notification processes are automatically transmitted to the relevant units via SAP.

Mitaş Cıvata operates suggestion and complaint mechanisms to systematically collect employee feedback. All suggestions and complaints submitted via email and QR code notification forms placed in production areas are pre-evaluated by the Human Resources and Quality and Development departments within a maximum of five business days; the process is coordinated with the relevant department to reach a solution.

Workforce Structure



Mitaş Cıvata's workforce structure is shaped by operational needs, production volume, and organizational capacity; the employee structure is regularly monitored and reported.

At Mitaş Cıvata, the workforce, consisting of both white-collar and blue-collar employees, is structured according to the technical expertise, engineering skills, and field experience required by the production processes. While a significant portion of the employees are involved in production operations, units working in planning, quality, R&D, maintenance, logistics, and support functions also constitute an important part of the workforce.

The workforce structure is regularly analyzed in terms of gender distribution, representation by position, and age groups; these indicators are continuously monitored to strengthen diversity and equal opportunity. Along with indicators such as new hires, departures, and employee turnover rate, employee profile is one of the key performance areas reflecting the organization's human resource dynamics.

Employees	Woman	Male	Total
Number of employees	32	229	261
Number of blue-collar workers	2	166	168
Number of white-collar workers	30	63	93
Number of full-time employees	32	229	261
Number of part-time employees	-	-	-
Number of employees under 30 years old	16	50	66
Number of employees aged 30-50	14	115	129
Number of employees over 50 years old	2	24	26
Number of employees with disabilities	2	3	5
Number of employees taking maternity/parental leave	1	0	1
Intern	2	8	11

Diversity, Equality and Inclusion

Mitaş Cıvata adopts promoting diversity in all business processes and throughout the organization, and ensuring equal opportunities for its employees, as one of its fundamental corporate principles. Its Diversity and Equal Opportunities Policy aims to prevent discrimination, value individual differences, promote inclusive leadership, and create a work culture where each employee can develop their potential under equal conditions.

In this context, Mitaş Cıvata prioritizes strengthening gender equality, combating gender stereotypes, ensuring stronger representation of women in decision-making mechanisms, and providing equal opportunities in recruitment, development, and promotion processes. Gender, age, ethnicity, disability status, belief, marital status, or other individual characteristics are not allowed to influence decision-making processes in any way; all employees are subject to evaluation processes based on objective criteria.

The policy has been developed in line with national and international references such as the United Nations Universal Declaration of Human Rights, ILO conventions, OECD principles, and the United Nations Global Compact. This framework enables Mitaş Cıvata to manage diversity and equal opportunity in accordance with legal, ethical, and international standards.

Creating a safe, healthy, accessible, and inclusive work environment for employees is a primary goal at Mitaş Cıvata. Necessary arrangements are made to ensure physical accessibility for individuals with disabilities; and flexible working practices that support work-life balance are implemented.

To strengthen awareness of diversity and equal opportunity, training sessions are organized for all employees at least once a year via online platforms. Inclusive leadership development programs are implemented for employees in leadership positions. Equal opportunity indicators are monitored periodically; analyzed, and necessary improvement plans are defined.

Mitaş Cıvata expects its suppliers and business partners to adhere to the same principles; necessary actions are taken in cases where non-compliance is detected. In this way, the approach of diversity and inclusion is extended not only within the organization but throughout the entire value chain.

A zero-tolerance policy has been adopted against discrimination, harassment, mobbing, and ill-treatment. Anonymous complaint mechanisms have been established to allow employees to report such situations confidentially; the Ethics Committee evaluates the reports impartially, ensuring that applicants will not face any retaliation.

Fringe Benefits and Motivation Practices

Mitaş Cıvata offers various fringe benefits, social opportunities, and motivational programs beyond legal entitlements to increase employee motivation, strengthen workplace commitment, and support corporate social life. These practices, designed in line with the importance senior management places on employee satisfaction, aim to foster a positive workplace culture and provide social support for employees.

