

2023 Sustainability REPORT





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An aerial photograph of a dense forest, showing a variety of tree species and their canopy. The image is overlaid with a semi-transparent red color, creating a monochromatic effect. The text "ABOUT THE REPORT" is centered in the middle of the image in a white, bold, sans-serif font.

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We continuously develop our products, which not only fully meets the lighting needs of our customers but also stand out with their quality, in order to have a positive impact on the future with their sustainability functions. In addition to our commitment to quality and customer satisfaction, we are working diligently on decarbonisation, circularity, the value chain and the transition to a green industry for the benefit of the environment, society and a sustainable future.

We, as EAE Aydınlatma A.S., enjoy the pride of share our sustainability efforts, covering the period from January 1, 2023 to December 31, 2023, the management of our priority issues, as well as our economic, social and environmental performance, with our valuable stakeholders through our first sustainability report.

We have prepared our second sustainability report using the Global Reporting Initiative's (GRI) GRI Universal Standards 2021 as a guide. We are committed to aligning our sustainability reporting activities, which will begin in 2022, with the vision of green development and green transformation. Between 2024 and 2026, our preparatory work will accelerate to ensure a high level of compliance with new regulations, guidelines and standards that will come into force both nationally and globally. We will continue to develop and report on our annual sustainability practices with an innovative perspective around key sustainable development themes such as tackling the climate crisis, sustainability along the value chain and the transition to a circular economy.

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Through this report, we aim to present the stages and achievements of EAE Lighting's sustainability journey in 2023. The Sustainability Report of EAE Lighting for 2023 has been drawn up in cooperation with our sustainability committee and competent units, without an external audit.

We believe that, for sustainable future, stakeholder interaction is one of the key and determinative approaches. We are open to collaboration on all our services that can have a positive impact on our sustainability journey, and we know that developing actions together with our value chain will provide the greatest benefit. You can follow our sustainability activities on our website at **surdurulebilirlik.eaeaydinlatma.com**.

Being aware of the fact that feedback on our sustainability report is of undeniable importance, we kindly request our stakeholders to submit their suggestions, comments and complaints via **ayd.surdurulebilirlik@eaegroup.com**. Your feedback will provide us the opportunity to consider our ESG (environmental, social and governance) performance, and we believe that we will make even stronger improvements in our sustainability efforts.

A blurred photograph of a meeting room with a red color overlay. In the center, there is a white square containing the text 'EAE' in a bold, sans-serif font. Below the square, the word 'LIGHTING' is written in a smaller, spaced-out, sans-serif font. The background shows people sitting around a table, with a glass of water and a pen visible in the foreground.

EAE

L I G H T I N G

An aerial photograph of a dense forest, showing a variety of tree species and their canopy. The image is overlaid with a semi-transparent red filter. The text "MESSAGE FROM MANAGEMENT" is centered in the middle of the image in a white, bold, sans-serif font.

**MESSAGE FROM
MANAGEMENT**

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MESSAGE FROM BOARD OF DIRECTORS

Dear Stakeholders,

As EAE Group of Companies, we are first of all proud to celebrate the 100th anniversary of our Republic together with our nation and all our stakeholders. Working tirelessly for half a century to bring the development movement of our industry and sector to a higher level within the 100-year history of our Republic gives us more hope and strength. As we make endless efforts to develop our industry and sector, we respectfully remember our great leader Mustafa Kemal Atatürk and all our martyrs and veterans who have enabled us to reach today in our nation's struggle for independence. We are honoured to declare to all our stakeholders that we will not abandon the ideals of industrialisation, production, continuous development, competition in global trade and development that the Republic brought to us in order to keep the legacy they left us alive forever.



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As EAE group of companies, we had a strong and reassuring year, despite the economic turbulence in national, regional and global markets and the unfavourable conditions of the transition period. Our Group companies, which are closely monitoring all national and international trade developments, are striving to embrace change and ensure sustainable transformation. Despite global supply chain conditions, national inflationary fluctuations and difficulties in our manufacturing sector, our belief in a sustainable future continues to grow exponentially.

We approach all our operations with a sustainability-focused approach to risk and financial impact, seeking to develop resilient industrial practices in the face of new challenges that may arise through realistic foresight. As we build resilience to risks through our sector-specific manufacturing experience, we are also evaluating short and medium-term opportunities that will enhance our manufacturing capabilities and integrate sustainability components into our business models.

Together with our stakeholders, we are analysing all the risks posed by climate disruption, which is undeniably on today's agenda, and we are rapidly moving towards becoming a Group that is better prepared for the future by creating internal funding in the process of combating and adapting to climate change. We recognise that we must invest in sustainable practices if we are to shape not only the industry of today, but also the industry of the future. Together with our group companies, we are committed to enhancing our services and continuing our efforts to strengthen the global competitiveness of our industry, ultimately striving for a better future.

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We are aware of the necessity to update, develop, and accelerate the global sustainability vision, as well as to effectively analyse the benefits and barriers within this scope. Following the European Union's regulations and major agendas concerning the decarbonization vision, we focus on critical topics such as energy efficiency, energy independence, eco-design, sustainable product development, and reducing fossil fuel use. Simultaneously, we enhance our governance transparency and ethical approach by implementing corporate sustainability practices aimed at improving our environmental, social, and governance (ESG) performance. We work to reduce our environmental footprint throughout our value chain and fulfil all due diligence obligations within this framework.

