



2024 Sustainability Report

COKYASAR

A SUSTAINABLE LIFE,
FOR A WORLD
THAT LIVES ON.

A wire takes nearly a hundred years to decompose in nature. Yet every product manufactured today will outlive us on this planet. That is why we all carry a responsibility.

At Çokyaşar, we transform wire, an element that touches every aspect of life, into a sustainable story that extends into the future; we give it new life.

So that a Sustainable Life Can Thrive for Generations!

COKYASAR

TABLE OF CONTENT

1. TABLE OF CONTENT _____ 0

2. ABOUT THE REPORT _____ 1

3. ABOUT ÇOKYAŞAR _____ 3

3.1. Historical Timeline	6
3.2. Corporate Profile	7
3.3. Production Facilities	9
3.3.1. Özyaşar Tel	9
3.3.2. Çokyaşar Tel	10
3.3.3. Çokyaşar Halat	11
3.3.4. Çokyaşar Wire Industries S.H.A.	12
3.4. Our Products	13
3.5. Awards and Achievements	14

4. SUSTAINABILITY TRANSFORMATION _____ 15

4.1. Our Sustainability Approach	16
4.2. Our Sustainability Strategies and Goals	18
4.3. Our Sustainability Priorities	27
4.4. Stakeholders Engagement	28
4.5. R&D Projects	29
4.6. Our Digitalization Processes	30
4.7. Sustainability-Focused Supply Chain Strategy	31

5. ECONOMIC PERFORMANCE _____ 32

5.1. Economic Value Generated and Distributed	33
5.2. Market Presence	34
5.3. Risk and Opportunities Related to Climate Change	35

6. SOCIAL PERFORMANCE _____ 36

6.1. Employment, Diversity and Human Rights	37
6.2. Innovative Employment	38
6.3. Employee Skills and Competencies	38
6.4. Corrective, Preventive and Awareness-Raising Activities	39
6.5. Environment, Occupational Health and Safety	40
6.6. Social Activities and Social Responsibility Projects	41

7. ENVIRONMENTAL PERFORMANCE _____ 42

7.1. Combating Climate Change	43
7.2. Energy Consumption	44
7.3. Water Management	45
7.4. Waste, Product and Chemicals Management	45
7.5. Air Emissions	46
7.6. Use of Recycled Products	46

8. ANNEXES _____ 47



ABOUT THE REPORT

1

By publishing our first sustainability report in 2023, we embarked on a journey that we are proud to advance further with our 2024 report, reinforcing our commitment to both transparency and continuous improvement. By combining our over half a century of manufacturing and engineering experience in the steel wire and wire products sector with our sustainability vision, we aim to create lasting impact across every link of our value chain. While developing high-strength products tailored to the technical needs of various sectors from automotive to energy, and from construction to agriculture we consider managing our environmental and social impacts as a fundamental corporate responsibility. With full awareness of the environmental and social impacts inherent in our production activities, we have evaluated our operations not only through economic outputs but also through multidimensional performance indicators such as environmental impact management, occupational health and safety, ethical business conduct, and stakeholder relations, and we have prepared our report accordingly.

Our 2024 Sustainability Report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards, based on the fundamental reporting principles. The report presents detailed environmental, social, and governance data for our Özyaşar Tel, Çökyaşar Tel, and Çökyaşar Halat production facilities, along with the systems and practices of Çökyaşar Holding.

Unless otherwise stated, the information included in the report covers the activities of Çökyaşar Holding for the period of January 1, 2024 – December 31, 2024. In the coming years, we aim to continue sharing our sustainability performance with our valued stakeholders through our sustainability reports, in line with the principles of fairness, transparency, accountability, and responsibility.





MESSAGE FROM CHAIRMAN OF THE BOARD



In line with the principles defined and meticulously upheld by our Founder and Honorary Chairman, Mr. Ahmet Çokyaşar, we have maintained our presence in the sector for more than 52 years. Today, with over 700 employees and extensive international experience, we continue to move forward with determination while preserving our agility.

Adapting to change and placing sustainable transformation at the core of our business model are key to our future success. Since the day of our establishment, we have embraced continuous improvement without compromising our core principles. This vision enables us to operate with a modern technological infrastructure, produce in line with international standards, and develop high-value products.

In 2024, as we accelerated our digitalization and technology investments, we also focused on strengthening our contribution to the national economy. Enhancing the value of our employees, building strong collaborations with our stakeholders, and reinvesting our achievements into new projects and social initiatives remain among our strongest driving forces.

With our flexible production capabilities and innovative, environmentally responsible, and sustainable business practices, we continue to pursue our vision of being a leading company both in Türkiye and in global markets.

On behalf of the Çokyaşar Family, we extend our sincere gratitude to our employees, customers, and business partners who empower us on this journey.

Ömer Çokyaşar
Chairman of the Board

FOREWORD FROM ÇOKYAŞAR EMPLOYEES

2



Our management and support units play an active role in strategic planning, digital transformation, data analytics, and the development of sustainable business models, while our production teams contribute to operational excellence through energy efficiency, water management, waste reduction, and safe production practices.

These two distinct perspectives, united under the same vision, have been instrumental in implementing initiatives that reduce our environmental footprint and strengthen our social impact.

As employees of Çokyaşar Holding, we focus not only on today's goals but also on building a healthier environment, a fairer society, and a more resilient economy for future generations. Our understanding of "building the future together" represents the common ground between management decisions and the dedicated efforts carried out in the field.

COKYASAR

[About The Report](#)[About Çokyaşar](#)[Sustainability Performance](#)[Economic Performance](#)[Social Performance](#)[Environmental Performance](#)[Annexes](#)

About Çokyaşar

SHARING VALUE,
FOR A WORLD
THAT LIVES ON.



3. ABOUT ÇOKYAŞAR

4

ÇOKYAŞAR HOLDİNG A.Ş.

%0 %10 %20 %30 %40 %50 %60 %70 %80 %90 %100



Ömer Çokyaşar

%50



Derviş Ali Çokyaşar

%50

ÖZYAŞAR Tel ve Galvanizleme Sanayi A.Ş.

%0 %10 %20 %30 %40 %50 %60 %70 %80 %90 %100



Çokyaşar Holding

%55,8



Halka Açıklık Oranı

%30,0



Derviş Ali Çokyaşar

%7,1



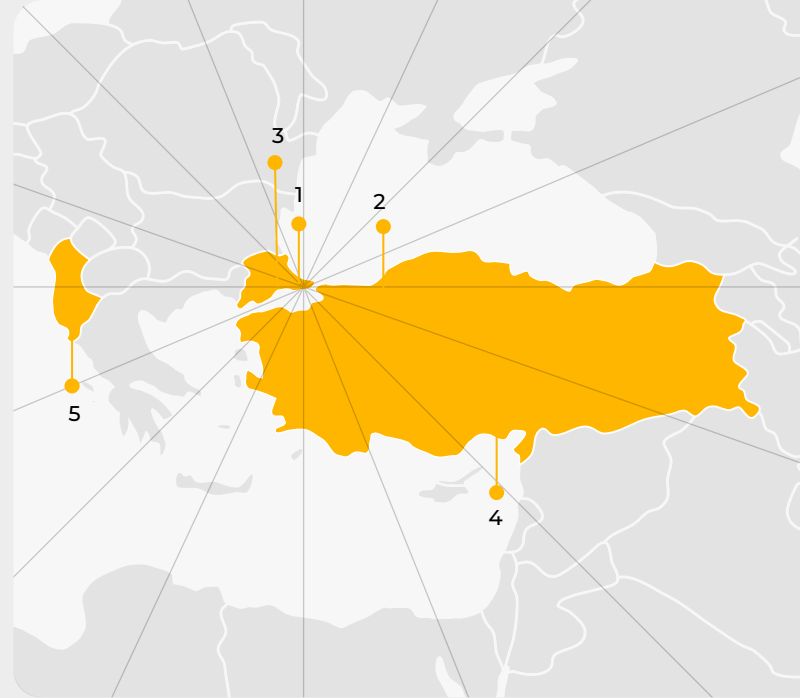
Ömer Çokyaşar

%7,1

ÇOKYAŞAR TEL
Örme ve Tel
Galvanizleme
Çivi San.Tic.A.Ş.

ÇOKYAŞAR
HALAT MAKİNA
Tel Galvanizleme
Sanayi Tic. A.Ş.

ÇOKYAŞAR
WIRE
INDUSTRIES
Albania S.H.A.



1
Çokyaşar
Holding HQ

2
Çokyaşar Halat
Düzce Facility
Capacity: 40.000 tons/year

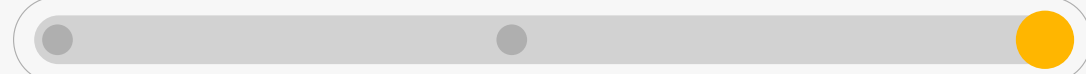
3
Özyaşar Tel
Silivri Facility
Capacity: 131.000 tons/year

4
Çokyaşar Tel
Adana Facility
Capacity: 96.000 tons/year

5
CWI
Elbasan Facility
Capacity: 30.000 tons/year

ÖZYAŞAR TEL AFFILIATES AND SUBSIDIARIES

%0 %50 %100



Çokyaşar Halat

Düzce Facility - Equality Share: %100 - Fully Consolidated



Çokyaşar Tel

Adana Facility - Equality Share: %51 - Fully Consolidated



CWI Albania

Arnavutluk Facility - Equality Share: %51 - Fully Consolidated with Equity Method



As Çokyaşar Holding A.Ş., operating in the wire industry, we have been producing value-added wire and wire products for 52 years across a wide range of sectors—from energy and industry to automotive, furniture, construction, environmental and security systems—guided by our vision of becoming a global brand.

With every step we take around the world, we strive to provide long-term solutions through technological investments, to lead the creation of a better future in the countries in which we operate, and to transform our existing investments in line with this vision.

With our innovative perspective, modern technology, and strong competitive capabilities, all our facilities are equipped to produce at world standards, placing us among the companies with the highest steel wire production capacity in Türkiye. Exporting to more than 70 countries across six continents, we play a pioneering role in our sector.

Driven by our principle of creating lasting value in every geography where we operate, our sustainability approach aims to contribute environmental, social, cultural, and financial benefits, ultimately adding value to life.

With the extensive product portfolio of our group companies, we supply intermediate goods and raw materials to numerous sectors including energy, automotive, agriculture and livestock, construction, packaging, industry, environmental and security systems, recycling, white goods, and mining. In doing so, we contribute both to Türkiye's industrial ecosystem and to the country's foreign trade through our exports.

Our group companies serve critical sectors with galvanized wire, cold-drawn wire, spring wire, rope, welded panel fence, spiral fence wire, PVC-coated wire, bright wire, galfan wire, and other high value-added products manufactured to global standards. Through this, we strengthen our competitive position in international markets year by year.

Özyaşar Tel's consistent presence in the Turkish Exporters Assembly's "Top 1000 Exporters" list is a clear indicator of our sustainable growth strategy, our strong regional production networks, our broad product diversity, and our active presence in global markets.

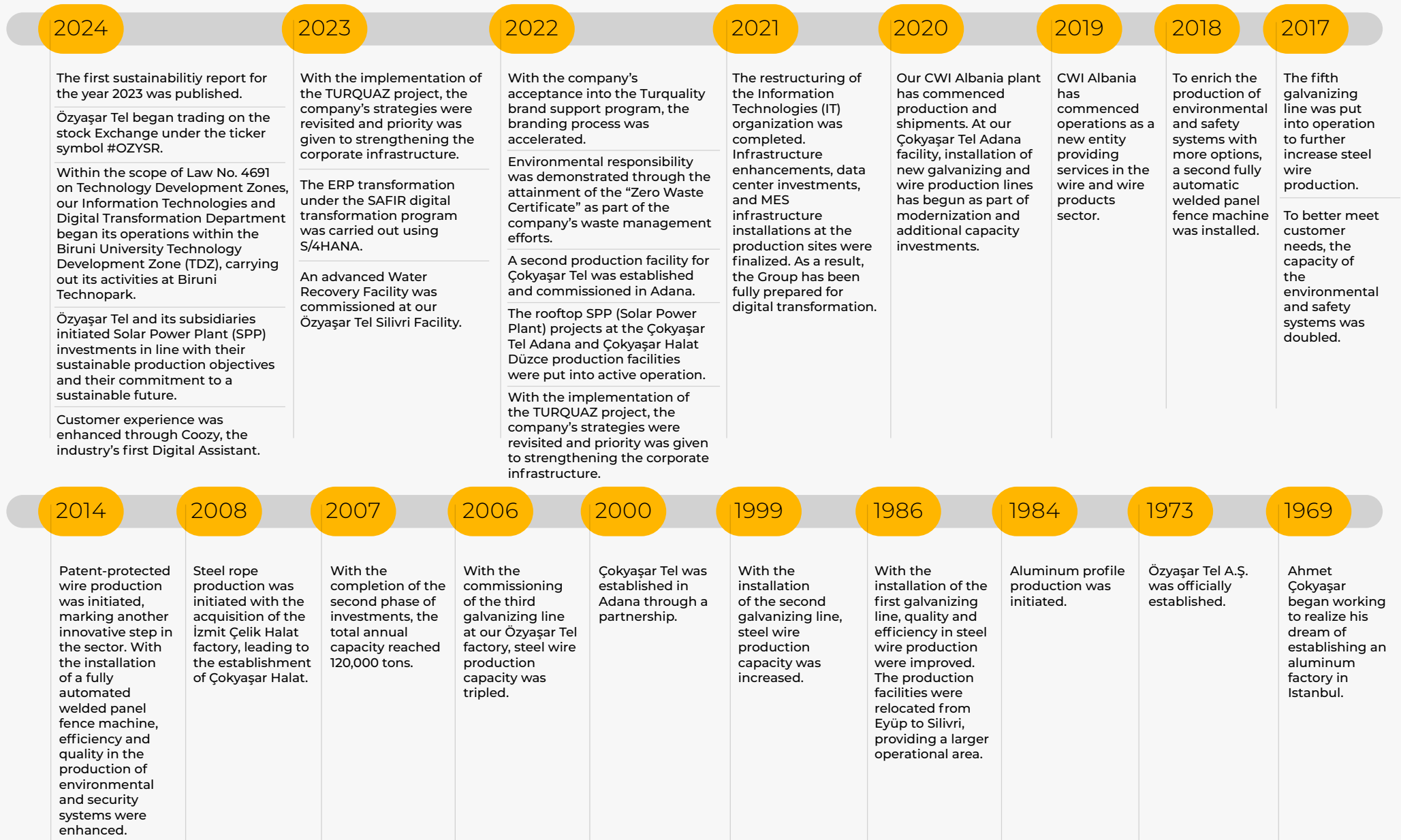
Within Çokyaşar Holding A.Ş., the majority shareholder of Özyaşar Tel, there are four companies in total, including Özyaşar Tel, its subsidiaries, and its affiliate. Detailed information about these companies and their fields of activity is presented throughout this report.





3.1. HISTORICAL TIMELINE

6





3.2. CORPORATE PROFILE

7

Founded in 1973 by our Honorary Chairman Mr. Ahmet Çokyaşar, Çokyaşar Holding has established itself as one of Turkey's leading industrial enterprises in the steel wire and wire products sector, leveraging over half a century of manufacturing experience. With high engineering capabilities, a broad product portfolio, and an international production network, Çokyaşar Holding creates value across every link of the value chain, sustaining its growth on a global scale.

Through its subsidiaries—Özyaşar Tel, Çokyaşar Tel, Çokyaşar Halat, and Çokyaşar Wire Industries Albania SHA, Çokyaşar Holding provides sector-specific solutions across a wide range of industries, including energy, infrastructure, cables, automotive, construction, agriculture, furniture, home appliances, and environmental safety systems. Production is carried out at our facilities in Istanbul/Silivri, Düzce, Adana, and Elbasan, Albania. With an annual total production capacity of 297,000 tons and an export network spanning six continents, Çokyaşar Holding has established itself as a global player in its sector.

Drawing on over fifty years of experience and expertise in industrial manufacturing, and powered by its innovative, dynamic, and customer-focused workforce, Çokyaşar Holding provides employment to over 700 individuals. With this workforce, the company continues to fulfill its mission within the sector while remaining conscious of its contributions and responsibilities to the Turkish economy, serving both Turkey and the world with excellence.