Within this framework, Mitaş Cıvata provides its employees with additional financial support at various times throughout the year; interim salary increases, bonuses, and holiday payouts are implemented to support employee welfare. Furthermore, employees are provided with canteen spending cards with certain amounts of money loaded onto them, ensuring easy access to their daily necessities.

To enhance employee social interaction and strengthen internal solidarity, various events are organized throughout the year. A holiday celebration is held for all employees on October 29th each year; bowling events, summer "Welcome to Summer" events, and New Year's celebrations are also held at certain times of the year. To support the contribution of sports to team spirit, employees are encouraged to participate in basketball and volleyball tournaments as company representatives.

Mitaş Cıvata embraces a corporate culture that values its employees' special occasions; gold gifts are given to employees on life milestones such as weddings, demonstrating a supportive and inclusive corporate approach.

Occupational Health and Safety Culture

Mitaş Cıvata implements a management system in compliance with national and international standards in the field of occupational health and safety, and operates with a structured Occupational Health & Safety (OHS) department. In line with ILO conventions, the ISO 45001 Occupational Health and Safety Management System Standard, and relevant local legislation, the company's OHS policy has been established, and systematic processes aimed at reducing risks and preventing work accidents have been developed.

The Occupational Health and Safety (OHS) department ensures the continuity of safe working conditions by conducting regular training sessions, field inspections, workplace measurements, and risk assessments through its expert staff. In addition, drills and simulations are carried out in accordance with emergency action plans; and information and communication activities aimed at increasing employee awareness are conducted regularly.

Mitaş Cıvata establishes safe working conditions as a standard for all its stakeholders by ensuring that occupational health and safety practices cover not only its own employees but also those of its suppliers and subcontractors. This holistic approach supports both the protection of employee health and the increase of operational efficiency; it ensures that a sustainable and safe working environment becomes an integral part of the corporate culture.

Furthermore, active employee participation and continuous information dissemination on occupational health and safety issues are prioritized. In this regard, monthly OHS Committee meetings are held; feedback from employees is evaluated, and decisions are communicated to all personnel. OHS communication is strengthened through digital notification systems and periodic announcements, thus creating a transparent, accessible, and two-way communication channel with employees.

Mitaş Cıvata provides comprehensive occupational health services to protect employee health through its on-site physician and health personnel. This includes regular periodic health checkups and necessary vaccinations. Furthermore, near miss reports and analyses of accidents are monitored through digital systems to enable swift action; and continuous efforts are made to improve working conditions through ergonomics assessments, emergency procedures, and risk reduction practices.

Training, Development and Competency Programs

27.18 HOURS OF TRAINING*

*Annual training hours per employee

Mitaş Cıvata conducts training and development processes within a systematic and measurable framework to enhance the competencies of its employees, increase operational efficiency, and strengthen internal knowledge. Training management is managed through a holistic mechanism consisting of planning, implementation, recording, evaluation, and performance measurement steps, in accordance with Human Resources Procedures.

Annual training needs are collected via the Training Request and Approval Form, taking into account requests from employees and managers, departmental requirements, technical competency needs, and mandatory requirements arising from legislation. Based on approved requests, an annual training plan is prepared, and the Human Resources Department coordinates the organization of all relevant trainings. For each program included in the training calendar, the content and dates are finalized with the training companies, participants are invited, and a final attendance list is created.

In the implementation of trainings, attendance and participant presence are verified with signature sheets; the integrity of records is ensured throughout the entire process. This is especially true for trainings such as Vocational Qualification Certificates and First Aid Training.

Programs mandated by law, as well as training on human rights policies and procedures, are regularly monitored through the Mandatory Training Tracking Chart created by Human Resources, and the validity periods of the certificates are tracked.

The post-training evaluation mechanism is structured to systematically measure the effectiveness of the training. A Training Evaluation Questionnaire is administered to participants for all full-day trainings; evaluation is not required for trainings shorter than four hours. Personnel who complete the training program receive a certificate of participation, a certificate of achievement, or, in the case of accredited programs, a certificate, depending on the nature of the training.