In addition to our environmental and economic sustainability efforts, we take steps to make our production processes fairer, more sustainable, and more inclusive for local and global communities, keeping our social responsibilities in mind.

We set all our priorities in alignment with the interests of our company, the welfare of our employees, and the future of our planet. We align all our operations with the United Nations' Sustainable Development Goals (SDGs), which the world should adopt as guiding principles, and we assess our performance accordingly.

Through the publication of our second sustainability report, we are pleased to share with you, our valued stakeholders, that we believe in the power of collaboration, partnership, and communication to achieve our goals for a better future. As the EAE Group, we invite all our stakeholders to contribute to initiatives that can create a positive impact, to implement sustainability practices that will strengthen our corporate unity, and to accelerate the green development movement.

EAE Lighting Board of Directors



EAE
AYDINLATMA

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MESSAGE FROM SUSTAINABILITY LEADER



Dear Stakeholders,

As EAE Lighting, we steadfastly continue our industrial journey to preserve the spirit of independence born from the century-old founding values of our Republic and to carry it forward into the future. In the second century of our Republic, we remain committed to working without deviating for even a moment from the path guided by science and rationality. We commemorate with deep respect and gratitude Gazi Mustafa Kemal Atatürk, who entrusted us with the Republic, and all our martyrs and veterans.

With our vision centred on continuous development, we take innovative steps to maximise our half-century contribution to the industrialisation, economic independence, and global trade volume brought to us by the Republic. In this context, while aiming to contribute to our country's and industry's global market share, we continue our efforts to position our nation as the focal point of the green development movement.

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Despite the political, physical, and economic challenges on both national and global scales, our company has maintained its growth trajectory in 2023. We have further broadened our short-, medium-, and long-term perspectives on the financial positive impacts of our sustainable business strategies. We guide our efforts and strive to increase efficiency by following the progress of all projects and sustainability practices planned in environmental, social, and governance (ESG) areas. **Through the analyses conducted by our sustainability committee and sub-working groups, we identify risks and opportunities in the field of sustainability and prepare axiomatic plans covering all sustainability focus areas.**

Every year, our increasingly robust sustainability team and mechanisms take decisive steps to maximise the effectiveness of our sustainability practices. By integrating our ethical and transparent corporate governance approach with our vision of the Sustainable Development Goals (SDGs), we have achieved outcomes that maximise our sustainable business development capabilities across all operations.

Since 2021, we have calculated our corporate carbon footprint according to international standards and verified these calculations with independent organisations in accordance with ISO 14064. In 2023, we continued our corporate greenhouse gas inventory efforts by calculating both direct and indirect greenhouse gas emissions in line with ISO 14064 Standards and the IPCC Sixth Assessment Report's GHG Protocol.

As EAE Lighting, we have advanced our carbon management and net-zero emission efforts to a mature level to prepare emission reduction strategies aligned with the methods established by the Science-Based Targets Initiative (SBTi), ensuring their effectiveness throughout our entire value chain for 2040 and 2050. **We are committed to reducing Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50% by 2031 compared to our 2021 base year and to decreasing Scope 3 GHG emissions resulting from the use of sold products by 30% within the same time frame.** Additionally, we contributed to the 2023 climate change listing and questionnaire evaluation processes of the Carbon Disclosure Project (CDP) in collaboration with EAE Electric, the leading company of our group.

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In 2023, as part of our efforts to combat and adapt to climate change, we prevented 90.36% of the electricity consumption across all our factories—classified as Scope 2 emissions—through the procurement of renewable energy certified with I-REC. The share of our renewable energy investments within our total investments rapidly increased, reaching 49.2%, while our annual **renewable energy (RES) production capacity rose to 2.72 GW.**

In collaboration with our sustainability committee, we established scenario plans under the “Risk and Opportunity Strategic Task Force.” These plans involved conducting risk-opportunity analyses and evaluations aligned with international standards, enabling us to enhance our environmental, social, and governance (ESG) performance and prepare our development programme. **In 2023, we increased the coordinated expertise of all sub-working groups within our sustainability committee and planned the necessary eco-design activities and investments to expand our sustainable product portfolio.** We adopt a positive approach in any collaboration that will contribute to improvement efforts in the national and international arena, and we follow incentive and support programs closely. Our expenditures on all the R&D projects, including those which are in place, have already launched and are in designing phase, reached TL 45.1 million in 2023, and we have achieved a turnover of TL 520.4 million from the products we made.

In 2023, we expanded our ongoing Life Cycle Assessment (LCA) efforts under the sub-working group of our sustainability committee to include 12 product groups and initiated the Environmental Product Declaration (EPD) process for the products covered in the analysis.

Through our waste management operations, we achieved a 100% recovery rate for packaging waste, successfully reducing the environmental footprint of our processes. As part of our commitment to the efficient use of water, a vital resource for life, we reduced our water consumption by 54% compared to 2022. The total rainwater storage capacity of our facilities is 1629 m³, and we do not use groundwater or any surface water (pond, basin, etc.). We are aware of the importance of underground water resources or lakes for the ecosystem, so we do not discharge our wastewater into natural basins under no circumstances.

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In 2023, as the EAE Group, we began working on a draft Biodiversity Policy within the sub-working group of our sustainability committee to clearly define our approaches to biodiversity conservation across our areas of operation.

We are completing preparations to ensure that our conservation-oriented approach, which we aim to make the shared responsibility of all our stakeholders, including our managers and employees, primarily encompasses the flora and fauna within our licensed operational areas. As of 2024, we plan to initiate activities for the protection and enhancement of terrestrial and aquatic biodiversity through “**Biodiversity Conservation and Monitoring**” initiatives.