Özyaşar Tel, a company within the Holding, ranks among the Second 500 Largest Industrial Enterprises according to the Istanbul Chamber of Industry (ISO), thanks to its robust production infrastructure and export capacity. Additionally, it has been recognized across various categories in the Fortune 500 Turkey 2023 and 2024 rankings. According to the 2023 and 2024 data from the Istanbul Minerals and Metals Exporters' Association (IMMIB), Özyaşar Tel ranked first in steel wire and wire products exports, confirming its international market success. On May 29, 2024, Özyaşar Tel was publicly listed and began trading on Borsa Istanbul. The completion of this public offering demonstrates our commitment to financial transparency and accountability, while also enhancing growth potential and creating value for shareholders through a broad investor base.

Furthermore, adhering to strong corporate governance principles, we continue to grow through continuous improvement and innovation. With a transparent management approach and sustainability principles at the core, we remain focused on long-term success.

At Çokyaşar Holding, we adopt international quality standards in all areas of our operations and run processes with a strong focus on customer satisfaction. Guided by our value-based investment approach and goal of creating positive impact, we prioritize not only economic but also environmental and social sustainability.

We take responsibility not only through our production capacity but also via our environmental and social impact initiatives. Through the Solar Power Plant (SPP) projects implemented at our Çokyaşar Tel and Çokyaşar Halat facilities, the rooftop SPP at our Çokyaşar Tel Adana location meets 33% of the site's energy needs, while the rooftop SPP at our Çokyaşar Halat Düzce location meets 13.3% of its energy requirements. These initiatives prevent 2,191,522 kg of CO₂ emissions annually, making a significant contribution to the environment. As part of our sustainability approach, data from 2024 shows that at our Özyaşar Tel Silivri production facility, the Advanced Water Recovery System allows for the substantial recovery and reuse of wastewater.

Aligned with our sustainable growth philosophy, we prioritize long-term value creation for all stakeholders through a corporate structure based on ethical principles and transparent management. With our technologically advanced, environmentally conscious, and innovative production capacity competing on a global scale, we are determined to strengthen our presence in international markets.

At Çokyaşar Holding, we make strategic decisions today to meet future customer expectations. We allocate the necessary resources and workforce to achieve our core strategic objectives and to continuously improve our Quality Management Systems, ensuring compliance with standard practices.



VISION

To become one of the world's leading brands in the steel wire industry by combining sustainability and advanced technology with the production strength we derive from Türkiye.



MISSION

To develop high-quality and innovation wire solutions with a sustainable production approach, proudly representing Türkiye in global markets through the strength of our export experience.



OUR ENVIRONMENTAL AND SUSTAINABILITY APPROACH

8

As Çokyaşar Holding, we take decisive steps to minimize our environmental impacts and protect natural resources. By adopting a production approach aligned with energy management systems at our facilities in Silivri, Adana, and Düzce, we create sustainable value.

Within the scope of the Carbon Border Adjustment Mechanism (CBAM), we regularly measure our carbon emissions and continue to make progress toward becoming a carbon tax-exempt facility. In addition, through our Solar Power Plant (SPP) investments, we are actively investing in renewable energy.

Our value-driven investment policy, our commitment to renewable energy transition, and our culture of continuous improvement enable us to lead our sector while aiming to create a positive impact on a global scale.

QUALITY MANAGEMENT APPROACH

We shape our strategic objectives around meeting customer expectations at the highest level, both today and in the future; and in this direction, we support our quality management approach with core principles and a sustainable perspective.

Innovation and Quality	Ensuring continuous customer satisfaction by offering environmentally friendly, high-quality products that contribute to human well-being.
Collaboration and Trust	Building trust-based cooperation with business partners and safeguarding competitiveness to secure the future of the brand
Continuous Improvement	Providing the necessary resources and workforce to continuously improve the Quality Management System and achieve standardization.
Management and Leadership	The management team defines the methods required to achieve quality objectives and encourages employees to meet these targets.
Compliance and Enhancement	Focusing on continuous improvement across all business areas with technological infrastructure that complies with regulations, legal requirements, and relevant standard.

Çokyaşar Holding companies operate in accordance with international quality standards, and the quality certificates they hold are presented in the table to the side.

CERTIFICATE NAME	FACILITIES	DATE OF ISSUANCE
ISO 50001: 2018 Energy Management System	Özyaşar Tel	2020
	Çokyaşar Tel	2023
ISO 27001: 2017 Information Security Management System	Özyaşar Tel	2016
ISO 9001: 2015 Quality Management System	Özyaşar Tel	2018
	Çokyaşar Tel	2023
	Çokyaşar Halat	2013
ISO 45001: 2018 Occupational Health and Safety Management System	Özyaşar Tel	2022
	Çokyaşar Tel	2023
	Çokyaşar Halat	2013
ISO 14001: 2015 Environmental Management System	Özyaşar Tel	2007
	Çokyaşar Tel	2023
	Çokyaşar Halat	2013
IATF 16949: 2016 Automotive Quality Management System	Çokyaşar Halat	2017
TS EN 10223-7	Özyaşar Tel	2016
TS EN 10244-2		2015
TS EN 12385-4	Çokyaşar Halat	2009
TS EN 12385-5		
038046-TSE-01/03	Çokyaşar Tel	2007
ISO 45001:2018	CWI	2023
ISO 9001:2015		2020
ISO 14001:2015		



3.3. PRODUCTION FACILITIES

3.3.1. ÖZYAŞAR TEL



9

Özyaşar Tel ve Galvanizleme Sanayi A.Ş. is an industry, leading manufacturing company that produces value-added wire and wire products, particularly hot-dip galvanized wire. With a broad product range serving multiple sectors, including energy, infrastructure, cable, automotive, construction, agriculture, furniture, packaging, white goods, and environmental and security systems, the company operates in both the Turkish and global markets.

At its modern production facility located in İstanbul Silivri, Özyaşar Tel stands as one of Türkiye's largest steel wire producers, with an annual **manufacturing capacity of 131,000 tons**, supported by strong technological infrastructure and a highly skilled workforce.

With consolidated revenue of 187 million USD, the company ranks among the Second Top 500 Industrial Enterprises of the İstanbul Chamber of Industry. Exporting to **approximately 70 countries**, primarily across Europe, the Middle East and America, Özyaşar Tel holds the **485th position in the Turkish Exporters Assembly (TİM) Top 1000 Exporters** list.

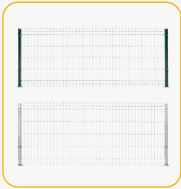
With diameter ranges from **0.70 mm to 10.00 mm and low, medium, and high carbon tensile strength** categories, we offer the widest product portfolio in Türkiye's wire industry. As of the end of 2024, **79.7% of our revenue** is generated from exports, allowing us to bring our brand and products to international markets with strong export performance.

We take pride in being the export champion of our sector in wire and wire products for two consecutive years, and we are pleased to rank 3rd in the iron-steel category, 139th among Türkiye's top exporting companies, and 416th overall in the Fortune Türkiye 500 list for 2024.

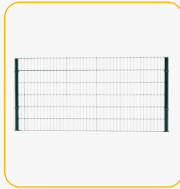
PRODUCT IMAGE



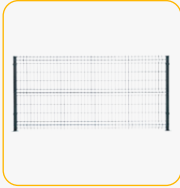
Standard Galvanized Wire



Panadorf EU



Panadorf Double



Panadorf 3D



Armoring Wire



ACSR Wire



Cold-Drawn Wire



Annealed Wire



Oiled Baling Wire

PRODUCT NAME	DESCRIPTION/KEY FEATURES	APPLICATIONS
Standard Galvanized Wire	Corrosion-resistant and long-lasting; zinc-coated	Chain-link fencing, barbed wire, security panels, PVC-coated wire, hexagonal wire mesh, cages, bucket handles, nail production
Panadorf EU	For both security and decorative purposes; aesthetic outdoor coverings	Boundary marking and decoration for residential, garden, public, and agricultural areas
Panadorf Double	Product designed for high-security areas	Infrastructure and transportation services, public and industrial areas, enclosure of agricultural lands
Panadorf 3D	Decorative and structural panel system for special projects	Gardens, walled areas, and open/indoor decorative spaces
Armoring Wire	Durable and protective wire	Energy, telecommunications, underwater, and low-current lines
ACSR Wire	Aluminum conductor steel-reinforced (ACSR) wire for power lines	Electrical transmission line, aluminum cable
Cold-Drawn Wire	High-strength wire used across various sectors	Nail manufacturing, automotive, wire, mesh, panel fence, grating, shelving, window shutters, and agricultural product packaging
Annealed Wire	Flexible, easily formable wire	Construction, recycling, packaging of agricultural products
Oiled Baling Wire	High-strength, non-slip wire	Recycling, straw, cotton, packaging of agricultural products, paper, textile



3.3.2. ÇOKYAŞAR TEL



10

Çokyaşar Tel Örmeye ve Dokuma Tel Galvanizleme Çivi Sanayi Ticaret A.Ş., operating under the umbrella of Çokyaşar Holding, was established in 2001 in Adana, Turkey. The company specializes in hot-dip galvanized wire and wire products and has since become one of the leading industrial enterprises in the sector, delivering high-quality products using modern machinery and the latest technologies in line with international standards.

Spanning a total area of **34,000 m²**, including 19,970 m² of covered space, Çokyaşar Tel produces value-added products in a high-competitiveness facility equipped with modern technology. For years, it has reliably served a wide range of sectors, including construction, environmental and security systems, agriculture, livestock, textiles, and automotive. Offering wire diameters from **0.90 mm to 5.95 mm with low and medium carbon strength** options, the company develops tailored solutions to meet the diverse needs of its customers.

In 2022, Çokyaşar Tel doubled its production capacity, achieving an **annual output of 96,000 tons**, while maintaining its commitment to quality and industry expertise. By addressing customer requirements both domestically and internationally, the company continues to make significant strides toward becoming a global leader. Its extensive production capabilities allow for customized manufacturing based on client specifications, and the experienced, dynamic team, along with leading distribution partners, ensures product quality, proper packaging, timely delivery, and most importantly customer satisfaction.

Çokyaşar Tel also pursues sustainable production through energy management certifications and projects implemented at its facility. In line with the European Union's Green Deal carbon neutrality targets, the company has begun measuring carbon emissions across Scope 1, 2, and 3, and is working toward exemption under the EU Carbon Border Adjustment Mechanism. Additionally, solar panels installed on the facility's roof generate **2,045,205 kWh of electricity annually**, preventing approximately **1,280,502 kg CO₂e** from being emitted into the atmosphere each year.

As a responsible industrial enterprise embracing a value-driven investment approach, Çokyaşar Tel continues its operations with the aim of creating a positive global impact.

PRODUCT IMAGE



Standard Galvanized Wire

PRODUCT NAME	DESCRIPTION/KEY FEATURES	APPLICATIONS
Standard Galvanized Wire	Rust-resistant and long-lasting wire	Wire mesh, barbed wire, security panel, PVC coated wire, honeycomb wire mesh, cages, bucket handle, nails, panel



3.3.3. ÇOKYAŞAR HALAT



11

Çokyaşar Halat Makine Tel Galvanizleme San. Tic. A.Ş. is an industrial company operating under Çokyaşar Holding, distinguished by its strong heritage and innovative vision. The company, originally founded as İzmit Çelik Tel San. Ltd. in 1996, continued its operations at the modern facilities in Düzce Gümüşova following its acquisition and restructuring in 2008. As a key player in the iron and steel industry, our company contributes to Türkiye's industrialization and economic development through its advanced manufacturing capabilities and sectoral expertise.

Çokyaşar Halat is a leading brand that manufactures steel wire, steel rope, and wire products at world-class standards. In our high-technology and highly competitive production facility, we produce semi-finished and value-added products such as steel ropes, spring wire, and wet-drawn wire. These products have been safely used for many years across a wide range of applications, from elevators to cranes, from the fishing industry to furniture and automotive manufacturing.

Strengthening its leading position in the sector with an annual **production capacity of 40,000 tons**, Çokyaşar Halat has a capacity of **2,400 tons of monotron, 2,400 tons of steel rope, and 36,000 tons of spring wire**. We produce high-carbon industrial spring **wire ranging from 0.30 mm to 15 mm**. With our patented Tragen-brand elevator rope, we manufacture value-added products for the construction and building sectors. Our modern facility, with a **storage capacity of approximately 1,000 tons**, provides fast and efficient solutions to meet the needs of our customers. With the commissioning of new state of the art machinery in 2022, we continue to pursue our sustainable growth and development goals with determination.

At Çokyaşar Halat, our extensive production capabilities enable us to carry out custom manufacturing with a customer-oriented approach. Through our experienced and dynamic team and our leading distribution partners in the field, we guarantee high product quality, proper packaging, on-time delivery, and unconditional customer satisfaction.

Placing sustainable production at the core of our business processes, our company fulfills its environmental responsibilities through our energy management certifications and the projects we implement. In line with the European Union Green Deal and carbon-neutral targets, we have initiated carbon emission measurements covering **Scope 1, 2, and 3**. With the solar panels installed on the roof of our facility, we generate 1,455,076 kWh of electricity annually, preventing **911,020 kg of CO₂e emissions** from being released into the atmosphere.

PRODUCT NAME



Spring Wire



Steel Wire Ropes



Crane Rope



Tragen Elevator Rope



Monotron Rope

PRODUCT NAME	DESCRIPTION/KEY FEATURES	APPLICATIONS
Spring Wire	High strength, elasticity, and durability; wide range of applications thanks to its ability to be produced in different sizes	Automotive, Industrial spring production, electronics, machine manufacturing, consumer products, bedding subindustry, hose production, umbrella production, brush production, PVC coated welded cage
Steel Wire Ropes	High-strength, long-lasting, designed to meet international quality standards	Elevators, cranes, fishing, mining, general industrial applications
Crane Rope	Wear-resistant, durable, and flexible; custom production available from 6 mm to 28 mm	Heavy lifting applications- Crane systems
Tragen Elevator Rope	Offers high load-bearing capacity and flexibility with its multi-layered twist structure	Elevator systems and similar load lifting applications
Monotron Rope	The 1×7 and 1×19 monotone composition provides stable performance even under harsh conditions.	Automotive, energy industries, grounding, greenhouse systems, hook rope



3.3.4. ÇOKYAŞAR WIRE INDUSTRIES S.H.A



CWI's production facilities are located in Elbasan, Albania, on a **total area of 9.360 m2 including 7000 m2 of indoor space.**

The company primarilys produces galvanized wire and a variety of value-added wire products, offering tailored steel wire solutions to meet the specific needs of its customers. Serving a wide range of sectors such as energy, infrastructure, cable, automotive, construction, agriculture, furniture, packaging, white goods, recycling, environmental, and security systems, CWI combines quality and versatility in every product.

With diameters ranging from **1.20 mm to 8.00 mm and high, medium, and low carbon strength options,** it is the largest wire manufacturer in the Balkan's, offering an extensive and diverse product portfolio. With an **annual production of 30,000 tons** and exports to numerous countries, CWI proudly brings Çokyaşar's unique products to customers around the world.

PRODUCT IMAGE



Galfan Wire



Standard Galvanized Wire

PRODUCT NAME	DESCRIPTION/KEY FEATURES	APPLICATIONS
Galfan Wire	High strength and corrosion resistance thanks to zinc-aluminum (ZnAl) coating	Wire netting, barbed wires, security panels, PVC coated wires, honeycomb wire meshes, cages, bucket handles, nails
Standard Galvanized Wire	Zinc-coated wire processed by hot-dip galvanizing, durable and long-lasting	Chicken wire, barbed wire, woven fence wire, suspension/ hanging ceiling wire; wire mesh, etc. for a wide range of industrial applications



3.4. OUR PRODUCTS

13

SECTORS WHERE OUR PRODUCTS ARE USED

ENERGY



CONSTRUCTION AND BUILDING



INDUSTRY



CONSUMABLE MATERIALS



ENVIRONMENT AND SECURITY



AGRICULTURE AND LIVESTOCK





3.4. AWARDS AND ACHIEVEMENTS

14

ÖDÜLLERİMİZ



At Özyaşar Tel, **we were honored with the 3rd place** award in the Energy Efficiency Project category of the Istanbul Chamber of Industry (ISO) Green Transformation Awards for our “Use of Steel Boiler in the G2 Galvanizing Line and Modernization of the Natural Gas Combustion System Project” within the scope of energy efficiency.

Özyaşar Tel received an award at the Istanbul Marketing Awards for our Advanced Technology Wastewater Treatment and Recovery Project, in the **Corporate Communication & Sustainability / Sustainability in Production Processes** category.