To monitor the impact of training, a Training Performance Tracking Form is administered to white-collar employees at the end of the second month following training completion. This form allows managers to measure the training's contribution to job performance, and the results are recorded by Human Resources. If necessary, exams, inventories, or prerequisite assessment tools may be administered before the training; participation in training for employees who have not completed these tools is subject to Human Resources approval.

APPENDICES

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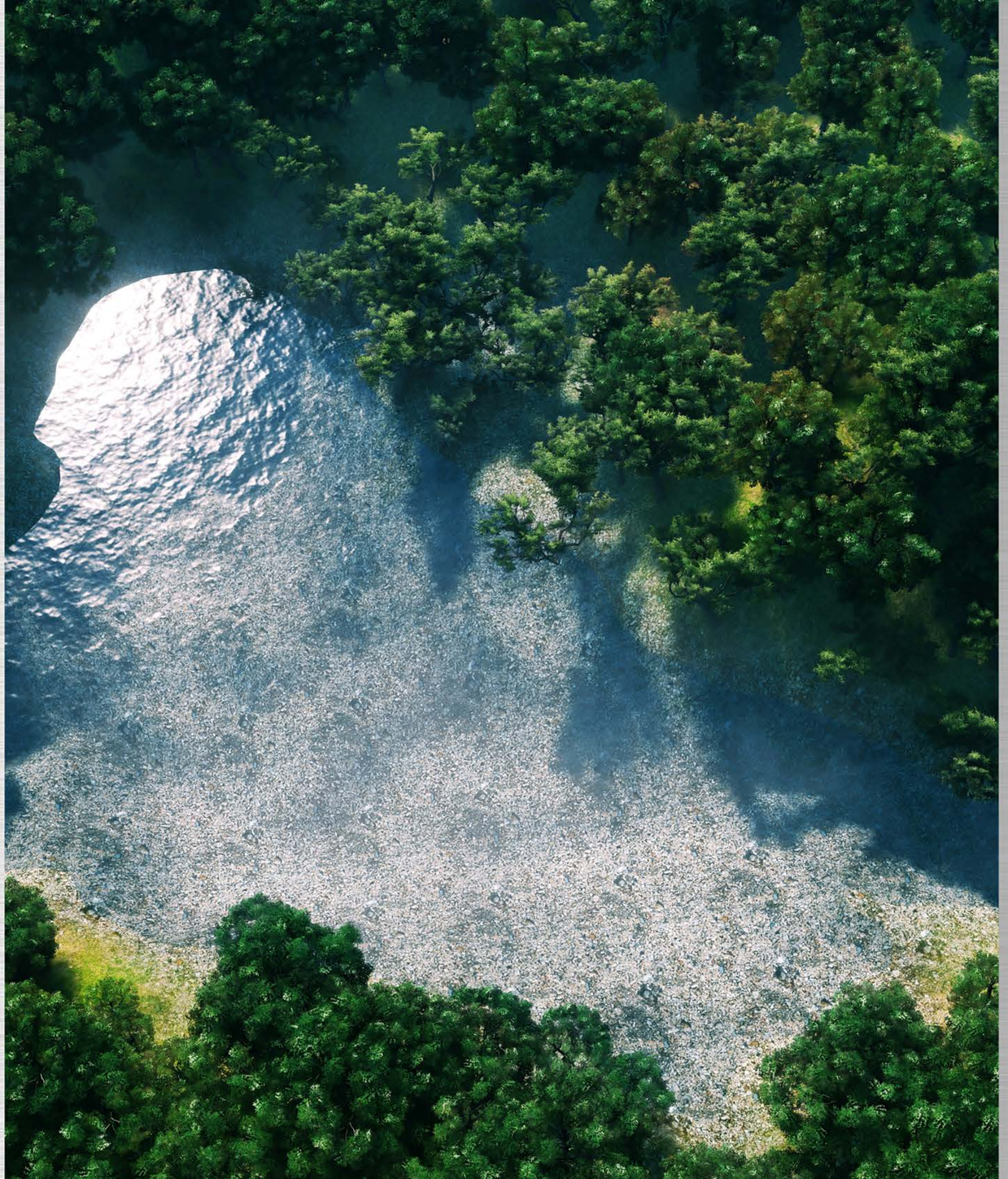


CERTIFICATES

Corporate Carbon Footprint Certificates

ZERTİFİKAT | CERTIFICATE | CERTIFICAT | CERTIFICADO | СЕРТИФИКАТ | شهادة | 证书 | 인증서

Greenhouse Gases Verification Statement
Statement (No. 20000230009197)

TÜV AUSTRIA

The inventory of Greenhouse Gas emissions Report of:

MİTAŞ CIVATA SANAYİ VE TİCARET A.Ş.