Guided by our goal to provide fair and sustainable contributions to our suppliers, we actively support the national economy by collaborating with local suppliers. We have finalised pre-preparations to analyse our 2024-2050 sustainability performance through both internal processes and the EcoVadis ESG scoring platform, identifying areas for improvement and initiating relevant actions. Efforts to expand the role- and task-based performance tracking features of the SAP Fiori system used in our Human Resources operations are ongoing. Starting in 2024, we plan to integrate topics such as sustainability, climate change mitigation and adaptation, circular economy practices, and similar competencies into the incentive mechanisms within our performance evaluation system. In 2023, our sustainability-focused measurement and evaluation efforts within Human Resources applications gained momentum under the relevant sub-working group of our sustainability committee. From 2024 onwards, we aim to publish our findings and results concerning social compliance and social benefit alignment criteria in our sustainability report to share them with stakeholders. Since 2022, we have provided our employees with 1046 person-hours of training on sustainability and decarbonisation. Starting in 2024, we aim to intensify advanced training on topics such as: Financial Impacts and Scenario Analyses for Climate Change Adaptation and the 1.5°C Target, Disaster Management and Resilient Industrial Practices, ESG Scoring Applications, Developing New Data Points Aligned with EU ESRS for EU CSRD and EU CSDDD Regulations, Sustainable Finance, Transition Indicators for Circular Economy, Sustainability-Focused Risk-Opportunity and Financial Impact Analysis, Life Cycle Assessment (LCA-EPD), Net-Zero Emissions, Nature-Based Solutions,

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TNFD Disclosures, and Compliance with Sustainability-Oriented Regulations to be implemented within the European Union framework.

We have completed the project planning phase for the seismic suspension application, which will be implemented across all EAE Group companies, starting with EAE Lighting's areas of operation. Within the sub-working groups of our sustainability committee, we have initiated behavioural analysis and planning activities to strengthen the transition to a Behaviour-Based Occupational Health and Safety (OHS) approach and to determine the application areas of the Bradley Curve OHS Model.

To ensure the widespread adoption of a sustainability culture across all areas, we aim to reshape our supply chain with a sustainability-focused approach, transforming it into a value chain. We are accelerating our green transformation efforts by minimising the ecological impacts of all our logistics processes, products, and global commercial presence. By 2030, we plan to increase the weighting of sustainability criteria in supplier evaluation from a minimum of 10% to at least 25%. Additionally, we aim to implement sustainability-focused evaluation practices across our entire supply chain. Collaboration and stakeholder engagement are crucial for establishing corporate sustainability culture as a competitive norm within our sector and value chain.

To provide social benefit and increase the reputation of our company, we, as EAE Lighting, consider all the strategic collaborations and interactions we have established to carry out environmental and social studies as a part of our social investments. We are pleased to inform our stakeholders that, through the publication of our second sustainability report, we are open to any collaboration that can create a positive impact on society and the environment. On this occasion, we invite all our stakeholders to join us on the green transformation journey, as we firmly believe that together, we can achieve a sustainable future.

Hakan AKSU
General Manager



An aerial photograph of a dense forest, showing a variety of tree species and their canopy. The image is overlaid with a semi-transparent red color, creating a monochromatic effect. The text is centered in the middle of the image.

**EAE LIGHTING AT A
GLANCE**

#FUTURE
TOGETHER

www.eaegroup.com



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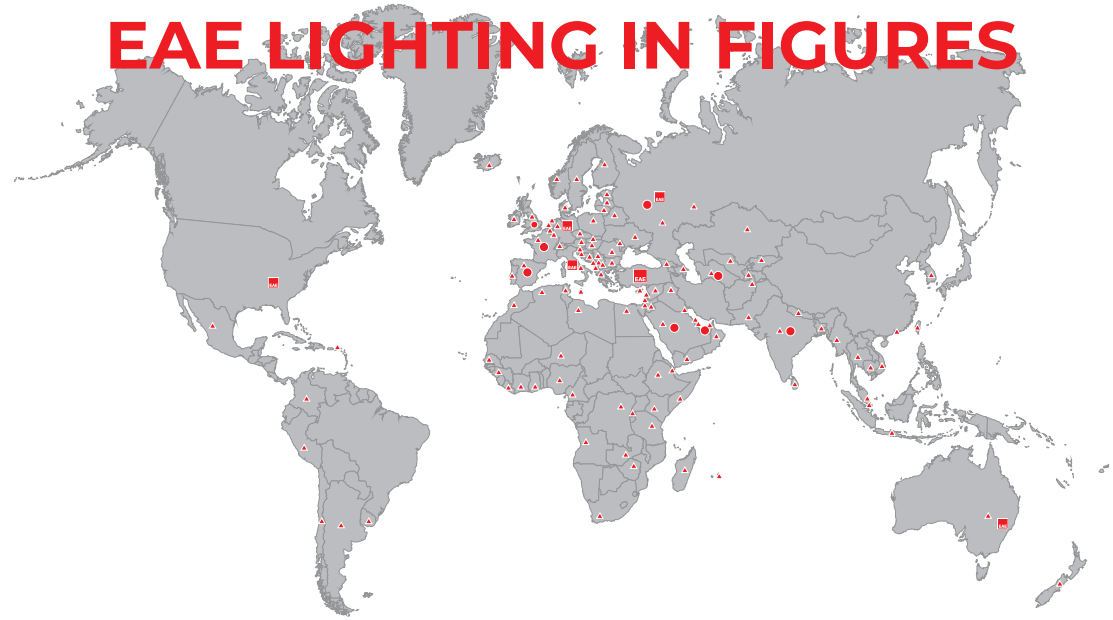
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1983
Foundation