At Özyaşar Tel, our “METAHeat: Energy Efficiency Transformation in Metallic Body” project was **recognized with an award in the Energy Management category** at the Sustainable Business Awards organized by the Sustainability Academy.

BAŞARILARIMIZ



In 2021, with our strong performance, we were listed **among the top, 1,000 exporting companies** in Turkey by the Turkish Exporters Assembly.

According to the Credit Rating Report by the independent rating agency JCR Eurasia Rating, Özyaşar Tel's **long-term national corporate credit rating remained at A(tr) in 2024.**

As Özyaşar Tel and Galvanizleme San. A.Ş., we ranked **first as the export champion in steel wire and wire products for both 2023 and 2024**, according to data from the Istanbul Minerals and Metals Exporters' Association. In the Fortune Turkey 500 – 2023 survey, Özyaşar Tel ranked 4th in the iron and steel category, 158th among the highest exporting companies, and 407th among Turkey's largest companies.

As of December 2024, **we completed our R&D Center application** with the Ministry of Industry and Technology of the Republic of Turkey.

As part of our R&D activities, **we filed 6 patent applications** in 2024.

As a result of our strong export performance, **we rose from 594th to 485th place in the Turkish Exporters Assembly's Top 1000 Exporters of Türkiye list.** In the sector-based export ranking, **we advanced from 45th place in the previous year to 38th place in 2024.**

As Özyaşar Tel ve Galvanizleme San. A.Ş., **we ranked 3rd in the iron-steel trade category, 139th in export performance, and 416th overall in the Fortune Türkiye 2024 – Top 500 Companies list.**

In the Istanbul Chamber of Industry's ISO Second Top 500 Industrial Enterprises of 2024 list, **we ranked 65th in exports and 134th in net sales.** In sales from production, **we advanced 91 places, reaching 153rd position,** highlighting our production strength, export capacity, and commitment to sustainable industrial practices.



Sustainability Transition

INNOVATIVE
TRANSFORMATION,
FOR A WORLD
THAT LIVES ON.

4. SUSTAINABILITY TRANSFORMATION

16

We regard sustainability management as an integral part of our corporate strategies and integrate its environmental, social, and economic dimensions through a holistic approach. In this context, we develop and implement comprehensive strategies aimed at increasing energy efficiency, reducing waste, and conserving natural resources. While working toward our goals, we remain committed to the principles of transparency and accountability, regularly reporting and evaluating our performance. By maintaining continuous communication and cooperation with our stakeholders, we adopt contributing to sustainable development and creating lasting value for society as our primary objective.

Not only our employees but also our senior management actively take part in shaping our sustainability performance and strategy.

Through this holistic approach, we ensure our long-term resilience, meet stakeholder expectations, and continue to prepare strongly for the future.

4.1. OUR SUSTAINABILITY APPROACH

Today, we build a better tomorrow—together.



As Çokyaşar Holding, we are transforming our operations together with our group companies to contribute to a more livable world, integrating our responsibility to future generations into every aspect of our business. We regard sustainability management as an integral part of our corporate strategy. In this context, we aim to align our core responsibilities, social impact areas, and economic performance within a holistic framework.

In line with our commitment to sustainable development, we work in continuous communication and collaboration with all our stakeholders, considering the enhancement of the social value we create as a long-term responsibility.

Internal audit, internal control, and risk management systems form the foundation of our corporate governance approach. Through our internal audit processes, we conduct independent and objective evaluations to support the achievement of our goals and ensure the accuracy of our financial reporting. We continuously strengthen the effectiveness of our internal control mechanisms and regularly review our systems to protect our assets and ensure compliance with sustainability requirements.

With our risk management approach, we proactively identify potential threats, minimize existing risks, and develop strategies that safeguard business continuity.

Within the framework of our corporate governance principles, our internal audit, internal control, and risk management systems constitute the cornerstone of a robust management infrastructure.

**Our Internal Audit Processes,**

It is conducted based on independent and objective assessments to support the achievement of organizational goals and ensure accuracy in financial reporting.

Our Internal Control Mechanisms

The protection of our assets, the efficiency of our operational processes, and compliance with sustainability principles are continuously reviewed and improved.

Our Risk Management Strategy

It provides a comprehensive framework aimed at ensuring business continuity by proactively identifying potential risks and minimizing existing risks.

Through these systematic approaches, we strengthen the long-term resilience of our company while continuing to meet the expectations of our stakeholders at the highest standards. As of 2024, we have redefined our sustainability approach within the framework of the following core principles, in line with our strategic objectives, global developments, and stakeholder expectations:

**1. Responsible Production and Resource Management**

- We continue our investments aimed at increasing energy and resource efficiency in all our production processes.
- We implement our waste management policies with a “reduce first, reuse next, recycle last” approach.
- We are implementing our renewable energy investments and carbon footprint reduction goals through concrete projects.

**2. Climate Action and Carbon Management**

- We are adapting our production infrastructure to be climate-friendly by closely following international regulations such as the Carbon Border Adjustment Mechanism (CBAM) and the Green Deal.
- We are moving towards science-based targets by integrating emissions monitoring and reporting systems.

**3. Human and Societycenteredness**

- We implement inclusive policies for the health, safety, and development of our employees, and we support diversity and equality.
- We contribute to social development by developing projects with high social impact in the regions where our group companies operate.
- We create sustainable social impact through our young talent programs and social responsibility projects that support the development of future generations.

**4. Transparency and Ethical Governance**

- We maintain open and reliable communication with our stakeholders by adhering to corporate governance principles.
- We create a holistic impact area by promoting sustainability criteria throughout our supply chain.
- We make our processes more efficient and traceable through digitalization and automation projects.

**5. Sustainable Value Chain**

- We consider environmental, human, and ethical factors throughout our entire value chain, from raw materials to the final product.
- We are leading the transformation in our industry by developing ecofriendly products through our sustainable R&D investments.



As of 2024, we are shaping our sustainability strategy under the vision of **“A Value-Creating Brand, A Future that Generates Impact.”** As Çökyaşar Holding, we remain committed to advancing our shared value-creation journey together with all our stakeholders.



4.2. OUR SUSTAINABILITY STRATEGIES AND GOALS

18

ESG

SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
 	<ul style="list-style-type: none"> • Reduce water usage and ensure more efficient management of water resources. • Minimize the amount of wastewater. 	<p>Auxiliary Operations Production Environment Project</p>	<ul style="list-style-type: none"> • Selection of sustainable treatment technologies and equipment that minimize environmental impact and resource use. • Prioritization of eco-friendly certifications and technologies with low environmental impacts. • Addressing leaks, recycling and reusing water wherever possible, and using water-efficient technologies. • Zero water discharge (Establishing a closed system). • Development of rainwater harvesting systems. 	<ul style="list-style-type: none"> • Additional costs arising from new equipment, technologies, and processes required for water efficiency, leading to an increase in short-term costs. • Impact of changes on operational processes, resulting in a decrease in production efficiency. • Potential impact on product quality, leading to the production of lower-quality products. • Time and resource wastage. • Changes in the supply chain, uncertainties in supplier relationships, and material/raw material procurement. • Loss of motivation in the event of failure to meet targets or achieve success. 	<ul style="list-style-type: none"> • Reduction in costs associated with water consumption. • Decrease in costs related to wastewater treatment processes through the reduction of wastewater volume. • More efficient use of resources to fulfill environmental responsibilities. • Enhanced preparedness for climate change risks, such as water scarcity. • Fulfillment of responsibilities toward customers and society. • Preparedness for existing and future laws and regulations. • Increased reputation among stakeholders through the achievement of set targets. • Transfer of savings from cost reductions into different sustainable initiatives through the enhanced budget. • Reduced risks related to water supply, including minimizing the impact of water scarcity or rising water prices, and increasing operational resilience through water consumption reduction and efficiency improvements. • Positive results in water footprint analysis, indicating a low environmental impact.

SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
<div>7 AFFORDABLE AND CLEAN ENERGY</div> <div>13 CLIMATE ACTION</div>	<ul style="list-style-type: none"> Reduce the corporate carbon footprint. Increase energy efficiency. Enhance the use of sustainable energy sources. Promote the use of environmentally friendly materials. 	Purchasing Environment production Care Energy Logistics Quality Finance Marketing	<ul style="list-style-type: none"> Prioritize the selection of sustainable and recycled raw materials. Identify energy-efficient maintenance practices that can reduce energy consumption in facilities and equipment. Collaborate with external organizations, industry associations, and sustainability experts to gain knowledge and guidance on sustainable maintenance practices. Regularly inspect, clean, and maintain machinery to prevent malfunctions and efficiency losses. Implement online energy monitoring and control systems to track and manage energy usage more effectively. Use sustainable packaging materials. Integrate sustainable sourcing practices into the procurement process. Consider sustainability factors in product design and development. Prioritize sustainability criteria in production planning. Emphasize the use of sustainable materials, energy efficiency, recyclability, and waste reduction in marketing materials. Reduce correction and rework rates in production units, thereby minimizing unnecessary energy and resource usage. 	<ul style="list-style-type: none"> Yeni ekipmanlar, teknolojilerin temini ve proseslerin düzenlenmesi kaynaklı ek maliyet oluşması, kısa vadede maliyetlerin artışı Uygun teknolojiyi seçme ve personeli eğitme konusunda zorluklarla karşılaşılması Tedarik zincirindeki kesintiler veya malzeme teminindeki değişikliklerden dolayı üretim sürecinin etkilenmesi Yenilikleri hızla benimseyememe veya rekabet avantajını kaybetme riski Yenilenebilir enerji kaynaklarına dayalı enerji kullanımı, iklim koşullarına bağlı olarak güvenilir ve sürekli olmaması Hedeflere ulaşamama veya başarısızlık durumunda motivasyon kaybı 	<ul style="list-style-type: none"> Enerji tedarikliğini çeşitlendirerek enerji arz güvenliğinin sağlanması Enerji tüketiminden kaynaklanan maliyetlerin azalması Müşterilere ve topluma olan sorumluluğun yerine getirilmesi Üretim süreçlerinde çevreye verilen zararın azaltılması İklim değişikliğine etkinin azaltılması Daha az maliyet ile ürün üretilmesi Gelecek vergilendirme ve düzenlemelere hazırlıklı olmak Kısıtlı kaynakların tüketiminin azaltılması Yeni tasarımların ve çözümlerin oluşması Ürünün pazar payı olarak sunulması ve rekabet avantajı yaratması



SDG

GOAL

- Reducing waste generation.
- Developing recycling and reuse programs.
- Ensuring the efficient use of resources in the production process.
- Contributing to the circular economy.
- Developing the infrastructure for a digital product passport by improving traceability.

RELEVANT DEPARTMENTS

**Production
Supply Chain
Project
Environment**

**Information
Technologies
Purchasing
Finance
Production**

RELEVANT UNIT STRATEGY

- Developing environmentally friendly packaging solutions that reduce waste.
- Implementing practices aimed at reducing errors and waste in production.
- Increasing the rate of packaging reuse within the facility.
- Purchasing chemicals in larger, refillable packaging (IBCs).
- Utilizing treatment sludge as solid fuel.
- Utilization of traceability technologies such as blockchain.
- Implementation of performance monitoring systems to track energy consumption, waste production, and other sustainability metrics.
- Leveraging accounting software and technology solutions that facilitate the collection, analysis, and reporting of sustainability data.
- Enabling continuous online monitoring of production data.
- Provision of unit-level emission data for materials purchased from suppliers.



RISK

- Potential challenges in accessing infrastructure and technology, or the use of inappropriate technologies, making it more difficult to achieve recycling and reuse targets.
- Technological investments leading to increased costs and additional financial pressures in the short term.
- Impact on operational efficiency, with potential disruptions in production processes.
- Inability to secure suitable materials for recycling and reuse programs, or limited capacity or willingness to source materials/raw materials.
- Legal risks due to the lack of necessary procedures and regulations to comply with environmental regulations.
- Lack of appropriate software, hardware, and expertise, leading to delays in the infrastructure development process.
- The traceability and digital product passport creation process may lead to an increase in concerns regarding data security and privacy due to the collection and processing of sensitive data.
- Risk of data breaches or security violations.
- Additional resources and time wasted.
- The impact on the traceability process and the jeopardization of data integrity due to a lack of collaboration or mismatches within the supply chain.
- The need for staff training and awareness programs.

OPPORTUNITY

- Prevention of environmental pollution.
- Reduction in costs associated with disposal.
- A portion of the materials used in production or operations sourced from recycled resources.
- Contribution to sustainability goals.
- Production processes carried out at lower costs.
- Optimization of resource usage.
- Preparedness for future taxation and regulatory changes.
- Emergence of new designs and solutions.
- Adapting to emerging technologies.
- Increasing accountability to the responsible party.
- Facilitating the identification of issues arising during the process.
- Simplifying data traceability.
- Achieving energy consumption savings.
- Ensuring data optimization in current and future initiatives.
- Strengthening control over the supply chain.
- Achieving labor savings.
- Gaining a competitive advantage in exports"






SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
 	<ul style="list-style-type: none"> Developing lifelong learning programs. 	Human Resources Environment OHS Brand	<ul style="list-style-type: none"> Implementation of leadership development programs that emphasize sustainability principles. Organization of professional, social, and cultural training programs for employees. Development of training sessions and awareness projects in educational institutions. Sector-specific experience transfer. 	<ul style="list-style-type: none"> Inability to provide sufficient financial resources for training materials, trainer fees, and training infrastructure. Insufficient qualified training resources (books, trainers, training materials, etc.), affecting the effectiveness and quality of lifelong learning programs. Low participation and motivation of employees in lifelong learning programs. The time and resources required for effective implementation and monitoring. Challenges in ensuring employees apply what they have learned in the workplace and monitoring and managing the learning outcomes. Inability to ensure that everyone has equal opportunities and that support is provided according to their different needs. Compliance and infrastructure development issues due to technological infrastructure requirements, such as digitizing training materials or using online training platforms. 	<ul style="list-style-type: none"> The development of qualified employees in the sector. Fulfillment of social responsibilities. Ensuring social obligations are met for the responsible parties. Increased efforts aligned with sustainable development goals. Greater awareness among employees. Strengthening of social, cultural, and interactive connections. Increased conscious and dedicated work.





SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
   	<ul style="list-style-type: none"> Developing sustainable business models and investing in projects aimed at enhancing the economic well-being of communities. 	<p>Board of Directors Brand Project Investment Human Resources</p>	<ul style="list-style-type: none"> Promoting environmentally friendly office practices Allocating funds for sustainability initiatives and projects with positive impacts on the environment and society Leading regional cooperatives with renewable energy investments, and supporting agricultural and rural development projects, local markets with technical assistance, training, and marketing opportunities Strengthening collaborations with NGOs 	<ul style="list-style-type: none"> Insufficient funding or projects requiring higher costs than initially anticipated Difficulty in establishing appropriate systems to monitor the success of projects and evaluate their outcomes Challenges in forming and sustaining partnerships, and balancing the interests of different stakeholders Changing political environment affecting the sustainability and success of projects Difficulties in effectively implementing programs and ensuring employee participation Costs and time loss due to the need for suitable technological infrastructure and systems compatible with business processes for the successful implementation of digital applications 	<ul style="list-style-type: none"> Evaluation of potential risks Fulfillment of social and community responsibilities Ensuring employees work with greater dedication and efficiency Achieving sustainable development Addressing community needs and increasing public sympathy




SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
  	<ul style="list-style-type: none"> • Creating sustainable employment • Improving employee rights and working conditions • Ensuring sustainability performance management 	<p>Human Resources</p>	<ul style="list-style-type: none"> • Incorporating sustainability criteria into recruitment processes • Hiring candidates who align with the company's sustainability values and goals • Implementing diversity-inclusive recruitment programs • Prioritizing employee well-being by providing a healthy work environment, mental health support, and promoting work-life balance • Including sustainability goals and KPIs as part of employee performance evaluations • Offering benefits and recognition programs that reward and appreciate employees for their contributions to sustainability (e.g., bonuses, awards, incentives) • Providing internship and scholarship opportunities for individuals working in the field of sustainability 	<ul style="list-style-type: none"> • Additional costs arising from improvements to the work environment, offering employees extra benefits, or providing training programs • Necessary changes in current business processes and culture • Issues with employee alignment and integration • Disruptions in business processes • Employee resistance to change or failure to accept new policies • Difficulty in setting clear sustainability goals and KPIs • Perceptions that employees are not being objective during the evaluation process • Uninternalized practices being perceived as Greenwashing • Having employees who are not qualified to contribute to sustainability efforts • Insufficient resources and budget allocated for recognition programs 	<ul style="list-style-type: none"> • Fulfilling social and societal responsibilities • Encouraging employees to work with greater dedication and efficiency • Increasing employee loyalty • Reducing employee turnover • Enabling the establishment of a corporate sustainability culture • Increasing employees' willingness to contribute to process improvement • Adapting efficient work practices • Developing the company's sustainability culture and raising employees' awareness • Enhancing service quality through increased internal productivity, contributing to sustainability performance



SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
	<ul style="list-style-type: none"> Increasing the number of female employees in leadership roles 	Human Resources Corporate Governance Committee		<ul style="list-style-type: none"> Increased concerns among male employees or the perception that female employees have unfair advantages, leading to tensions in the workplace. Challenges arising in an environment where women are underrepresented in the existing workforce. Misconceptions about the abilities and determination of female leaders, resulting in the exclusion of women from leadership positions. Difficulty in finding enough qualified female candidates to fill leadership roles within the company. Resistance from current employees or managers due to changes in organizational culture and working practices. 	<ul style="list-style-type: none"> Enhances the self-confidence of female employees. Increases opportunities for equality. Provides a broader perspective.
	<ul style="list-style-type: none"> Carrying out activities for employees without regard to religion, language, race, or status. 	Human Resources Corporate Governance Committee	<ul style="list-style-type: none"> Ensuring that Human Resources policies promote equal opportunities for all employees. 	<ul style="list-style-type: none"> Encountering existing biases and discrimination among employees Communication challenges and conflicts between employees from different cultures or speaking different languages Some employees, particularly those facing language or cultural differences, may feel underrepresented or excluded Inability to effectively carry out activities by understanding diverse needs and perspectives. 	<ul style="list-style-type: none"> Ensuring equal opportunities Preventing discrimination Providing opportunities for individual development Increasing employee dedication Supporting employee commitment to the workplace Promoting cultural diversity



SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
 	<ul style="list-style-type: none"> • Strengthening stakeholder relationships • Increasing the number of suppliers with high sustainability performance • Enhancing participation in global sustainability certification and labeling programs" 	<p>Investor Relations Corporate Governance Committee Sales Marketing Supply Chain Human Resources Brand Finance</p>	<ul style="list-style-type: none"> • Collaborating with suppliers committed to ethical and environmentally responsible practices • Increasing participation in industry collaborations and initiatives focused on sustainability • Engaging with policymakers and industry associations to advocate for policies and regulations supporting sustainable production practices • Utilizing social media and digital marketing platforms to share sustainability stories, updates, and initiatives with target audiences • Creating content that educates and inspires the target audience on sustainability, including blog posts, articles, videos, and infographics highlighting Çökyaşar Holding's sustainability efforts and goals • Listening to customer/supplier feedback on sustainability issues • Taking action based on customer/supplier suggestions and concerns to continuously improve sustainability efforts • Emphasizing the sustainable benefits of products or services in marketing materials • Revising financial reports to include sustainability metrics • Including environmental and social impact data alongside financial information in annual reports • Utilizing frameworks such as the Global Reporting Initiative (GRI) to guide reporting processes • Publishing sustainability reports that clearly communicate performance and goals, ensuring stakeholders have easy access to the reports • Encouraging employees to actively engage in sustainability initiatives • Creating employee-led sustainability committees or groups to support sustainability projects and ideas • Encouraging employees to contribute with ideas and suggestions for sustainability efforts 	<ul style="list-style-type: none"> • Loss of trust among stakeholders due to communication gaps or miscommunication • Failure to meet stakeholder expectations, resulting in reputational damage or customer dissatisfaction • Increased costs associated with using sustainable materials or processes, potentially reducing competitive advantage • High costs of certification processes and compliance requirements, creating an economic burden in the short term • Certified or labeled products failing to reflect true sustainability performance, potentially leading to reputational loss due to greenwashing • Changes in the political environment affecting the sustainability and success of projects • Disruptions to business processes • Loss of time and resources • Challenges in effectively implementing programs and ensuring employee participation 	<ul style="list-style-type: none"> • Strengthening the supply chain • Increasing customer satisfaction • Establishing a green supply chain infrastructure • Ensuring trust • Ensuring transparency and accountability • Increasing measurability



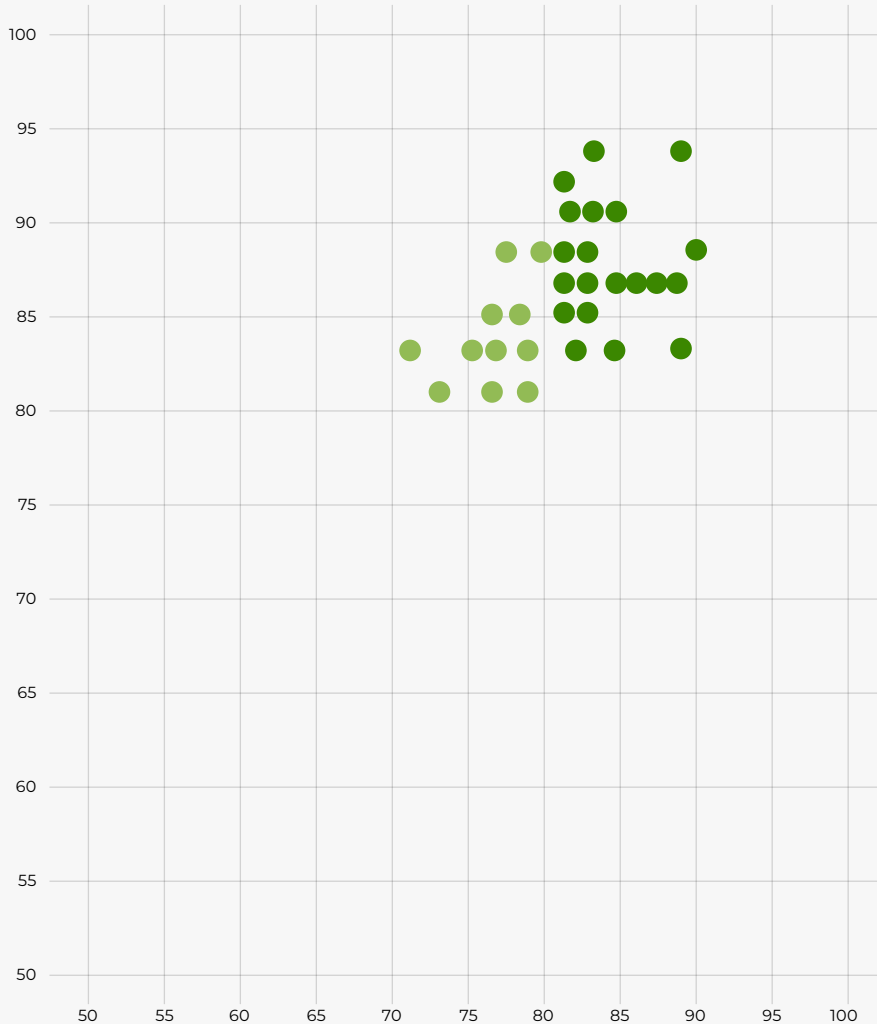
SDG	GOAL	RELEVANT DEPARTMENTS	RELEVANT UNIT STRATEGY	RISK	OPPORTUNITY
	<ul style="list-style-type: none"> Integrating sustainability accounting practices into processes 	Financial Affairs Human Resources Internal Control Investor Relations	<ul style="list-style-type: none"> Ensuring that sustainability costs are appropriately allocated to relevant cost centers and projects Calculating the cost of carbon emissions, water usage, and waste disposal Measuring and reporting on the company's social impacts, such as employee welfare, community engagement, and diversity and inclusion initiatives Conducting Social Return on Investment (SROI) analysis Developing economic sustainability metrics, such as Return on Sustainability Investment (ROSI) or Total Cost of Ownership (TCO) Including sustainability-related expenses and investments in the budgeting process and allocating funds for sustainability projects and initiatives Tracking tax credits and incentives related to sustainable practices Securing support from senior management and executives to prioritize sustainability accounting and allocate resources accordingly Conducting a sustainability risk assessment to identify environmental, social, and governance (ESG) risks that may impact the company's financial performance Exploring sustainability-linked financing options, such as green bonds or sustainability-linked loans, which offer favorable terms or interest rates based on achieving sustainability targets 	<ul style="list-style-type: none"> Risk of greenwashing Loss or expenditure of time and resources Impact on business processes due to changes, with potential adaptation challenges Increased costs associated with technological investments and modifications Inability to adopt innovations, leading to a loss of competitive advantage 	<ul style="list-style-type: none"> Increasing transparency and accountability Preparing for potential regulations and legal requirements Supporting more conscious and strategic decision-making in areas such as reducing universal impacts, using energy and resources more efficiently, and managing waste



4.3. OUR SUSTAINABILITY PRIORITIES

We regularly conduct satisfaction surveys within our company and perform prioritization analyses based on the feedback we receive from our customers and stakeholders. The topics identified through these insights, gathered from internal stakeholders (employees and management) and external stakeholders (customers, suppliers, and the wider community), are ranked in full alignment with the company's long-term objectives.

FOR STAKEHOLDERS



FOR ÇOKYAŞAR

PRIORITY TOPICS

Çokyaşar

Stakeholders

Very High Priority

Occupational Health and Safety	90	89,1
Emergency Preparedness and Action Plan	89,4	83,6
Customer Satisfaction	88,2	94,5
Energy Efficiency	85,6	87,3
Climate Change (Carbon, Water, Energy, Waste)	85	87,3
Protection of Personal Data	84,4	94,5
Protection of Personal Data	84,4	90,9
Emergency Management	84,4	87,3
Risk and Opportunity Management	84,4	83,6
Information Security and Cyber Risk Management	83,8	90,9
Low Emission Production Technologies	83,8	87,3
Business Ethics	83,2	90,9
Digitalization	82,6	83,6
Green and Reliable Energy Supply	82,6	83,6
Fighting Corruption	81,8	92,7
Sustainable Growth	81,8	89,1
Healthy Living	81,8	87,3
Proactive Risk and Crisis Management	81,8	85,5
Economic Performance	81,2	89,1
Sustainable Finance & Responsible Investment	81,2	87,3
Employment	81,2	87,3
Combating Deforestation	81,2	85,5

High Priority

R&D and Innovation	80	89,1
Corporate Governance	78,8	89,1
Environmental and Social Impact Monitoring and Reporting	78,8	83,6
Contributing to the Local Economy	78,8	83,6
Equal Opportunity and Diversity	78,8	81,8
Talent Management and Training	78,2	85,5
Corporate Social Responsibility	77,6	85,5
Women's Empowerment	77,6	81,8
Responsible Marketing and Responsible Consumption	76,8	83,6
Responsible Supply Chain	76,2	83,6
Collaborations with stakeholders	76,2	83,6
Stakeholder Capitalism and International Collaborations	73,2	81,8
Biodiversity	72,6	83,6



The identification of topics that our stakeholders consider strategically important—and their prioritization—plays a critical role in highlighting our company's strengths and clarifying areas for improvement. By focusing on key themes such as sustainable growth, digital transformation, and occupational health and safety, we aim not only to enhance our operational efficiency but also to fulfill our environmental and social responsibilities comprehensively.

A total of 43 participants, representing both individuals and legal entities, took part in our prioritization study. Using a scoring method on a scale of 1 to 5, the results were weighted and converted into a 0–100 range. The priority topics identified through this assessment serve as a fundamental guide for more effectively managing our sustainability strategy. Unlike the 2023 assessment, this year's survey included additional topics such as low-emission production technologies, proactive risk and crisis management, environmental and social impact monitoring and reporting, contribution to the local economy, stakeholder capitalism and international collaboration, and emergency preparedness and action planning. This study serves as a roadmap for more efficient use of our resources and for achieving our strategic objectives. According to the analysis results, occupational health and safety and emergency preparedness and action planning emerged as the highest-priority topics within our company.

4.4. STAKEHOLDER ENGAGEMENT

We firmly believe that achieving our sustainability goals relies on advancing in harmony and collaboration with our stakeholders. For this reason, we prioritize maintaining strong stakeholder relationships, fostering continuous communication, and encouraging mutual engagement. Through the surveys we conduct and the feedback we receive, we collect comprehensive data and carefully analyze the insights shared by all stakeholder groups—particularly our customers, employees, and local communities. In this participatory process, we integrate stakeholder feedback into our sustainability projects and shape our strategic decisions based on these insights. In doing so, we reinforce our commitment to transparency and partnership, while progressing more effectively and successfully toward our sustainable development goals.

STAKEHOLDERS	İLETİŞİM ARAÇLARI	PUBLICATION PERIOD
Employees	Sustainability Report Activity Report Employee Satisfaction	Annually
	Employee Trainings	Continually
	Internal Information Announcements	Instantaneous/Continuous
Investors	Financial Reports Activity Report	Quarterly / Annually
	General Assembly Meetings Sustainability Report	Annually
	IPO Assumptions Report	Quarterly
	Corporate Governance Compliance Report Corporate Governance Information Form	Annually
	Participation Finance Principles Disclosure Form	6 Months / Yearly
	Material Event Disclosures	Instantaneous/Continuous

STAKEHOLDERS	COMMUNICATION TOOLS	PUBLICATION PERIOD
Customers	Sustainability Report Customer Satisfaction Survey	Annually
Unions	Sustainability Report Activity Report	Annually
	Occupational Health Rules	Monthly
	Collective Labor Agreement	Continuous
Educational Institutions	R&D Projects	Project Based
	Sponsorships and Instructor Support	On Demand
Media	Sustainability Report Activity Report	Annually
	Press Releases	Continuous
Society	Social Projects and Infrastructure Supports	Continuous



4.5. R&D PROJECTS

In 2024, strategic initiatives were implemented across various areas, including supply chain, process efficiency, academic collaborations, and the expansion of our patent portfolio. As of December 2024, we have completed our application to the R&D Center at the Republic of Türkiye Ministry of Industry and Technology. The Ministry's final decision regarding our application is expected to be concluded in 2025 following evaluations and on-site inspections. With the approval of our R&D Center application:

- To develop innovative products,
- To enhance the efficiency of our production processes,
- To reduce external dependency by developing local alternatives to imported products,
- And to create value in our sector by delivering sustainable solutions.

Within this scope, we carried out renovation works to make our R&D center building suitable for modern research and development activities in line with R&D center procedures. As part of our R&D efforts, we implemented operational excellence projects and ensured participation of our R&D team in various congresses and symposiums. In 2024, as a component of our R&D activities, we submitted six patent applications.

PROJECT SITUATION	PROJECT NAME
Completed Projects	Process–Structure–Property–Fracture Characterization–Based Damage and Defect Analyses in Steel Wires with Different Carbon Contents and Their Effects on Fracture–Break Points
	Enhancing Heat Transfer and Fuel Efficiency with a Metal-Body Zinc Furnace and Reducing the Carbon Footprint
	Investigation of the Recovery Potential of By-Products and Waste Generated in Processes
Academic and Scientific Events	4th International Characterization Symposium
	35th National Chemistry Congress
	11th Aegean Applied Sciences Congress

Within the scope of our R&D projects, we currently have five ongoing initiatives. Our R&D Center actively develops and plans projects focused on sustainable production, waste recovery, energy efficiency, water consumption optimization, and the reduction of carbon emissions. In this context:

- Recovery of waste materials
- Monitoring of energy consumption through sensor technologies
- Efficient use of consumables
- Process improvements aimed at reducing natural gas consumption

These efforts are directly aligned with the European Green Deal objectives and our compliance strategy for the Carbon Border Adjustment Mechanism (CBAM). Our R&D Center plays a key role in reporting and certifying these activities, as well as integrating sustainability-oriented technologies into our processes.

Operational Excellence projects focused on operational efficiency also continue with the technical support of the R&D unit; these projects aim to reduce production costs, shorten process times, and optimize resource utilization. Collaborative projects with academic institutions are ongoing, and in this scope, project development efforts for national and international grant programs—particularly TÜBİTAK—are continuously carried out. Joint R&D studies are also being conducted with master's and PhD-level students.

In 2024, our operational excellence initiatives continued in line with sustainability and efficiency principles. Continuous improvements have been implemented in key areas such as energy use, raw material management, maintenance and repair activities, and workforce productivity, while increasing the effectiveness of outsourcing. Additionally, logistics processes were optimized to strengthen supply chain flow, and through environmental investments and waste management activities, both costs were controlled and progress was made toward environmental sustainability targets. All these efforts have been carried out with a strategic approach aimed at enhancing the operational performance of our company.