ASO 2. O.S.B. Eskişehir Yolu 42. km. Alcı O.S.B. Mah. 2001. Cadde No:18
TR-06930 SİNCAN/ANKARA
in the Reporting period: 2022

which has been prepared according to the requirements of the standard:

ISO 14064-1:2018

and verified in accordance with ISO 14064-3:2019, is satisfactory and there are not any material misstatements.

The declared GHG emissions, analyzed as:

Total GHG emissions:	**43.952,91**	**t CO_{2e}**
Direct GHG emissions:	3.867,03	t CO_{2e}
Indirect GHG emissions:	40.085,87	t CO_{2e}
- imported energy:	1.902,61	t CO_{2e}
- transportation:	1.226,12	t CO_{2e}
- products used by organization:	36.652,28	t CO_{2e}
- from other sources	304,87	t CO_{2e}
Removals of GHG emissions:	0	t CO_{2e}

Verification Statement No.: **20000230009197**

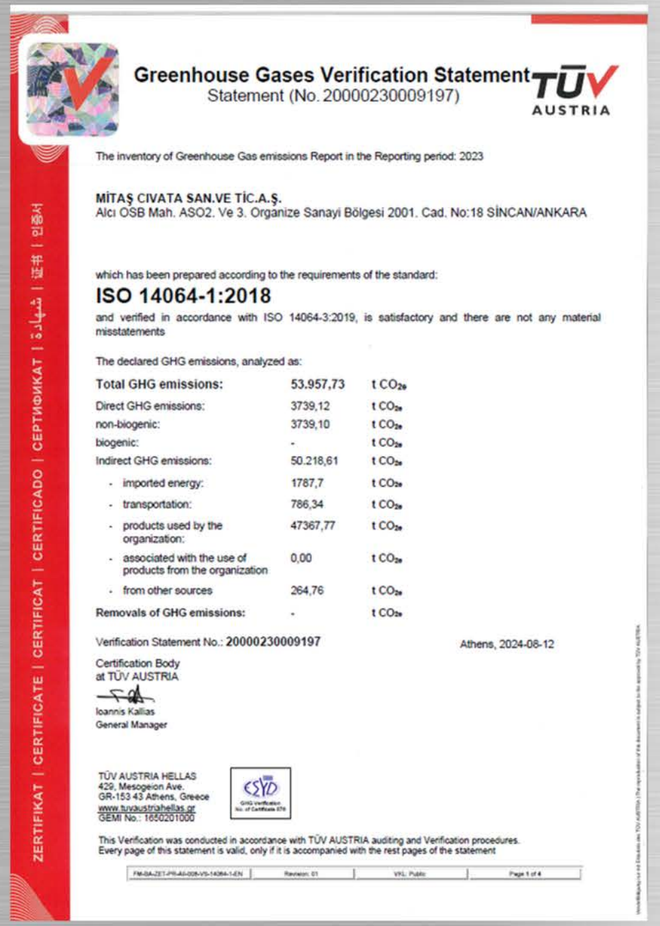
Athens, 2023-07-13

Certification Body
at TÜV AUSTRIA

Ioannis Kallias
General Manager

TÜV AUSTRIA HELLAS
429, Mesogeion Ave.
GR-153 43 Athens, Greece
www.tuvaustriahellas.gr
GEMI No.: 1650201000

This Verification was conducted in accordance with TÜV AUSTRIA auditing and Verification procedures.
Every page of this statement is valid, only if it is accompanied with the rest pages of the statement