6112

(Person x Hour)
Occupational Health and Safety Training, 2023



48
Number of Countries Exported to, 2023



878 Ton
Amount of Waste Prevented from Disposal 2023

%60

Rate of Export to Europe (EU 27)
USD, 2023



%91
Customer Satisfaction Percentage, 2023

%10,4

R&D Investments Ratio
USD, 2023



1629 m³
Rainwater Storage Capacity, 2023

%49,2

Renewable Energy Investments Rate
USD, 2023

%54

Water Consumption Reduction Rate
2022 - 2023



2.72 GWh
Annual Renewable Energy (SPP) Capacity, 2023



382
Number of Employees, 2023

%100

Packaging Waste Recovery Rate
2023



%15
Number of Female Employees, 2023

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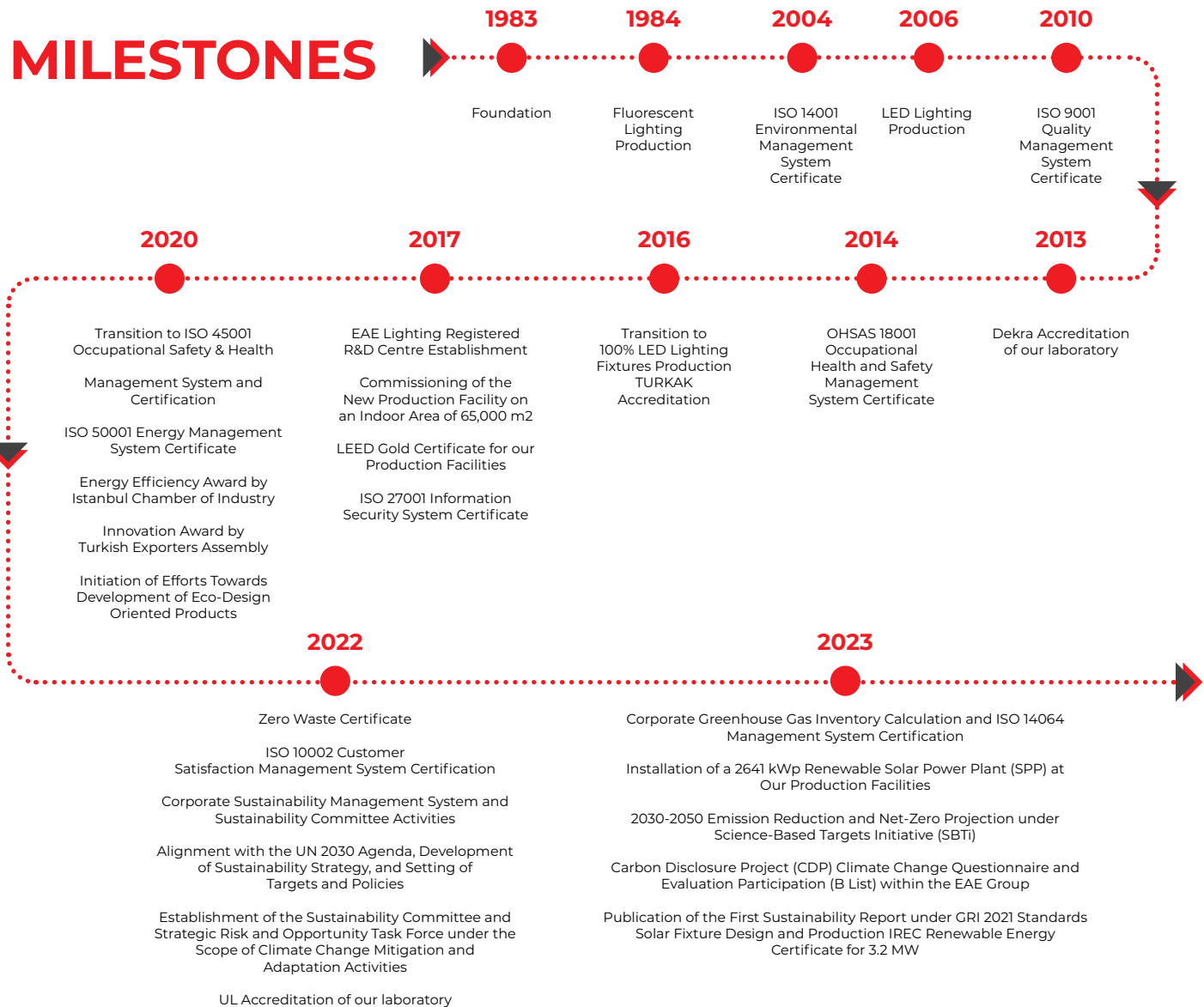
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CORPORATE PROFILE

The journey of EAE Group of Companies in the industry of electronics and electrical equipment started in 1973, following the establishment of EAE Electric with 100% national capital. EAE Lighting was established in 1983 as the second largest company of EAE Group of Companies. We have grown rapidly by continuously increasing our production and the number of fields we operate in and including EAE Machine in 1996, EAE Electrotechnical in 2004 and EAE Technology in 2009 in our group of companies.