4.6. OUR DIGITALIZATION PROCESSES

30

Our artificial intelligence-powered digital assistant project, Coozy, developed by our Information Technologies and Digital Transformation Department, began operating under the Çokyaşar DX brand at Biruni University Technopark as of 18 October 2024. Through more than 30 technology projects implemented over the past four years, we have introduced innovative solutions across our business processes, achieving significant improvements in efficiency, quality, and customer and employee satisfaction. These advancements provide us with a strong competitive advantage in our sector.

We aim to transform the technologies we develop into products and platforms that can compete in the global market. In this context, we offer the technological tools and consultancy services that organizations need in the digital age to make informed decisions and achieve their business objectives—creating value with our expertise and accumulated knowledge.

With this approach, we encourage digital collaborations that contribute to addressing key needs and support start-ups in taking an active role within this ecosystem. We develop business models based on joint product investments that convert supplier–customer relationships into long-term strategic partnerships, and we support the growth of high-potential ventures through venture capital investments.

DIGITAL TRANSFORMATION AND ERP

We recognize that our digital transformation plays a critical role in our journey toward achieving our sustainability goals. By utilizing smart data technologies through the SAP (System Applications and Products) system and MES (Manufacturing Execution System), we work to achieve sustainability targets such as energy efficiency, effective resource management, and reduction of environmental impact. This enables us to enhance our operational efficiency. These advanced technologies provide real-time data collection and analysis capabilities, making it easier to monitor environmental performance and support continuous improvement. Our efforts to integrate all business processes into SAP are ongoing, with the aim of ensuring data transparency and process optimization through full SAP integration. The combination of MES and SAP accelerates our progress toward sustainability goals while minimizing risks and improving economic performance.

SUSTAINABILITY AND CYBERSECURITY

Within the scope of our digitalization approach, we integrate Industry 4.0 applications into our production processes and carry out projects that strengthen our technological infrastructure. From production to supply chain, and across all pre-sales and post-sales interactions with our customers, we implement smart solutions that leverage the power of technology.

We believe that enhancing our competitiveness and achieving our strategic objectives is only possible by adapting to the technologies of our time. Accordingly, through our digitalization initiatives, we integrate various technological components—such as artificial intelligence, the Internet of Things, and big data analytics—into our processes, developing data-driven decision-making and forecasting strategies.

Through our Enterprise Resource Planning (ERP) transformation, we are implementing digital transformation across functions such as Human Resources, Finance, Supply Chain, Maintenance, Quality Management, Sales, Marketing, and Production. Within ERP process governance, we define role-based authorities and responsibilities from a risk management perspective.

With our MES project, which enables seamless data flow across all tools and methods used in production, we reduce human dependency and minimize error rates. Real-time access to information allows us to improve our production processes and enhance our efficiency. As part of our Digital Customer Experience project, we implement value-focused solutions integrated with our Sales and Marketing functions, improving the overall customer experience. We effectively use digital channels to increase customer satisfaction and respond more rapidly to customer needs.

In our Digital Human Resources journey, we enhance the employee experience through **Robotic Process Automation (RPA) and mobile applications** across core HR processes such as workforce planning, performance and talent management, payroll and benefits, expense management, training management, and idea and suggestion management.

To increase operational efficiency, we aim to implement Capacity Planning and Advanced Scheduling projects across our production facilities. Through these initiatives, we optimize resource utilization and transition to more sustainable production models.

Our digital transformation strategy is directly connected to our sustainability objectives. By using technology effectively, we reduce resource consumption, enhance operational efficiency, and strive to minimize our environmental impact. Through our digitalization projects, we strengthen our economic performance while fulfilling our social and environmental responsibilities.

At Çokyaşar, we consider cybersecurity to be one of the most critical enablers of sustainability, ensuring both physical and digital data security across processes such as Information Technologies, Smart Manufacturing Systems, infrastructure automation systems, Enterprise Resource Planning, Human Resources, and Customer Management. As part of our information security, cybersecurity, and business continuity efforts, we continuously monitor our systems and conduct periodic vulnerability scans and disaster recovery tests.

With the motto **“We Are All Information Security Representatives,”** we work to strengthen our security culture and minimize potential risks by maintaining high levels of awareness among customers and employees through training and educational content. Our company, certified with the ISO 27001 Information Security Management System, conducts both internal and external audits to ensure the effectiveness of our practices and processes. We regularly perform risk assessments and incorporate investment decisions into our strategic priorities.



4.7. SUSTAINABILITY-FOCUSED SUPPLY CHAIN STRATEGY

31

Implementing sustainability principles at every stage of our supply chain and establishing long-term, trust-based relationships with our business partners are among our primary objectives. In the procurement of products and services, we apply a comprehensive management system that considers criteria related to quality, environment, occupational health and safety, energy efficiency, ethical principles, and social responsibility.


In new collaborations, we conduct a wide-ranging evaluation through the Candidate Supplier Preliminary Assessment Questionnaire, assessing our business partners in areas such as quality management systems, environmental performance, occupational health and safety practices, information security, and energy management standards. During this process, we seek competencies in areas such as sustainability reporting, carbon footprint measurement, waste management, and energy efficiency projects, and we request the necessary documentation.

For our approved suppliers, we conduct a Supplier Performance Evaluation at least once a year. In these evaluations, we consider factors such as price competitiveness, compliance with delivery deadlines, technical capability, communication speed, customer satisfaction, compliance with legal requirements, ethical and social responsibility performance, and alignment with climate change criteria. For suppliers with a performance score below 85, we create action plans together with the relevant departments and closely follow up on the improvement steps.

Additionally, we work with our suppliers based on transparent, fair, and ethical trade principles, and we develop joint projects on green logistics, the use of recycled materials, energy efficiency, and low-carbon production practices. Through digitalization and data-driven decision-making methods, we continuously improve our supply chain processes and proactively plan the steps required to comply with CBAM requirements.

Through this holistic approach, we not only increase our operational efficiency but also reduce our environmental impacts throughout the entire supply chain, contributing to our goal of creating social value.





Our Economic Performance

SOLID STEPS,
FOR A WORLD
THAT LIVES ON.



5. ECONOMIC PERFORMANCE

33

We evaluate economic sustainability not only through financial growth, but also through its contributions to social welfare, employment, and stakeholder value. While demonstrating strong financial performance in the sectors in which we operate, we prioritize strengthening collaborations with local suppliers, supporting regional development, and contributing to the national economy.

In our strategic planning processes, we consider climate change and sustainable development goals, and systematically analyze related risks and opportunities. As we reinforce our financial structure, we continue to conduct our operations with transparent tax practices and ethical business principles thereby aiming to enhance stakeholder trust, strengthen our competitive position, and create long-term value.

We view our economic performance as the cornerstone of sustainable growth; we aim to create long-term value through our solid financial structure based on stable income generation, profitability, and capital strength.

The indicators presented transparently demonstrate our financial sustainability and responsible management approach, while reflecting our commitment to shaping our performance with consideration for future needs.

5.1. ECONOMIC VALUE GENERATED AND DISTRIBUTED

The 2024 financial statements of Çokyaşar Holding and its subsidiaries, presented on a consolidated basis, clearly demonstrate our commitment to maintaining stable growth and a strong capital structure. **The approximately 17% increase in our total assets reflects the impact of our sustainability-focused investments.**

The 41% annual increase in shareholders' equity is an important indicator of the success of our capital-strengthening strategy. The balanced relationship between short-term liabilities and current assets highlights our disciplined liquidity management, while the decrease in long-term liabilities underscores our sustainable borrowing approach.

By directing our resources toward sustainability-oriented investments, we contribute to our circular economy goals and build a solid financial structure that strengthens long-term confidence. The detailed financial statements of our subsidiaries are presented in alignment with our principle of transparency.

SPECIALLY INDEPENDENTLY AUDITED FINANCIAL POSITION STATEMENTS

TL	31.12.2024	31.12.2023
Total Current Assets	3.230.804.992	2.511.515.169
Total Non-Current Assets	2.708.398.668	2.584.226.146
TOTAL ASSETS	5.939.203.660	5.095.741.315
Total Short-Term Liabilities	2.719.146.541	2.287.369.449
Total Long-Term Liabilities	422.624.706	819.632.483
TOTAL LIABILITIES	3.141.771.247	3.107.001.932
Total Equity	2.797.432.413	1.988.739.382
TOTAL FINANCING SOURCES	5.939.203.660	5.095.741.315

The income statements of Çokyaşar Holding and its subsidiaries demonstrate that we continue to maintain strong revenue-generation capacity and consistently meet market demand. The solid sales performance of our subsidiaries reflects our operational efficiency and extensive customer network.

Although fluctuating exchange rates, rising energy and financing costs, and global tensions create temporary pressures on our profitability, our investment- and employment-oriented growth strategy enables us to build a more resilient financial structure in the long term.

CONSOLIDATED STATEMENT OF PROFIT OR LOSS FOR THE YEARS ENDED 31 DECEMBER 2024 AND 31 DECEMBER 2023

	Independently Audited Current Period	Independently Audited Prior Period
	01.01-31.12.2024	01.01-31.12.2023
Revenue	6.588.878.100	6.993.257.116
Cost of Sales	5.702.828.364	5.971.816.908
Gross Profit / (Loss)	886.049.736	1.021.440.208
Operating Profit / (Loss)	214.689.903	893.183.046
Profit / (Loss) Before Tax from Continuing Operations	6.853.860	433.513.289
Profit / (Loss) for the Period	81.468.375	532.262.592



The cash flow performance for 2024 demonstrates that our operations continue to maintain a strong cash-generating capacity. The high cash inflows generated from the operating activities of Çokyaşar Holding and its subsidiaries support our operational sustainability.

Cash outflows related to investing activities were driven by expenditures aimed at increasing production capacity and implementing technological improvements, contributing to our long-term growth objectives. Cash outflows arising from financing activities reflect our strategy of maintaining a balanced financial structure through debt repayments. The increasing cash position of Çokyaşar Holding and its subsidiaries has strengthened our liquidity flexibility.

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE
YEARS ENDED 31 DECEMBER 2024 AND 31 DECEMBER 2023

01.01-31.12.2024

01.01-31.12.2023

Cash Flows from Operating Activities	751.030.256	1.536.660.383
Cash Flows from Investing Activities	-53.490.506	-233.147.981
Cash Flows from Financing Activities	281.343.492	-1.148.806.164
Net Increase (Decrease) in Cash and Cash Equivalents Before the Effect of Foreign Exchange Rate Changes	978.883.242	154.706.238
Inflation Effect on Cash	-184.505.766	-181.950.733
Net Increase (Decrease) in Cash and Cash Equivalents	794.377.476	-27.244.495
Cash and Cash Equivalents at the Beginning of the Period	216.917.493	244.161.988
Cash and Cash Equivalents at the End of the Period	1.011.294.969	216.917.493

In 2024, despite challenging market conditions, Çokyaşar Holding and our subsidiaries continued operations steadily, preserving asset size and presenting a strong balance sheet supported by a healthy equity structure.

Our high revenue performance, operational efficiency, and investment-oriented approach supported our long-term growth strategies. The strong cash flows generated from operating activities safeguarded the sustainability of our operations, while our investments were directed in ways that enhance our competitiveness.

These results clearly reflect our economic resilience and our commitment to creating sustainable long-term value.

5.2. MARKET PRESENCE

The 2024 economic performance data demonstrate that we have successfully integrated the operational strength of our subsidiaries and affiliate into our overall structure. We support our market presence not only through economic success, but also through a human-centered, sustainable, and future-oriented approach that reflects our responsibility to upcoming generations.

The share of international sales in Çokyaşar Holding's total revenue was 66% in 2023. In 2024, this ratio increased to 80%. This rise indicates the strengthening of our company's presence in global markets, the successful implementation of our export-oriented growth strategy, and the positive impact of international demand on our sales performance.

At the same time, while demonstrating our company's capacity to generate direct economic value, our export performance contributes to the Turkish economy and increases the global accessibility of our sustainable products.

According to the Credit Rating Report issued by JCR Eurasia Rating, an independent credit rating agency, Özyaşar Tel's long-term national institutional credit rating has been affirmed at A(tr) for 2024.

MARKET PRESENCE

2024

2023

Total Revenue	6.588.878.100	6.993.257.116
Export Sales (TRY)	5.251.666.803	4.637.037.377
Sales Tonnage	175	139
Number of Countries	65	70
Export Tonnage	120	83

5.3. RISK AND OPPORTUNITIES RELATED TO CLIMATE CHANGE

35



We closely monitor the impacts of climate change on our operations and strategies and take proactive measures to address both physical and transition risks. Across all our subsidiaries, we aim to mitigate climate-related risks through energy efficiency initiatives, waste recycling, low-carbon production practices, and investments in renewable energy.

In this context, by commissioning Solar Power Plant (SPP) investments at our subsidiaries, we both reduce energy costs and lower our carbon footprint.

- The approved capacity for **Özyaşar Tel's** Solar Power Plant (SPP) investment in Hekimhan, Malatya is 9,430.20 kWp. The Environmental Impact Assessment (EIA) for the SPP investment in Doğanşehir, Malatya has been completed, and the approved capacity is 8,073 kWp.
- At our **Çokyaşar Halat Düzce facility**, a rooftop SPP is in operation. In addition, an SPP investment with an approved capacity of 3,346.20 kWp is ongoing in the Battalgazi district of Malatya.
- At our **Çokyaşar Tel Adana facility**, a rooftop SPP is in operation. Furthermore, an SPP investment with an approved capacity of 2,433.60 kWp is ongoing in the Battalgazi district of Malatya.

We view the new business models emerging from this transformation as opportunities and focus on investments that will enhance our environmental performance. The recently published Climate Law and the establishment of the National Emission Trading System (ETS) constitute important components of this process. With our low-carbon approach, our Group aims to secure a favorable position under the ETS and strengthen its competitive advantage within the sector. These efforts contribute to our sustainable growth strategy both environmentally and financially.



Our Social Performance

CREATING VALUE,
FOR A WORLD
THAT LIVES ON.



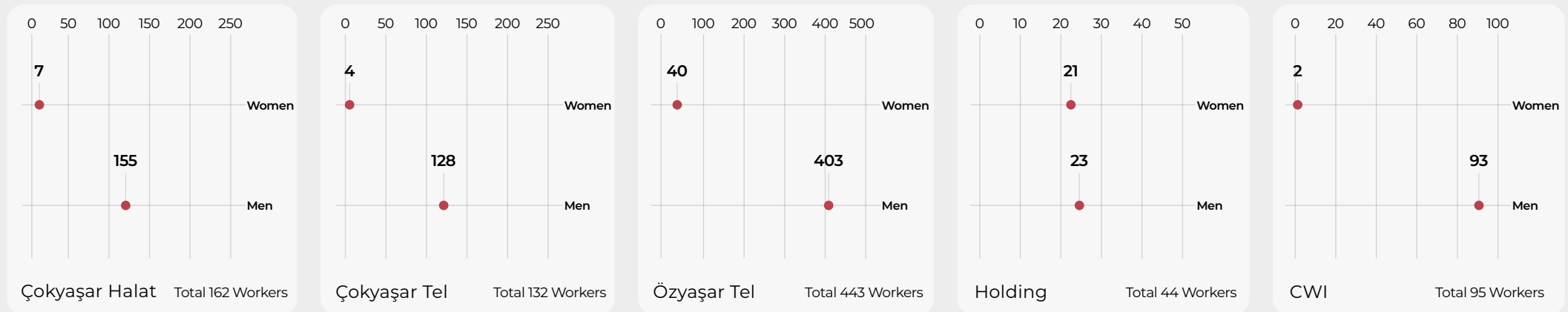
6. SOCIAL PERFORMANCE

37

Sustainability is a holistic approach in which companies are assessed not only by their financial performance, but also by their environmental and social impacts. Social performance, in this context, reflects a company's relationships with society, the contributions it makes to communities, and the effects it has on its stakeholders. The social performance of Çokyaşar Holding encompasses a wide range of criteria that demonstrate the extent to which the company fulfils its responsibilities toward its employees, customers, suppliers, the communities in which it operates, and all other relevant stakeholders. Alongside other sustainability indicators, social performance stands out as one of the fundamental pillars of Çokyaşar Holding's sustainability vision.

6.1. EMPLOYMENT, DIVERSITY AND HUMAN RIGHTS

Having a young and dynamic workforce, and maintaining an equitable approach among all employees, are among our top priorities. Within the Holding, diversity is essential across all groups, including women, men, employees with disabilities, and both younger and mid-career professionals. Drawing inspiration from the dynamism of young employees and the experience of more senior staff, Çokyaşar Holding has positioned diversity as a core principle in all operational processes. With its continuous growth and job creation potential, Çokyaşar Holding creates awareness across all its locations. The employee figures for 2024 are presented below.