ZERTİFİKAT | CERTIFICATE | CERTIFICAT | CERTIFICADO | СЕРТИФИКАТ | شهادة | 证书 | 인증서

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MİTAŞ CIVATA SAN.VE TİC.A.Ş.
Alcı OSB Mah. ASO2. Ve 3. Organize Sanayi Bölgesi 2001. Cad. No:18 SİNCAN/ANKARA

which has been prepared according to the requirements of the standard:

ISO 14064-1:2018

and verified in accordance with ISO 14064-3:2019, is satisfactory and there are not any material misstatements

The declared GHG emissions, analyzed as:

Total GHG emissions:	**53.957,73**	t CO_{2e}
Direct GHG emissions:	3739,12	t CO_{2e}
non-biogenic:	3739,10	t CO_{2e}
biogenic:	-	t CO_{2e}
Indirect GHG emissions:	50.218,61	t CO_{2e}
- imported energy:	1787,7	t CO_{2e}
- transportation:	786,34	t CO_{2e}
- products used by the organization:	47367,77	t CO_{2e}
- associated with the use of products from the organization	0,00	t CO_{2e}
- from other sources	264,76	t CO_{2e}
Removals of GHG emissions:	-	t CO_{2e}

Verification Statement No.: **20000230009197**

Athens, 2024-08-12

Certification Body
at TÜV AUSTRIA

Ioannis Kallias
General Manager

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429, Mesogeion Ave.
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KURUMSAL KARBON AYAK İZİ SERTİFİKASI

MİTAŞ CIVATA SAN. TİC. A.Ş.

38.122,798 t CO_2e

2024 YILI KURUMSAL KARBON AYAK İZİ ISO 14064-1:2018
STANDARTLARINA GÖRE
CLIMETEO A.Ş. TARAFINDAN HESAPLANMIŞTIR.

climeteo

Pelin TAŞ KUŞCU
Sera Gazı Hesaplama Uzmanı

CORPORATE CARBON FOOTPRINT CERTIFICATION

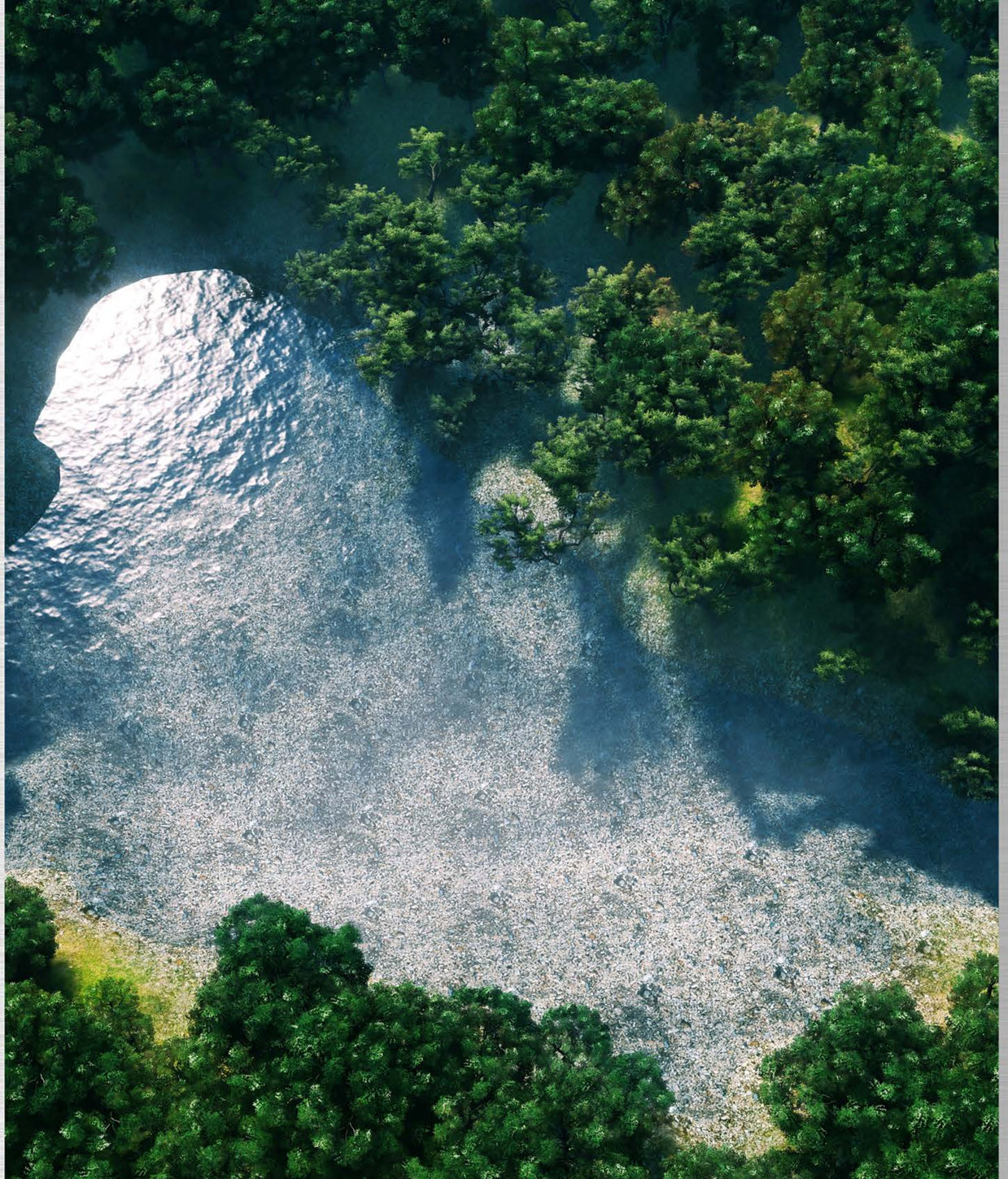
MITAŞ CIVATA INDUSTRY AND TRADE INC.