Since the establishment of EAE Group of Companies in 1973, we, together with all our employees, have made business by prioritizing customer satisfaction- and quality-oriented approaches, aiming to become the symbol of reliability, persistence and reputability for our stakeholders, wherever we operate in. During our half-century-long journey in the industry, we have always been powered by our values.

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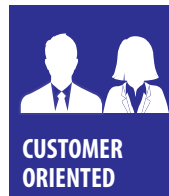
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CUSTOMER ORIENTED

We work by being aware of the importance and value of establishment of long-term relationships to increase the satisfaction of our customers and the quality of the products and services we offer to them.



COMMITMENT

With a passion in our business, we do our duties and fulfil our responsibilities to our company under all circumstances.



TEAMWORK

To improve not only our individual performance but to improve our company, we carry out our activities in cooperation and solidarity with our co-workers, with a sense of "we" rather than "me".



COMPASSIONATE

By being aware of the responsibility we shoulder for humanity, life and nature, we exhibit attitudes and behaviours, which lead us towards good and true.



SUSTAINABLE

We continuously review our business strategies and develop our products and services accordingly, by following the risks and opportunities brought by today's trends



BEING GOAL-ORIENTED

We work with high motivation on the road to results, in order to achieve our business goals even under the most difficult conditions.



INNOVATIVE

Thanks to the products and services we offer to the market by following the developments closely to always do the better, we always lead our industry.

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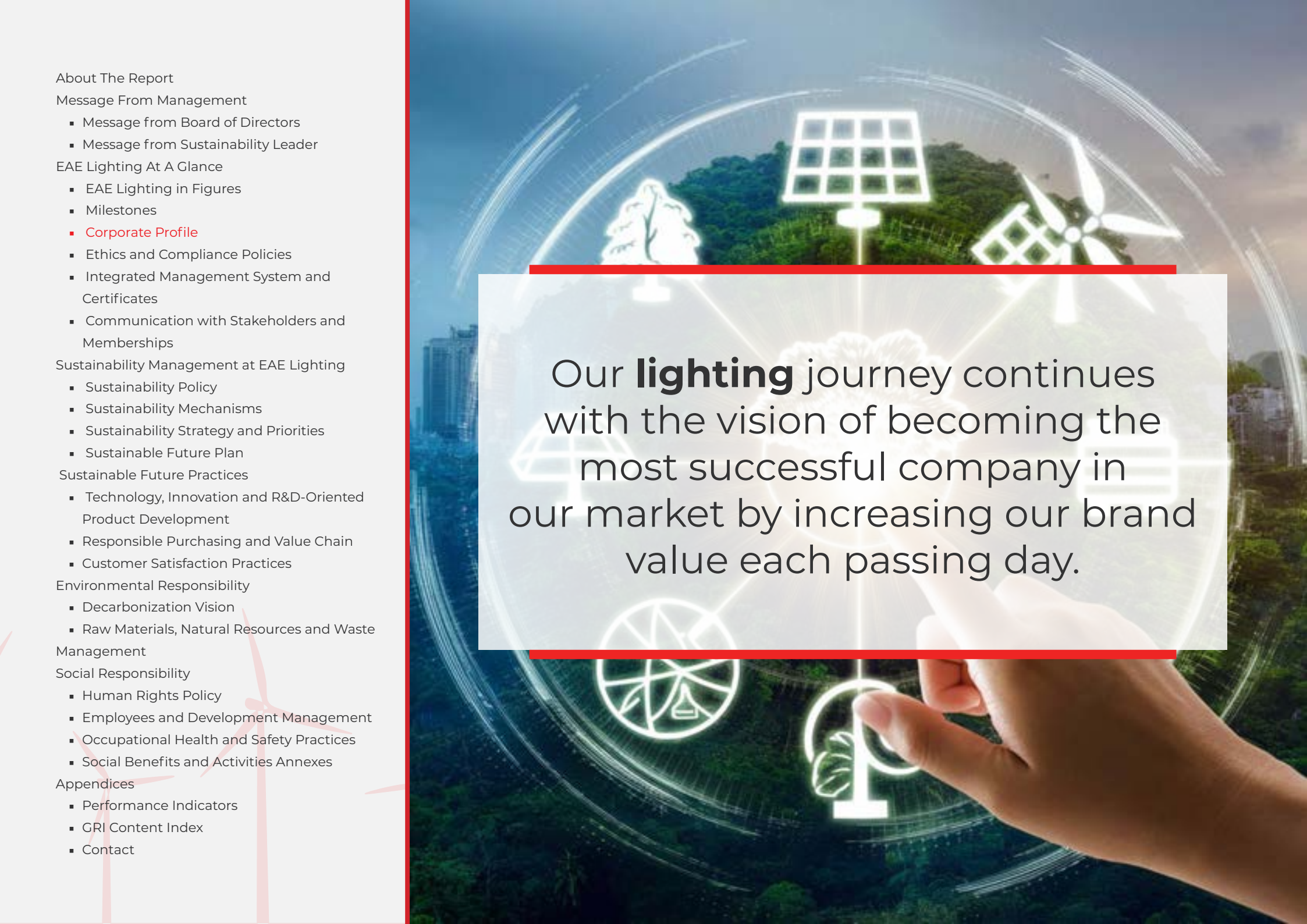
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A hand is shown pointing towards a futuristic globe. The globe is overlaid with various icons representing sustainability: a solar panel, a wind turbine, a tree, and a recycling symbol. The background is a blurred cityscape with greenery.