Human resources policies within Çokyaşar Holding are shaped in line with the principles of equal opportunity and inclusion. Women's employment is actively supported, particularly in roles that do not require intensive physical labor, and the participation of women in these areas is encouraged. Increasing youth employment has also been identified as one of the priority objectives of the Holding's management strategy.

The age distribution of employees across the Holding's various locations demonstrates a diverse structure, creating an inclusive working environment where young, dynamic, and experienced employees work together. In an effort to enhance diversity and inclusion in the workplace, employment practices are implemented without discrimination based on language, religion, race, physical condition, or any other personal characteristic. As of 2024, a total of 12 employees with disabilities are employed within the Holding. To ensure equal opportunities and guide employees in accordance with ethical values, the Code of Ethics is applied across the Holding. This policy aims to ensure that all employees of Çokyaşar Holding and its subsidiaries act in accordance with company interests, uphold corporate values, and demonstrate a strong sense of responsibility.

The Code of Ethics outlines principles and procedures regarding honesty, confidentiality, standards of conduct, compliance with laws, prevention of conflicts of interest, corporate communication, respect for human rights, adherence to working hours, political neutrality, anti bribery and anti-corruption, as well as gift and hospitality policies.

Across all human resources practices including recruitment, performance evaluation, promotion, training, and development equal opportunities are provided without regard to race, color, age, gender, marital status, disability status, ethnic background, or nationality. This approach is clearly reflected in the sub-sections of the Code of Ethics.

The Code of Ethics also defines the framework for respecting human rights. Within this framework, Çokyaşar Holding and its subsidiaries commit to unconditionally respecting and supporting the fundamental rights and freedoms of individuals in all areas where they operate. Under no circumstances is discrimination tolerated on the basis of gender, ethnicity, race, religion, political opinion, or any other belief.



In addition, the Anti-Bribery and Anti-Corruption Policy has been integrated into the Holding's quality management system and is enforced across all business processes. As part of the anti-bribery and anti-corruption framework, a zero-tolerance approach has been adopted toward any practices that may result in undue advantage, including cash payments, political contributions, commissions, social benefits, gifts, and hospitality. To prevent employees from engaging in any unethical conduct, regular trainings have been provided and internal audit mechanisms have been strengthened.

By adhering strictly to ethical principles, Çokyaşar Holding remains committed to maintaining a fair, transparent, and human-rights-respecting working environment.

6.2. INNOVATIVE EMPLOYMENT

Youth employment holds strategic importance for the sustainability of a country's economic development and social well-being. Young individuals bring fresh perspectives to the workforce through their dynamism, innovative mindset, and ability to adapt quickly to technology. In this context, increasing the employability of young people is considered a key input not only for their individual development, but also for economic productivity, social stability, and corporate innovation capacity.

With this perspective, supporting young talent within Çokyaşar Holding has been positioned as a priority strategy to ensure the continuity of the company's innovation-oriented culture. Integrating young professionals into the organization contributes to the development of new business models, enhances operational efficiency, accelerates digitalization processes, and supports the achievement of sustainable growth objectives. Thanks to its innovative human capital structure, the Holding is also able to respond more agilely to changing market conditions and adapt to technological transformations.

In line with this approach, a "Young Talent Development Process Handbook" was created within Çokyaşar Holding as of 2024. This handbook outlines the foundational elements, operational flow, and evaluation mechanisms of the "Future Stars" program, which was established as part of the Holding's youth employment vision.

The Future Stars program is designed as a development and integration pathway that aims to help university graduates and early-career professionals adapt to corporate life and discover their potential.

Participation in the program is ensured through a structured recruitment process consisting of the steps outlined below.

- Application and preliminary screening
- Initial interview
- Technical interview
- Project assignment
- Group exercises / group work
- Job offer and placement.

The duration of the program has been set at six months. During this period, participants are supported in both their personal and professional development, gaining experience in areas such as corporate processes, teamwork, project management, business ethics, and sustainability. Throughout the program, regular monitoring, mentoring, and feedback mechanisms are implemented, followed by a mutual evaluation conducted by the Human Resources department at the end of the process.

At the conclusion of the program, a "Future Stars Graduation Ceremony" is held for participants who successfully complete all stages, and graduates are offered the opportunity to continue their careers within Çokyaşar Holding in permanent positions.

This practice reinforces the importance the Holding places on youth employment and demonstrates that talent development has been positioned at the core of its strategic human resources management.

6.3. EMPLOYEE SKILLS AND COMPETENCIES

Within the Holding, the development of human capital has been designated as a strategic priority and considered one of the key components of the sustainable growth strategy. Throughout 2024, comprehensive policies were implemented to strengthen employees' knowledge, skills, and competencies. A wide range of initiatives from training programs and performance evaluations to talent management and young talent development were carried out across the organization.

Throughout the year, employees across all subsidiaries were assigned various training modules through the Çokyaşar Academy. These trainings were structured in accordance with both legal requirements and organizational development objectives. In addition to awareness trainings on management systems such as ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO/IEC 27001, regular training assignments were also conducted in areas including information security, energy efficiency, and occupational health and safety. The effectiveness of these trainings was analyzed by the Human Resources department, and repeat sessions were scheduled where necessary.

Orientation programs were implemented for newly hired employees, providing them with detailed information on the company's vision, mission, organizational structure, and corporate culture. These programs also covered job descriptions, workflow processes, equipment usage, and occupational health and safety practices within the relevant departments. The orientation process was completed under the coordination of the Human Resources department and departmental managers.

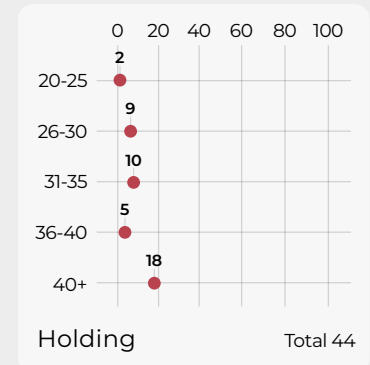
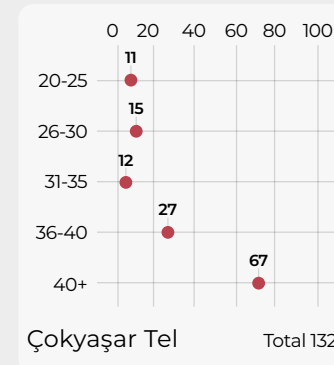
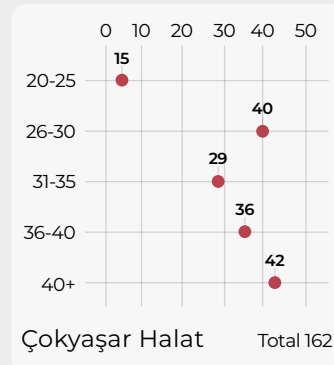
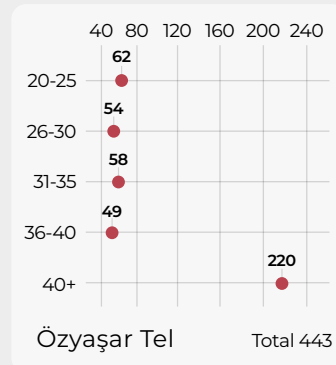
To further support employee development, internal trainer practices were encouraged, and employees specializing in specific fields were appointed as in-house trainers. This approach helped disseminate institutional knowledge and ensured the efficient use of internal resources.



The performance management system was implemented for all employees at least once a year, with evaluations conducted on both competency-based and goal-based criteria. In addition to core competencies, managerial capabilities were also assessed. For goal-based evaluations, KPI sets related to financial performance, operational efficiency, customer orientation, and improvements in support processes were taken into consideration.

The results of the performance evaluations served as a primary input in the development planning of employees. To enhance employee participation in management and strengthen corporate communication channels, digital suggestion systems and Open Door practices were introduced.

AVERAGE AGE RANGES



Through these practices, employee feedback was collected regularly, shared with the relevant departments, and incorporated into decision-making processes. The number of employees within Çökyavaş Holding, the gender balance, and the distribution of blue-collar and white-collar staff were regarded as key indicators reflecting the social dimension of the Holding's sustainability performance.

As of the end of 2024, the number of employees and age distribution across the Holding's major subsidiaries are presented in the table above.

Additionally, when employees are classified as blue-collar and white-collar, the average numbers across 2024 were approximately 519 blue-collar employees and 262 white-collar employees. This distribution reflects the production-oriented structure of Çökyavaş Holding and demonstrates that the technically skilled blue-collar workforce plays a central role in production and operational processes. To ensure the sustainable strengthening of this structure, blue-collar employees were provided with operational trainings, occupational health and safety awareness sessions, and quality management modules to support their professional development. For white-collar employees, development content focusing on leadership, digital transformation, project management, and strategic decision-making capabilities was prioritized.

6.4. CORRECTIVE, PREVENTIVE AND AWARENESS-RAISING ACTIVITIES

As part of the sustainability of Çökyavaş Holding's quality, environmental, occupational health and safety, energy, and information security management systems, corrective and preventive actions are managed through structured corporate procedures. Throughout 2024, processes related to the identification, evaluation, and resolution of nonconformities were integrated into the quality management system across the Çökyavaş Halat, Çökyavaş Tel, and Özyaşar Tel locations and were carried out in line with the principle of continuous improvement.

The Corrective and Preventive Action Procedure implemented at Çökyavaş Halat aims to analyze nonconformities at their root cause within the scope of the quality management system and to define the necessary actions to eliminate them. The process is activated under the following circumstances:

- Decisions taken during management review meetings
- Customer satisfaction findings and increases in customer complaints
- Internal audits, customer audits, and certification assessments
- Process deviations and target variances

- Recurring errors or critical quality issues
- Increases in nonconforming products, scrap, or waste rates
- Supplier-related nonconformities
- Potential risks identified through data analyses

Corrective action requests are submitted to the Quality Management Representative by the relevant personnel through the Corrective and Preventive Action Request Form, and necessary actions are initiated following the evaluation. After each action is completed, it is monitored during management review meetings to ensure the sustainability and effectiveness of the results.

Within Özyaşar Tel and Çökyavaş Tel, the Corrective Action Procedure has been integrated to cover the quality, environmental, occupational health and safety (OHS), energy management (EnMS), and information security management (ISMS) systems. The purpose of the procedure is to identify and eliminate the root causes of existing or potential nonconformities and to prevent their recurrence.



The process is initiated under the following conditions:

40

- Management review meetings and internal audit results
- Nonconformities identified during official inspections, customer audits, and certification processes
- Occupational accidents, environmental incidents, and near-miss events
- Risk analyses and employee suggestions

- Measurement results from the QMS, Environmental, OHS, EnMS, and ISMS systems
- Emergency situations and information security breach incidents
- Cases of noncompliance with legal regulations
- Supplier-related nonconformities and risk factors identified through data analyses

Corrective actions are submitted to the Integrated Management Systems Department through the Corrective Action Form and are carried out in line with the following seven-step process:

- Identification of the nonconformity
- Formation of the problem-solving team
- Determination of immediate containment actions

- Conducting root cause analysis
- Preparing the corrective action plan
- Verifying the effectiveness of the actions
- Evaluating the results and completing the closure process

In cases where the controls indicate that nonconformities have not been fully resolved, the process is revisited together with the responsible department managers, and corrective action files are not closed until all activities have been completed.

As a result, throughout 2024, corrective and preventive action processes were implemented as an integral part of the integrated management systems across all production locations of Çokyaşar Holding. The objective is to ensure the sustainable improvement of quality, safety, environmental, and information security performance.

6.5. ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY

instruction aims to eliminate all potential risks that may threaten employee health and safety, ensure that necessary precautions are taken systematically, and strengthen the OHS culture at the corporate level.

Throughout 2024, the following principles and responsibilities were adhered to in practice:

- Eliminating any conditions that may pose a health and safety hazard, or reporting them to the authorized manager to ensure that necessary measures are taken,
- Ensuring full compliance with technical safety, occupational health, and occupational safety rules, and promoting this compliance across all teams,
- Using all personal protective equipment (PPE) provided by the employer without exception and ensuring that all team members under one's responsibility also comply,
- Regularly communicating developments, risks, reports, and needs related to the area of responsibility to supervisors,
- Effectively coordinating teams and ensuring that all processes are carried out in accordance with OHS instructions,
- Communicating the quality, environmental, and OHS policies to all personnel within the units and promoting awareness on these topics,
- Prioritizing and promptly addressing the feedback and requests submitted by OHS representatives,
- Exercising the authority to stop operations when risky situations are identified by employees or through observation, and informing the relevant unit supervisors and the OHS committee,
- Ensuring proper segregation of waste by type and storing it in appropriate waste collection areas to maintain environmental compliance,
- Training personnel working in units where chemicals are used and ensuring that all related practices are kept under control,
- Ensuring that work areas are cleaned regularly and left in an orderly condition at the end of each shift,

- Ensuring that recyclable packaging waste (such as paper, plastic, etc.) is collected in the designated recycling bins and that necessary checks are carried out,
- Ensuring that scrap materials are transferred to the designated scrap area and recorded accordingly,
- Turning off all unused energy-consuming equipment and taking measures to prevent water wastage,
- Ensuring that all personnel comply with warning signs and safety markings, use personal protective equipment (PPE), and perform their duties in accordance with instructions.

Within this framework, throughout 2024, a proactive risk management approach was maintained in line with Çokyaşar Holding's OHS policies, and continuous improvement activities aimed at protecting employee health and safety were implemented with full commitment.

6.6. SOCIAL ACTIVITIES AND SOCIAL RESPONSIBILITY PROJECTS

Creating social value is regarded as one of the fundamental pillars of our sustainability strategy, and through the social responsibility projects we undertake, we contribute meaningfully to the ecosystem in which we operate. Throughout 2024, numerous projects generating social benefit were implemented, particularly in the areas of education, the environment, women's empowerment, culture and arts, sports, and local development.

Education support has been one of the priority components of the Holding's social responsibility policies. In 2024, a school was built in honor of our founder, Ahmet Çokyaşar, in the Darende district of Malatya. In addition, contributions were made to the construction of the performance hall of Çerkezköy Şehit Mustafa Baykuş Primary School, and panel fencing support was provided for the playground of Diyarbakır Gözlüköyü Primary School. Moreover, through a joint initiative with the İTÜ Foundation, bags gifted to employees were matched with scholarship support for foundation students. All these activities were designed to enhance access to educational opportunities for future generations. Efforts to support the social and economic empowerment of women also came to the forefront in 2024.

On International Women's Day, all female employees were gifted bath sets purchased from NAHİL (Women's Labor Evaluation Foundation), an enterprise supporting women's labor. This initiative not only elevated employee appreciation and motivation but also contributed to supporting women's cooperatives and encouraging female entrepreneurship.

In line with our commitment to environmental responsibility, practices that contribute to nature continued in 2024 through cooperation with TEMA Foundation.

Sapling donations were made on behalf of all customers, and certificates documenting these donations were shared with them.

This initiative aimed to contribute to offsetting carbon emissions and raising awareness of environmental sustainability. Social responsibility projects in the areas of health and sports also strengthened community engagement. Çokyaşar employees participating in the Istanbul Marathon raised donations for LÖSEV to support the education of children with leukemia, highlighting solidarity and social responsibility through their involvement in the marathon. Furthermore, a sponsorship agreement signed with Silivri Sports Football Club helped promote youth participation in sports by supporting local sports organizations.

Social responsibility initiatives were also realized in the fields of culture and arts. Through the "Wooden Toy Painting Workshop" organized in collaboration with Masterpiece, employees painted toys and delivered them to children in need bringing small but meaningful joy into their lives. This project fostered a spirit of volunteerism while contributing to children's happiness. As part of community solidarity, and to support public health during and after the pandemic, free mask wire supplies were provided to non-profit institutions and organizations. This contribution stands as a strong example of how production capacity can be mobilized to create social value.

To support local development, a protocol was signed within the scope of the "1000 Acts of Kindness for Beloved Istanbul" project conducted in cooperation with the Governorship of Istanbul. Within this scope, the construction of Ahmet Çokyaşar Mosque, its auxiliary facilities, Qur'an School, and Youth Center in Bakırköy was initiated. This social investment represents an important step toward enhancing communal spaces in urban life and strengthening social cohesion.