38.122,798 t CO_2e

CORPORATE CARBON FOOTPRINT OF 2024 ACCORDING TO
ISO 14064-1:2018 STANDARDS
CALCULATED BY CLIMETEO A.Ş.

climeteo

Pelin TAŞ KUŞCU
Sera Gazı Hesaplama Uzmanı



GRI CONTENT INDEX

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GRI Standards	Notification	Related Topic Headings
GRI 1: Foundation 2021	**Corporate Indicators**	
GRI 2: General Notices 2021	2-1. Institutional profile	*Overview of Mitaş Cıvata*
	2-2. Organizations included in sustainability reporting.	*About the Report*
	2-3. Reporting period, frequency, contact information	*About the Report*
	2-4. Information revised based on previous reports.	*This report is Mitaş Cıvata's first sustainability report.*
	2-5. External Audit	-
	2-6. Activities, value chain and other business relationships	*Value Chain; Supply Chain and Operational Scope; Stakeholder Communication and Feedback Mechanisms*
	2-7. Employees	*Workforce Structure; Diversity, Equity and Inclusion*
	2-8. Employees of the subcontractor firm.	*Workforce Structure*
	2-9. Governance structure	*Sustainability Policy*
	2-10. The process of determining the competencies and qualifications of the members of the highest governance body.	*Ethics, Transparency and Compliance Policies*

GRI Standards	Notification	Related Topic Headings
GRI 2: General Notices 2021	2.11. Head of the highest governing body.	*Sustainability Policy*
	2.12. The role of the highest governance body in managing the impacts arising from the organization's activities.	*Sustainability Policy*
	2-13. Willingness to take responsibility in managing the impacts arising from activities.	*Risk and Opportunity Management; Sustainability Policy*
	2-14. The role of the highest governance body in sustainability reporting.	*Sustainability Governance and Reporting Steps*
	2-15. Processes that prevent conflicts of interest.	*Ethics, Transparency and Compliance Policies; Corporate Documentation and Governance Systems*
	2-16. The process of referring critical issues to the highest governance body.	*Ethics, Transparency and Compliance Policies; Corporate Documentation and Governance Systems*
	2-17. Competencies of the highest governance body.	*Sustainability Governance and Reporting Steps*
	2-18. Evaluation of the performance of the highest governance body.	-
	2-19. Wage policies	*Ethics, Transparency and Compliance Policies*
	2-20. The process for determining wages.	*Ethics, Transparency and Compliance Policies; Corporate Documentation and Governance Systems*
	2-21. Total annual wage rate.	*Not specified.*
	2-22. Statement on the sustainable development strategy.	*Alignment with UN Development Goals; Strategic Sustainability Goals*