Our **lighting** journey continues with the vision of becoming the most successful company in our market by increasing our brand value each passing day.

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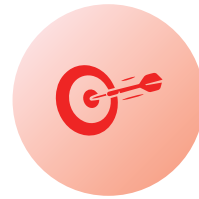
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We, as EAE Aydınlatma A.S., offer professional lighting solutions and energy-efficient, new-generation lighting technologies, by adopting a light engineering approach matching with contemporary designs.

Our products and services aim to create an efficient, safe and comfortable workplace with minimum operating costs, maximum environment friendliness and low investment costs. We offer active services with our expert staff in the pre-sales project designing process and after-sales support services, which protect the design implementation values.



Mission

Since establishment, we have been striving to keep the satisfaction of all our stakeholders at top. We act in accordance with our core principles during all our activities.



Vision

EAE Lighting, which has made a name for itself in the national and international lighting industry, continues to make a difference with its quality in this journey of light that it has set off by adopting an environmentally-friendly production approach since its establishment.

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Our project departments work in integration with R&D and P&D departments, the technical staff of which consists of engineers, architects and electrical technicians. We design our projects with our 40 years of experience in architectural interior lighting, green building lighting, exterior lighting, energy saving and lighting automation in sports fields and road lighting.

Our sales team can take every action, both as part of project, sales and marketing activities run simultaneously with other EAE companies and in accordance with the principle of customer orientation for the benefit of the end user during project designing and sales processes, and provide maximum profit and add value to our customers.

While fully meeting the needs of our customers, we analyse all possible damages that may occur, by being aware of the responsibility towards the environment and society and develop rapid solutions in our modern LED production facility, where we utilize the lean production model.



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Our Products



Interior Lighting

Interior Lighting
 High-Ceiling
 Linear Etange
 Linear Trunking Systems
 Surface-Mounted / Hanging
 Flush Mounted



Exterior Lighting

Exterior Lighting
 Projectors
 Road & Environment Lighting
 Canopy Lighting



Ex-Proof

Lighting for Explosive
 Atmospheres
 Industrial Lighting



Ecoled

Interior Lighting
 Exterior Lighting



Architectural Lighting

Interior Lighting
 Exterior Lighting

You can find detailed information on our products, catalogues and design solutions on www.eaelighting.com

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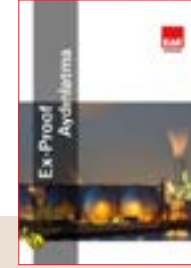
Industrial Products



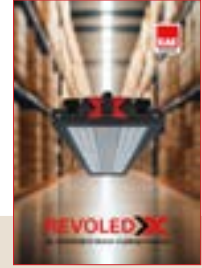
Architectural Solutions



Port Solutions



Ex-Proof Lighting



Revoled-X



Projectors



Emergency Direction Fixtures



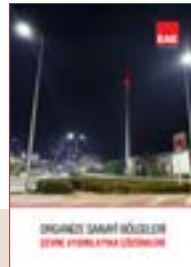
Road and Vicinity Lighting Solutions



Sports Areas Lighting Solutions



DIMKO



OSB Solutions



HBC



Sround



Infinoo



Infinoo IP64



Etanj Fixtures



Logy



Revoled-S



Flexbar

CATALOGUES

You can access our detailed sectoral solution catalogues, which include the current technical specifications and advantageous usage performances of our products, at www.eaelighting.com/catalogs

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We have created interactive catalogues on digital platforms to elevate the product experience and performance preference process for our customers. Starting in 2024, we aim to expand our **interactive catalogues** and the use of product experiences on digital platforms to cover our entire product range.

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Stakeholder Feedback

We engage in collaborative operations with EAE Lighting in all projects that contribute to nature, exchanging ideas and feedback. For long years, we have been supplying rectifier products, predominantly used in lighting fixtures, through our OEM sales channel. EAE Lighting foresees environmental protection and the improvement of environmental conditions as a top priority. Manufacturing energy-efficient products, continuing research and development (R&D) and monitoring activities related to energy efficiency, and creating a healthy, fast, and practical supply chain are approaches we share with EAE Lighting. EAE Lighting continuously enhances environmental performance across production and after-sales processes and raises awareness among its employees to reduce environmental risks, creating a global value chain through its products.

The company's corporate sustainability team works on the preservation and recovery of natural resources, minimising waste, and follows new technologies and regulations in the renewable energy sector. This includes designing energy-efficient, low-energy-consumption solutions and improving energy performance in investments. This meticulous approach includes implementing energy efficiency projects to reduce greenhouse gas emissions from all operations and products, and focusing on increasing the use of renewable energy in designs and activities. These are the primary objectives and goals of EAE Lighting. We closely monitor and support all of EAE Lighting's sustainability initiatives based on science-based targets. We take inspiration from their carbon emission calculations and mitigation efforts and have established a joint vision with EAE Lighting to combat climate change and achieve a sustainable world.