All these social responsibility initiatives clearly demonstrate that the company is not only an economic actor but also a contributor to social development. Throughout 2024, Çokyaşar Holding has strengthened its corporate identity not only through production excellence but also through the values of empathy, volunteerism, and solidarity.





Our Environmental Performance

STANDING TOGETHER,
FOR A WORLD
THAT LIVES ON.

7. ENVIRONMENTAL PERFORMANCE

43

As a global community, we are facing an escalating climate crisis driven by greenhouse gas emissions resulting from human activity. Rising temperatures, extreme weather events, water stress, forest fires, and biodiversity loss threaten not only ecosystems but also the stability of economic and social structures.

In the face of this global reality, we at Çokyaşar Holding consider the fight against climate change not merely a responsibility, but a fundamental reason for existence. Despite operating in resource-intensive sectors, we are committed to making the reduction of our environmental impacts an integral component of our business model. In line with the Paris Agreement, the European Green Deal, and the United Nations Sustainable Development Goals, we are taking systematic and measurable steps in areas such as carbon and water footprint reduction, energy management, waste recycling, and the use of recycled materials.

By regularly publishing our sustainability report first initiated in 2023 and prepared in accordance with the GRI Standards we aim to foster transparent and reliable communication with our stakeholders, while supporting the continuous improvement of our environmental performance. At Çokyaşar Holding, we view the risks posed by changing climate conditions as an opportunity for transformative progress toward sustainable development. We remain steadfast in our efforts to reduce our environmental impact and to contribute to a livable world for future generations.

7.1. COMBATING CLIMATE CHANGE

Climate crisis stands before humanity as a multidimensional risk area that threatens not only natural systems but also the sustainability of economic structures and societal well-being. This reality necessitates the careful monitoring of the impacts of production processes on the climate, the management of these impacts through science-based strategies, and the enhancement of public awareness.

As Çokyaşar Holding, with the responsibility of having published the first sustainability report in our sector, we have placed the fight against climate change at the core of our corporate strategy. We do not view the impact of our activities as limited solely to our direct operations; we assess a broad range extending from our supply chain to the customer side.

For 2024, we meticulously prepared our carbon footprint and water footprint reports for the activities conducted within our Özyaşar Tel, Çokyaşar Tel, and Çokyaşar Halat facilities.

At Çokyaşar Holding, we continue to diligently develop the necessary infrastructure to expand our carbon footprint calculations under ISO 14064-1 across all categories, thereby maximizing accountability. In our 2024 calculations, indirect emissions were assessed with particular precision due to improved data traceability, which explains the increase observed at our Özyaşar Tel location.

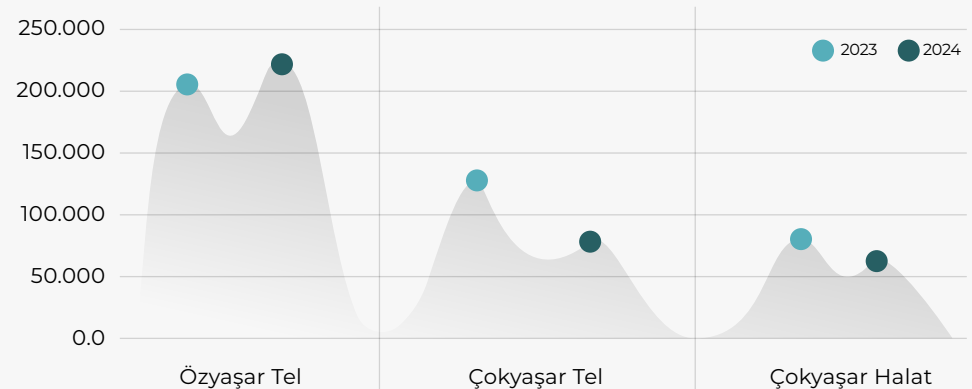
In addition, we fulfill our obligations under the EU's Carbon Border Adjustment Mechanism (CBAM), developed in line with the Union's climate policies, and we transparently share our completed quarterly reports for 2024 with our customers.

We recognize the importance of continuous improvement in addressing climate change. In this context, we organize awareness trainings for internal and external stakeholders and actively engage in information exchange with chambers of industry, relevant ministries, and international platforms, aiming to contribute meaningfully to the sustainable transformation.

RELEVANT SDGs



2023-2024 CARBON FOOTPRINT COMPRASION (TCO2E)



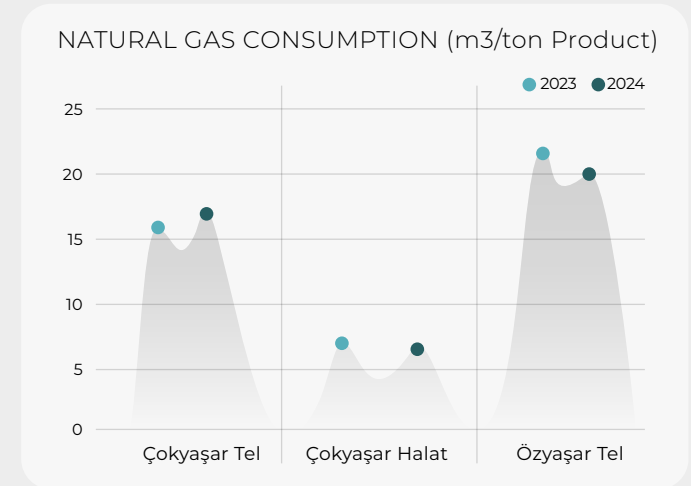
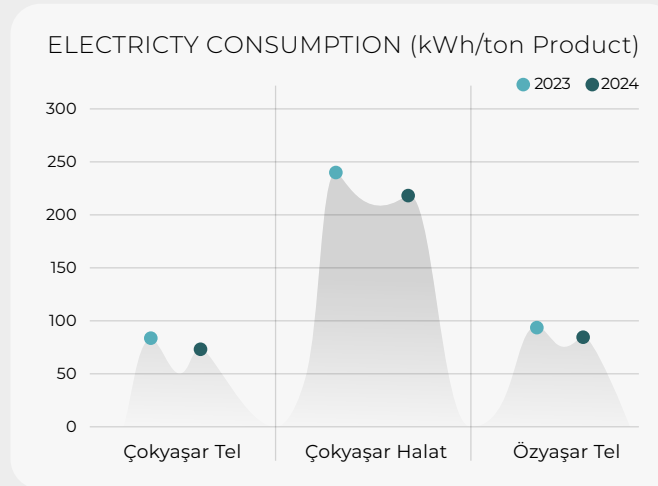
7.2. ENERGY CONSUMPTION

44

As Çökyaşar Holding, we act with a strong awareness of environmental sustainability and corporate responsibility, achieving tangible progress throughout 2024 through multidimensional efforts focused on efficient resource use, the integration of innovative technologies, and the continuous improvement of energy performance. Within the scope of the ISO 50001 Energy Management System certification held by all our facilities, we carry out our activities in line with our objectives for continuous enhancement of energy performance, increased efficiency, and sustainable production.

Through the Solar Power Plant (SPP) investments commissioned at our Adana and Düzce factories, we currently meet 33% of the total energy demand at our Çökyaşar Tel facility and 13.3% at our Çökyaşar Halat facility from renewable sources, significantly reducing our carbon intensity. At the same time, process-focused efficiency improvements, the prevention of energy losses in production equipment, and the expansion of digital infrastructures have enabled us to make our energy consumption more controlled and traceable. Optimization initiatives carried out in core processes such as energy use, maintenance operations, and raw material management have provided both cost efficiency and a measurable reduction in our environmental impacts.

	Özyaşar Tel	Çökyaşar Tel	Çökyaşar Halat
2023 Electricity (kWh)	18.999.132,8	3.393.676,44	7.427.933,0
2023 Natural Gas (m ³)	4.288.425,0	1.244.953,68	206.757
2024 Electricity (kWh)	21.525.143,4	4.180.733,0	7.546.298,9
2024 Natural Gas (m ³)	5.109.619,8	1.431.295,96	230.804



Thanks to the investments we have made across all our facilities to reduce energy consumption, our natural gas and electricity usage per unit of production decreased in 2024 compared with 2023. At our Çökyaşar Tel location, natural gas is used in the galvanizing production line. Due to planned and unplanned downtime and restarts of the galvanizing line, irregularities in the combustion regime occurred, resulting in an increase in natural gas consumption per unit of product.

For Özyaşar Tel, 2024 was a year in which significant gains were achieved in the areas of R&D, innovation, sustainability, and digital transformation. Numerous strategic initiatives were implemented, ranging from supply chain improvements and process efficiency to academic collaborations and the expansion of our patent portfolio.

Through modernization efforts carried out on the galvanizing line at Özyaşar Tel, approximately 7 million kWh of natural gas savings were achieved annually, preventing around 1,500 tons of CO₂e emissions. This success was formally recognized with the ISO Green Transformation Award received in 2024.

We support our goal of enhancing energy performance through projects conducted in collaboration with our R&D department. Initiatives aimed at improving heat transfer efficiency, recovering by-products, and reducing our environmental impacts further strengthen our environmentally responsible production model. At Çökyaşar Holding, we are committed to ensuring that production processes operate with higher efficiency and lower energy consumption. Building on the projects successfully implemented in 2024, we aim in 2025 to expand the use of sensor-based systems integrated into our digital transformation efforts, reduce our carbon footprint further, and maintain our leadership in the sector as a formally recognized R&D center.

Through the R&D projects completed in 2024, we achieved greater efficiency in our processes, reduced environmental impacts, and contributed to the Sustainable Development Goals.

Process-Structure-Property-Fracture Characterization-Based Damage and Defect Analyses in Steel Wires with Different Carbon Contents and Their Effects on Fracture-Break Points



Enhancing Heat Transfer and Fuel Efficiency with a Metal- Body Zinc Furnace and Reducing the Carbon Footprint



Investigation of the Recovery Potential of By-Products and Waste Generated in Processes



7.3. WATER MANAGEMENT

As Çokyaşar Holding, we are committed to using water responsibly in our production activities, aiming to preserve healthy ecosystems for future generations and investing in the protection of natural resources. We carry out comprehensive water management initiatives supported by R&D efforts, process improvements, and digital monitoring systems.

At the Özyaşar Tel, we aim to reduce freshwater consumption in our processes by improving the quality of advanced treated water and enabling its direct use in production lines. Through these efforts, we seek to minimize the use of natural resources and contribute to environmental sustainability. By integrating dedicated meters into our process lines, we ensure targeted and controlled water usage across all operations, helping prevent unnecessary losses. In our Özyaşar Tel Silivri facility, wastewater generated in production processes was previously subjected to preliminary chemical treatment and discharged in compliance with İSKİ parameters. With the Advanced Treatment System we recently developed consisting of Mechanical Filtration, Ultrafiltration (UF), and Reverse Osmosis (RO) units we have begun recovering approximately two-thirds of our wastewater. This achievement corresponds to a Daily saving 120 to 150 tons of water and was recognized with the first prize in the **Corporate Communication & Sustainability category at the Istanbul Marketing Awards ceremony.**

At Çokyaşar Holding, we protect our resources with every drop, fulfill our responsibilities through environmentally conscious production, and contribute to the tomorrow starting today.

We use water responsibly, optimize production efficiency, and create value in every drop!

As Çokyaşar Tel, Çokyaşar Halat, and Özyaşar Tel, we conduct annual water footprint assessments in accordance with ISO 14046:2014 standards.

7.4. WASTE, PRODUCT AND CHEMICALS MANAGEMENT

In the iron and steel industry, while operating in a sector involving intensive processes such as wire, wire products, and rope production, we consider the environmentally responsible management of the resulting waste to be an important responsibility. At every stage of production, we seek ways to minimize waste and recover it wherever possible. In doing so, we not only comply with current legal frameworks but also rigorously assess and refine our internal standards to ensure a cleaner future.

In line with our “Zero Waste” objective, we have adopted an integrated management system that focuses on the separating of waste at its source. Through sustainable and applicable annual projects, waste quantities are regularly monitored and managed through a traceable system. Within this framework, all Özyaşar Tel, Çokyaşar Halat, and Çokyaşar Tel facilities have been awarded the “Zero Waste Certificate.”

We view waste not merely as a natural byproduct of operations but as a resource that can create environmental and economic value when managed properly. With this perspective, we aim to make our production processes increasingly sustainable. Scrap materials, slags, and other byproducts generated during production are reprocessed using modern recovery methods, minimizing raw material waste.

To strengthen our sustainability efforts with concrete actions, Çokyaşar Holding has prioritized conducting product carbon footprint assessments for our high-volume product groups.

Locations	2023 Water Footprint	2024 Water Footprint
	m ³ /year	
Özyaşar Tel	18366,17	13702,54
Çokyaşar Halat	3356,32	444,52
Çokyaşar Tel	40600,16	24420,79

As part of these product carbon footprint studies, we measure the environmental impacts of our products from raw material procurement to production and logistics. Critical indicators such as energy consumption, carbon emissions, and resource efficiency are evaluated. The insights gained from these assessments support our strategic decisions in sustainable product design, process improvement, and emission reduction, enabling us to take tangible steps to enhance our environmental performance.

The adoption of the highest environmental standards in the use and disposal of chemicals is essential for protecting natural resources and minimizing adverse impacts on ecosystems. Within this framework, we continuously implement improvement activities in chemical management, reducing environmental risks and supporting a more sustainable production model.

Guided by a strong sense of social responsibility, our company provides regular training on the safe use, storage, and transportation of hazardous chemicals to protect the health of our employees and the broader community. Through these efforts, we contribute both to the development of a robust occupational health and safety culture and to raising employee awareness.

As Çokyaşar Holding, we approach chemical management as a strategic practice that goes beyond operational requirements one that integrates environmental responsibility, economic efficiency, and societal benefit.

7.5. AIR EMISSIONS

46

We assume a critical responsibility in managing air emissions arising from the production processes at our facilities operating in the iron and steel sector. Emissions generated from energy consumption and raw material processing are considered one of the key indicators of our environmental performance, and periodic emission measurements are conducted across our three locations. The results are evaluated within the framework of both national and international standards, enabling us to continuously improve our processes.

At the Özyaşar Wire Factory, we regularly measure CO, NO_x, SO₂, dust, total organic carbon (TOC), and HCl parameters depending on the characteristics of each unit, and we reinforce these efforts with additional controls to protect air quality.

At the Çökyaşar Wire Factory, regular emission monitoring is conducted at three stacks (the annealing furnace stack at the galvanizing unit, the scrubber stack, and the zinc bath stacks) in accordance with the Industrial Air Pollution Control Regulation. We monitor CO, NO_x, SO₂, dust, and volatile organic carbon parameters at the annealing furnace and zinc bath stacks, while dust and volatile organic carbon are measured at the scrubber stack.

At the Çökyaşar Rope Factory, the number of stacks increased from two in 2021 to five as of 2023. We regularly measure and report CO, NO₂, NO, SO₂, and dust parameters at the boiler stack, and dust, HF, and HCl parameters at the mechanical surface cleaning scrubber stacks. In this way, we continue to expand the scope of our emission management and enhance our monitoring by considering a broader range of parameters. As Çökyaşar Holding, we prioritize environmental responsibility across all our operations and strengthen our sustainable production approach by managing not only carbon emissions but also other pollutant emissions through a systematic and comprehensive framework.

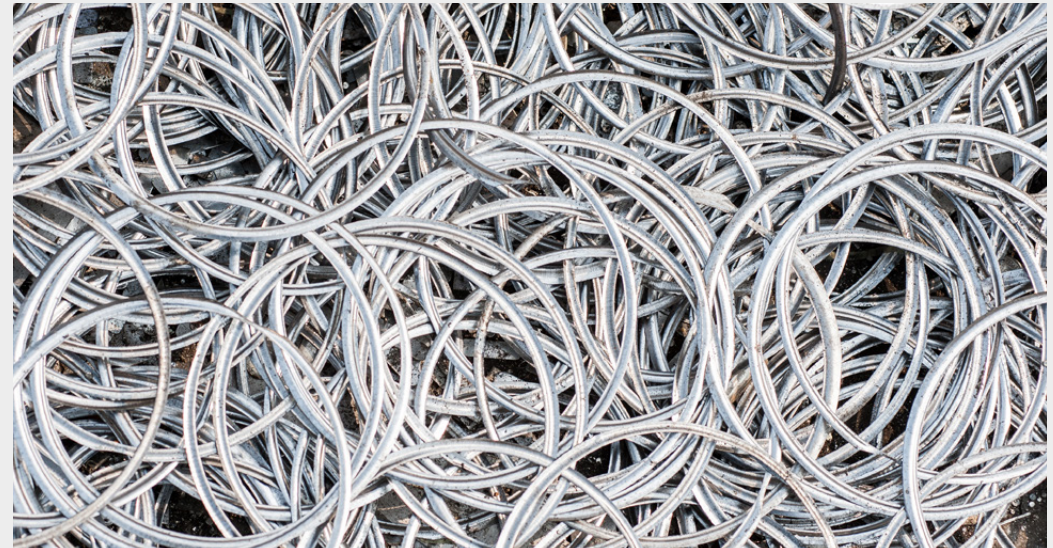


7.6. USE OF RECYCLED PRODUCTS

In line with our sustainability vision, we uphold our principle of environmental responsibility at the highest level across every stage of our supply chain. We prioritize the preservation of natural resources in raw material selection and place significant emphasis on the use of recycled materials.