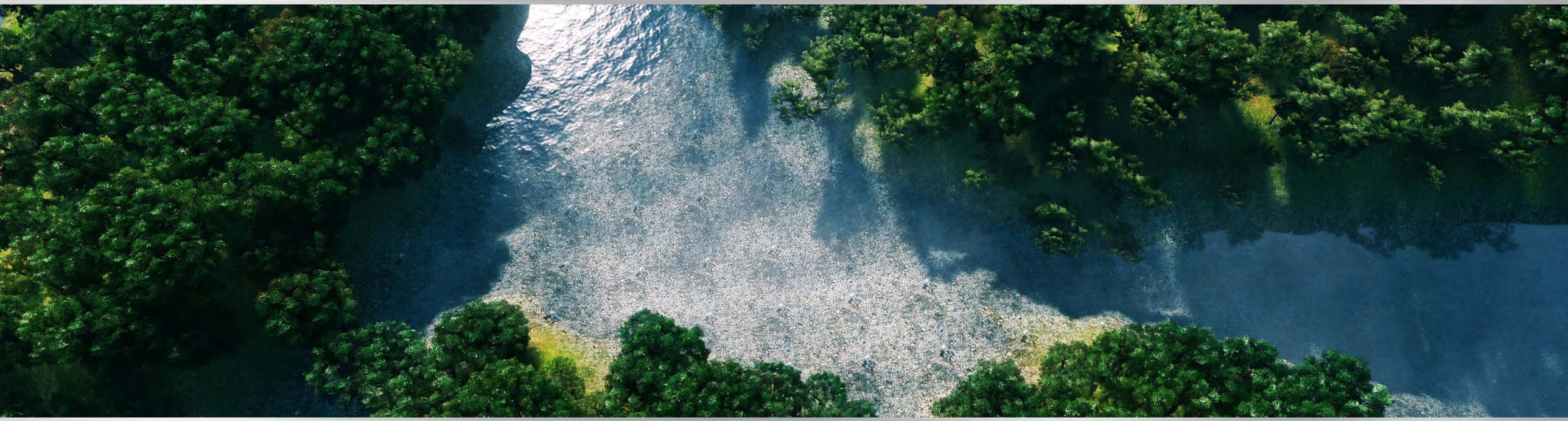
GRI Standards	Notification	Related Topic Headings
GRI 2: General Notices 2021	2-23. Policy commitments	*Strategic Sustainability Goals*
	2-24. Implementation of policy commitments.	*Strategic Sustainability Goals*
	2-25. Processes to mitigate negative impacts.	*Sustainability Policy; Strategic Risks and Opportunities; Risk and Opportunity Management; Human Resources Management*
	2-26. Mechanisms for receiving suggestions and raising concerns about ethical and legal conduct.	*Ethics, Transparency and Compliance Policies; Stakeholder Communication and Feedback Mechanisms*
	2-27. Compliance with legal regulations.	*Corporate Documents and Management Systems*
	2-28. Corporate memberships	*Corporate Documents and Management Systems*
	2-29. Stakeholder participation	*Ethics, Transparency and Compliance Policies; Stakeholder Communication and Feedback Mechanisms*
	2-30. Percentage of employees covered by collective bargaining agreements.	*Workforce Structure*
	PRIORITY ISSUES	
GRI 3: Priority topics 2021	3-1. Process for identifying priority issues.	*Strategic Risks and Opportunities; Global Climate Dynamics; Identification of Priority Issues*
	3-2. List of priority issues	*Identifying Priority Issues*
	3-3. Managing priority issues.	*Strategic Risks and Opportunities; Managing Risks and Opportunities; Global Climate Dynamics; Identifying Priority Issues*