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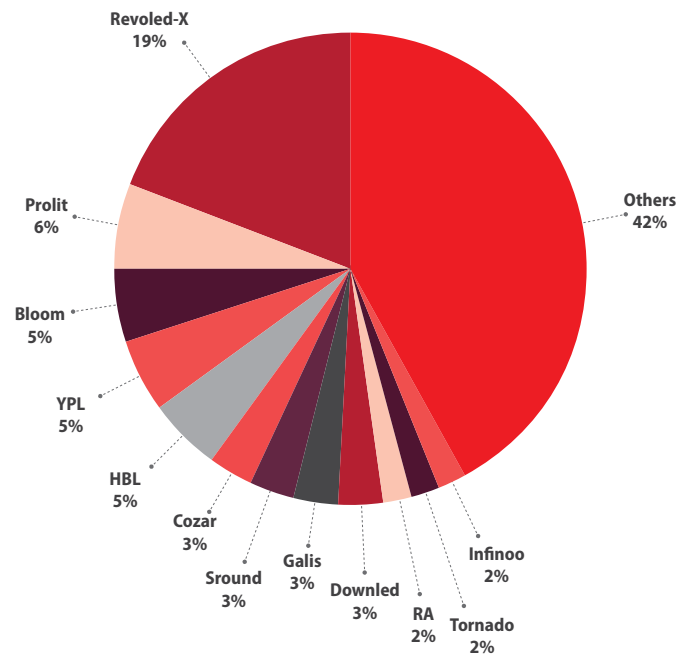
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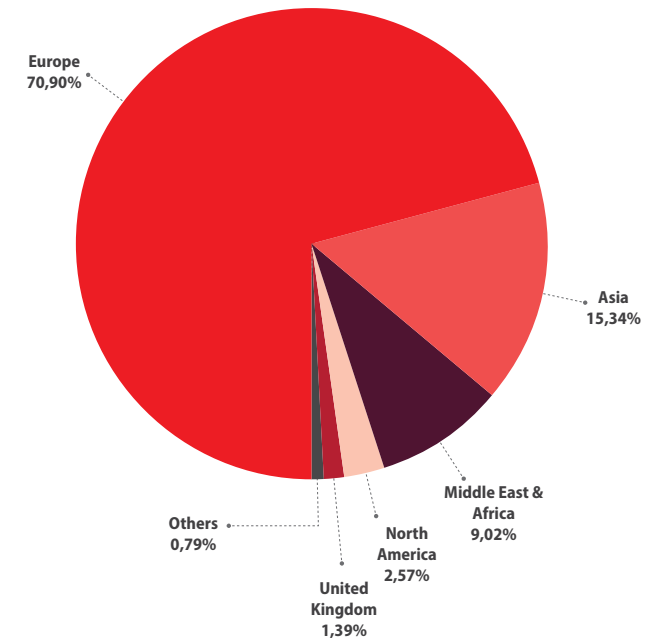
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Sales



Products and Consolidated Net Sales, USD, 2023



Regional Markets and Consolidated Net Sales, USD, 2023

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We, as EAE Group of Companies, have been carrying out commercial activities in 100 countries, which enables us to deliver our products and services to all parts of the world. As EAE Lighting, 19% of our consolidated net sales are shaped by exports to 48 countries.

Our Group has distributors and authorized dealers in more than 100 countries, from the UK to Taiwan. EAE Italia, affiliated to the EAE Group, started its operations in 2007, while EAE Germany, EAE Australia and EAE America started their operations in 2019.

EAE Italia, which was established in 2007 with the company title of EAE Italia Sri. and based in Milan, markets and sells the products of our group companies through 18 local dealers. Our Italian employees working in EAE Italy also take on the task of introducing the quality- and excellence-oriented corporate culture of EAA Group of Companies to Italy through advanced trainings and informative meetings held by our group. EAE Italy applies customer satisfaction principles, which is the key sustainability strategy of our Group, by delivering all of our Group's products directly to Italian customers, providing all kinds of on-site technical and commercial project support and managing after-sales processes.

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EAE America, the newest member of our group, was established in 2019 in Atlanta, Georgia. The company markets and sells our group's products across the United States, including busbar systems, cable trays, and lighting solutions. It adds value to industrial production facility projects in sectors such as data centres, hospitals, metros and tunnels, oil and gas, automotive, textiles, and food with its high-quality, flexible, fast production and delivery capabilities. EAE America focuses on providing its customers with excellent sales, service and engineering support, by meeting the major management systems standards.

For a detailed list of our global distribution network, please visit

- www.eae.com.tr/bayi-ve-yetkili-saticilar adresinden ulaşabilirsiniz.

Our industrial activities continue in our modern LED production facility established on a total area of 65,000m² at our production base in Specialised Machinery Industrial Zone in Kocaeli. Sustainable development of our products takes place at our R&D centres, approved by TUBITAK (Scientific and Technological Research Council of Türkiye), within our group companies. "As EAE Group of Companies, we have made our sustainability-oriented innovative perspective stronger with over 30 patents, 300 trademarks and 100 industrial design registrations."