We also diligently implement environmentally friendly practices within our product packaging processes. The durability and reusability of the stacking materials we employ are carefully evaluated with the aim of ensuring long-term environmental benefits. Selected in accordance with the principles of the circular economy, these materials support sustainability at every stage from production to end use while reducing the environmental impact of waste.

At Çökyaşar Holding, we take economic sustainability into consideration alongside our environmental responsibility. The use of recycled raw materials supports the efficient management of costs, while durable and high-quality packaging materials contribute to long-term cost savings.





Supplementary Indicators

LIGHTING THE WAY,
FOR A WORLD
THAT LIVES ON.



GRI 1: FOUNDATION 2021

GRI 2: GENERAL DISCLOSURE 2021

GRI 2: General Disclosures 2021	Company Profile	Page Number
	2-1 Organisation details	Page 4-5, 9-13
	2-2 Organisation included in sustainability reporting	Page 1, 5
	2-3 Reporting period, frequency and contact details	Page 1
	2-4 Restatement of information	There is no repeated information
	2-6 Activities, value chain and other business relationships	Page 9-13, 31
	2-7 Employees	Page 37
	2-9 Governance structure and formation	Page 4-5
	2-10 Nomination and election of members to the highest governance body	Çokyaşar Holding does not share this information with the public in accordance with its privacy policies.
	2-11 Chairman of the highest governance body	Page 2
	2-12 The role of the highest governance body in overseeing the management of impact	Page 2, 16
	2-13 Delegation of responsibility for managing impacts	Page 16-28
	2-14 The role of the highest governance body in sustainability reporting	
	2-15 Conflict of interest	Page 38
	2-16 Communicating critical concerns	Page 28
	2-17 Collective knowledge of the highest governance body	Page 8, 16
	2-19 Wage policies	Çokyaşar Holding does not share this information with the public in accordance with its privacy policies.
	2-20 Wage determination process	
	2-21 Annual total compensation rate	
	t2-23 Policy commitments	Page 2, 15-19
	2-24 Embedding policy commitments	Page 7
		Page 7, 18-26



GRI 1: FOUNDATION 2021

GRI 2: GENERAL DISCLOSURE 2021

	Company Profile	Page Number
GRI 2: General Disclosures 2021	2-25 Processes for correcting negative impacts	Page 37, 39-41
	2-26 Mechanisms for seeking advice and raising concerns	
	2-27 Compliance with laws and regulations	Page 37-41
	2-28 Corporate memberships	Page 14
	2-29 Stakeholder engagement approach	Page 28

PRIORITY ISSUES

GRI 3: Priority Issues 2021	3-1 Process of identifying priority issues	Page 27-28
	3-2 List of priority issues	

ECONOMIC PERFORMANCE

GRI 3: Priority Issues 2021	3-3 Management of material topics	Page 27-28
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 33
	201-2 Financial implications and other risks and opportunities due to climate change	Page 35
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 37

ENVIRONMENTAL PERFORMANCE

GRI 3: Priority Issues 2021	3-3 Management of material topics	Page 27-28
GRI 301: Materials 2016	301-2 Recycled input materials used	Page 46



GRI 1: FOUNDATION 2021

GRI 2: GENERAL DISCLOSURE 2021

	Company Profile	Page Number
ENERGY		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 44
	302-3 Energy consumption outside of the organization	
	302-4 Energy intensity	
	302-5 Reductions in energy requirements of product and services	Page 29, 44
WATER AND WASTE WATER		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 45
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	Page 52, Environmental Performance Indicators
	303-4 Water discharge	
	303-5 Water consumption	
EMISSIONS		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 43, Environmental Performance Indicators
	305-2 Energy indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	305-4 GHG emissions intensity	
	305-5 Reduction of GHG emissions	
WASTES		
GRI 306: Waste 202	306-1 Waste generation and significant waste-related impacts	Page 45
	306-2 306-2 Management of significant waste-related impacts	



GRI 1: FOUNDATION 2021

GRI 2: GENERAL DISCLOSURE 2021

	Company Profile	Page Number
SUPPLIER SELECTION		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 31
SOCIAL PERFORMANCE		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 37-39
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 40-41
	403-2 Occupational health and safety management system	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	
	403-10 Work-related ill health	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 37-39
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 37
GRI 414: Supplier Social Assessments 2016	414-1 New suppliers that were screened using social criteria	Page 31

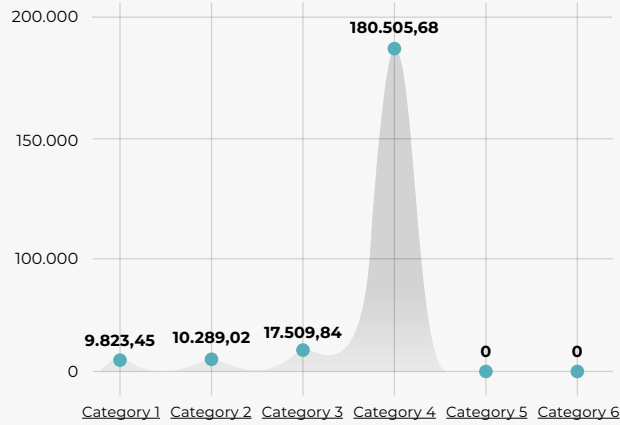


ENVIRONMENTAL PERFORMANCE INDICATORS

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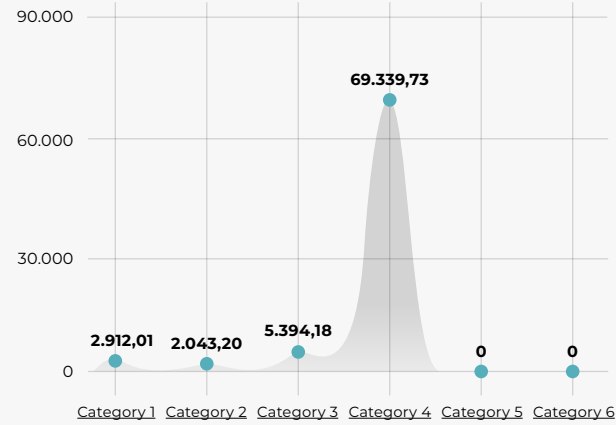
Özyaşar Tel

2024 Greenhouse Gas Emissions (tCO₂e)



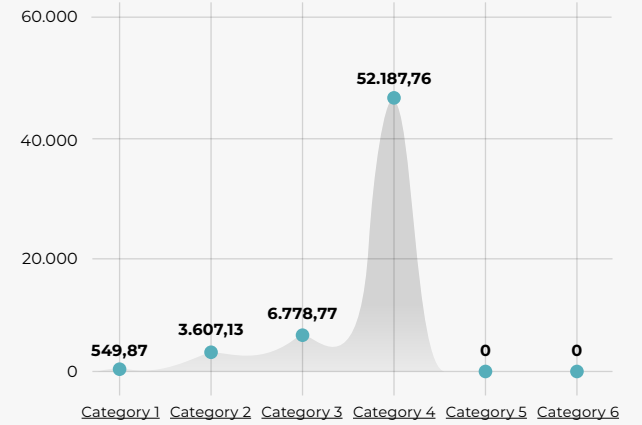
Çokyaşar Tel

2024 Greenhouse Gas Emissions (tCO₂e)



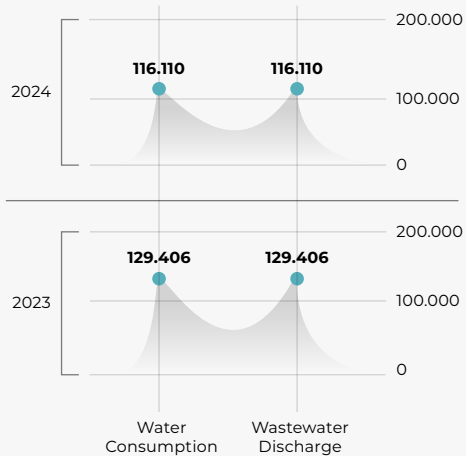
Çokyaşar Halat

2024 Greenhouse Gas Emissions (tCO₂e)



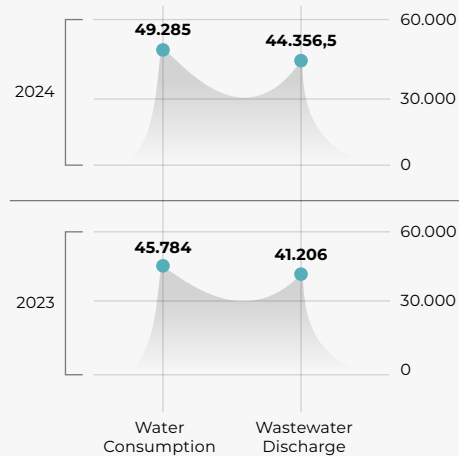
Özyaşar Tel

Water Consumption Wastewater Discharge (m³)



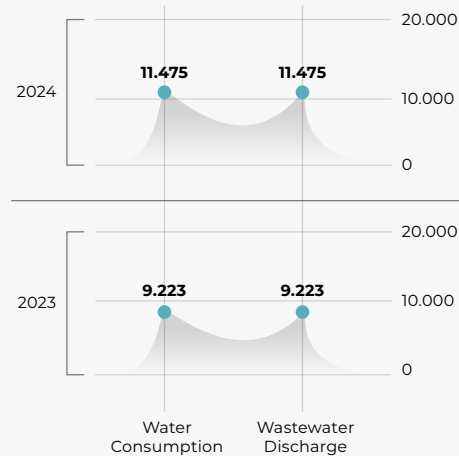
Çokyaşar Tel

Water Consumption Wastewater Discharge (m³)



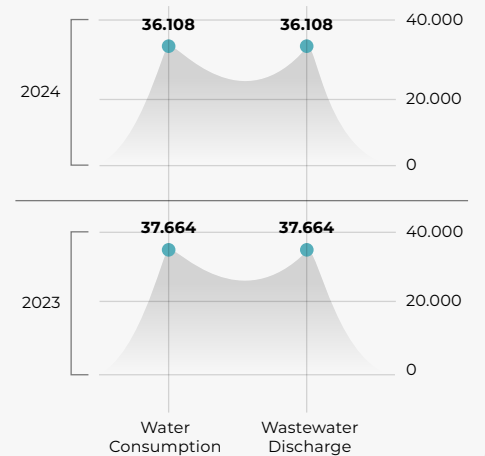
Çokyaşar Halat

Water Consumption Wastewater Discharge (m³)



CWI

Water Consumption Wastewater Discharge (m³)

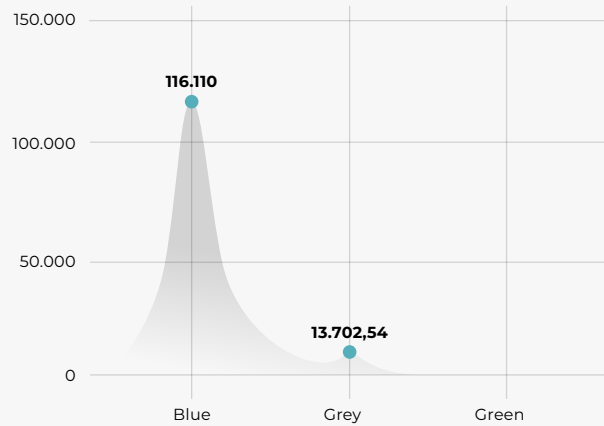




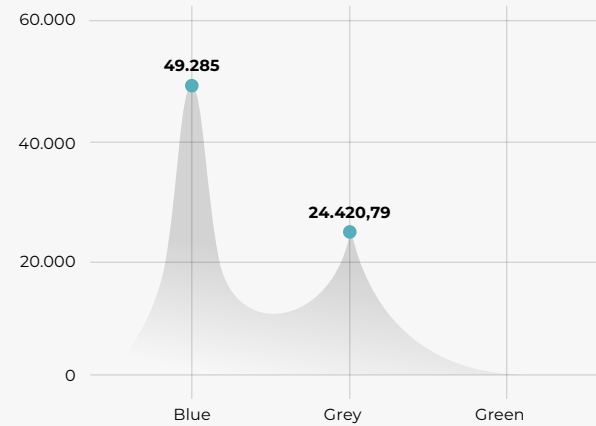
ENVIRONMENTAL PERFORMANCE INDICATORS

53

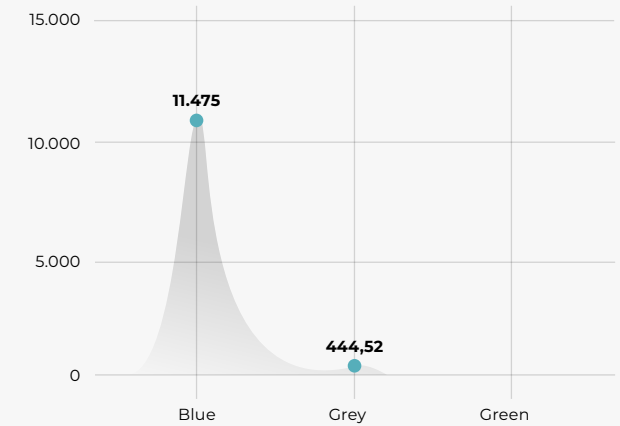
Özyaşar Tel

2024 Water Footprint (m³/year)

Çokyaşar Tel

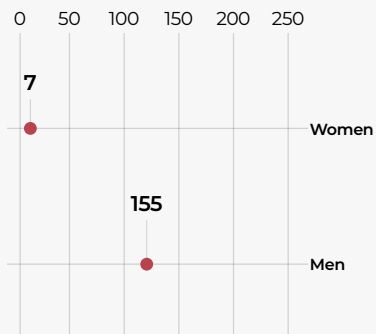
2024 Water Footprint (m³/year)

Çokyaşar Halat

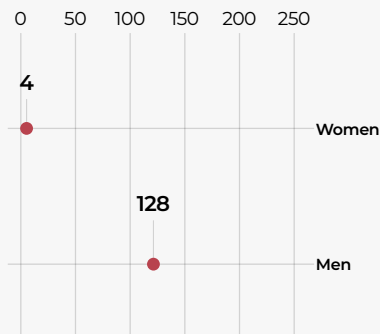
2024 Water Footprint (m³/year)

SOCIAL PERFORMANCE INDICATORS

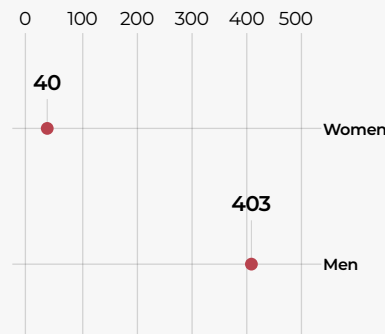
Number of Employees by Location



Çokyaşar Halat Total 162 Workers



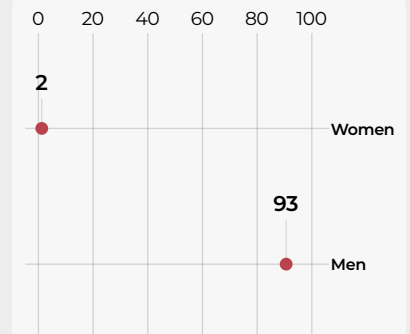
Çokyaşar Tel Total 132 Workers



Özyaşar Tel Total 443 Workers



Holding Total 44 Workers



CWI Total 95 Workers

Total

876 Workers

HEADQUARTERS

Aydaş Business Center, Block B, Floor 1
No: 7, 10th Street, Demirciler Site
Seyitnizam District

Tel: +90 212 634 04 44

www.cokyasarholding.com.tr

info@cokyasarholding.com.tr

REPORT CONSULTANCY

Carbon Hints
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