GRI Standards	Notification	Related Topic Headings
GRI 201: Economic Performance 2016	201-1. Direct economic value produced and distributed.	*Production Capacity and Market Performance; Economic Contribution*
	201- 2. Financial impacts and other risks and opportunities arising from climate change.	*Sustainability Policy; Strategic Risks and Opportunities; Risk and Opportunity Management; Human Resources Management*
	201- 3. Fringe benefits and pension payments	*Fringe Benefits and Motivation Practices*
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	*Supply Chain and Operational Scope*
GRI 205: Anti-Corruption 2016	205-2. Communication and training on anti-corruption policies and procedures.	*Ethics, Transparency and Compliance Policies; Education, Development and Competency Programs*
GRI 206: Anti-competitive Behavior 2016	206-1. Legal proceedings against anti-competitive conduct, trust and monopoly practices.	*Ethics, Transparency and Compliance Policies*
	ENVIRONMENTAL IMPACTS	
GRI 3: Priority Issues 2021	3-3. Managing priority issues.	*Strategic Risks and Opportunities; Global Climate Dynamics; Identification of Priority Issues*
GRI 301: Materials 2016	301-1. Materials used by weight or volume.	*Production Capacity and Market Performance*

GRI Standards	Notification	Related Topic Headings
GRI 301: Materials 2016	301-2. Recycled input materials used.	*Waste Management and Recycling*
	301-3. Recycled products and packaging materials.	*Waste Management and Recycling*
GRI 302: Energy 2016	302-1. Energy consumption within the establishment.	*Energy Usage*
GRI 305: Emissions 2016	305-1. Direct (Scope 1) greenhouse gas emissions	*Carbon Emissions*
	305-2. Indirect energy (Scope 2) greenhouse gas emissions.	*Carbon Emissions*
	305-3. Other indirect (Scope 3) greenhouse gas emissions	*Carbon Emissions*
GRI 306: Waste 2020	306-1. Waste generation and significant waste-related impacts.	*Waste Management and Recycling*
GRI 306: Supplier Environmental Assessment 2016	308-1. New suppliers screened using environmental criteria.	*Supply Chain and Operational Scope*
	308-2. Adverse environmental impacts in the supply chain and measures taken.	*Supply Chain and Operational Scope*
	SOCIAL EFFECTS	
GRI 401: Employment 2016	401-2. Fringe benefits provided to full-time employees but not provided to temporary or part-time employees.	*Fringe Benefits and Motivation Practices*

GRI Standards	Notification	Related Topic Headings
GRI 401: Employment 2016	401-3. Maternity leave	*Workforce Structure*
GRI 404: Education and Training 2016	404-2. Programmes to improve employee skills and transition assistance programs.	*Training, Development and Competency Programs*
GRI 405: Diversity and Equal Opportunities 2016	405-1. Diversity of governance bodies and their personnel.	*Human Resources Management; Workforce Structure; Diversity, Equality and Inclusion*
	405-2. Base salary and the ratio of women's wages to men's wages.	*Workforce Structure: Diversity, Equality, and Inclusion*
GRI 406: Prohibition of discrimination 2016	406-1. Cases of discrimination and corrective measures taken.	*Diversity, Equality and Inclusion; Ethics, Transparency and Compliance Policies*
GRI 408: Child Labor 2016	408-1. Activities and suppliers at significant risk of child labor.	*Ethics, Transparency and Compliance Policies*
GRI 412: Human Rights Review 2016	412-2. Employee training on human rights policies and procedures.	*Training, Development and Competency Programs*
GRI 414: Supplier Social Assessment 2016	414-1. New suppliers screened using social criteria.	*Supply Chain and Operational Scope*
	414-2. Negative social impacts in the supply chain and measures taken.	*Supply Chain and Operational Scope*

GRI Standards	Notification	Related Topic Headings
GRI 416: Customer Health and Safety 2016	416-1. Assessment of health and safety impacts of product and service categories.	*Assessment of Health and Safety Impacts of Products and Services*
GRI 417: Marketing and Labeling 2016	417-1. Requirements for product and service information and labeling.	*Product Accountability and Customer Safety*



70 years MİTAŞ FASTENERS

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