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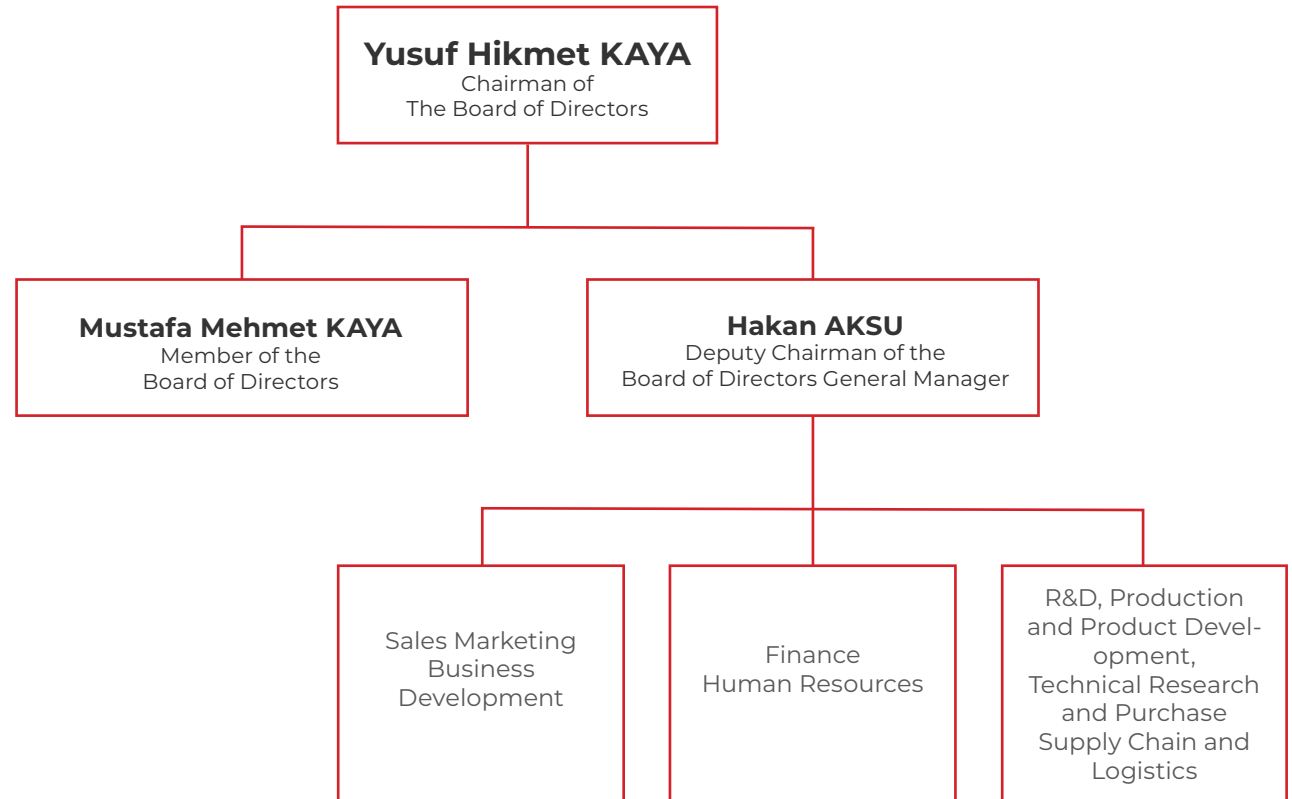
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Organizational Chart of Board of Directors



Our Board of Directors maintains the best balance between decision-making mechanisms, power and authorities by setting the limits of authority in decision-making processes for each position specific to the corporate structure and activities of the EAE brand. We act towards all our stakeholders in accordance with financial discipline, ethics, performance, transparency and accountability, in alignment with the managerial structure of our group companies, and manage our resources and assets by attaching importance to efficiency and savings.

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The Energy Committee, Information Security Committee, Climate Change Compliance and Emission Monitoring Committee, Ethics Committee, OHS Board and Sustainability Committee, which continue to take strategic actions in line with the principles of continuous corporate development and change within our company, perform their duties by reporting directly to our Board of Directors.

The decisions taken by our sustainability committee and the task force of strategic risks and opportunities on implementation of our future-focused goals are evaluated at the level of Board of Directors level, while the investment, performance and monitoring processes are managed by our General Manager and Board Members.

The responsibility of shaping a corporate culture that supports ethics and transparency practices within EAE Lighting and ensuring full compliance with ethical principles and human rights defined as part of all our policies, including our sustainability policies, lies with our Board of Directors.

The sustainability leadership function is strengthened by providing active managerial support to our sustainability committee, which was established for the execution of our sustainability-oriented activities, in all processes, with our Board Member and Assistant General Manager titles.

Company Profile	
Company Type	Joint-Stock Company
Mersis	0323004298100013
Trade Registry Office	İstanbul
Trade Registry No	194189
Trade Title	EAE Electric Aydınlatma End. Sanayi ve Ticaret A.Ş.
Address	İkitelli OSB. Mah. Eski Turgut Özal Cad. EAE No: 20 İç Kapı No: Giriş Kat Başakşehir / İstanbul
Contact Information	TEL: 0212 549 97 13 - FAKS: 0212 549 37 90 - E-Mail: aydinlatma@eaegroup.com
Registration Date	30.03.1983
Tax Office	MARMARA KURUMLAR
Tax Number	3230042981
Sector	Lighting Fixtures

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TAXES AND INCENTIVES

As we are aware of our tax liability that ensures social security, we have adopted a taxation approach in line with consistent, ethical, transparent, reliable and sustainable principles.

Our Senior Management performs all legal obligations (returns, taxes, legislation) on time and in full. We follow current national and international legal regulations closely. Our financial statements and financial data are subject to full certification and independent audits by audit firms. Every year, we undergo two external audits, namely full certification and independent audits, by independent external audit firms. During audits, all the processes and documentation, included in our financial statements, are checked.

Payments accrued to our company are paid on time, via internet banking and interactive tax office. In case that we need to contact with the tax office in which we are registered, we contact with the relevant tax office both by phone and face-to-face.

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As part of our social responsibilities, we, as EAE Lighting, attach great importance to tax for the development of our country. We do not have any undischarged or restructured tax debts for 2023.



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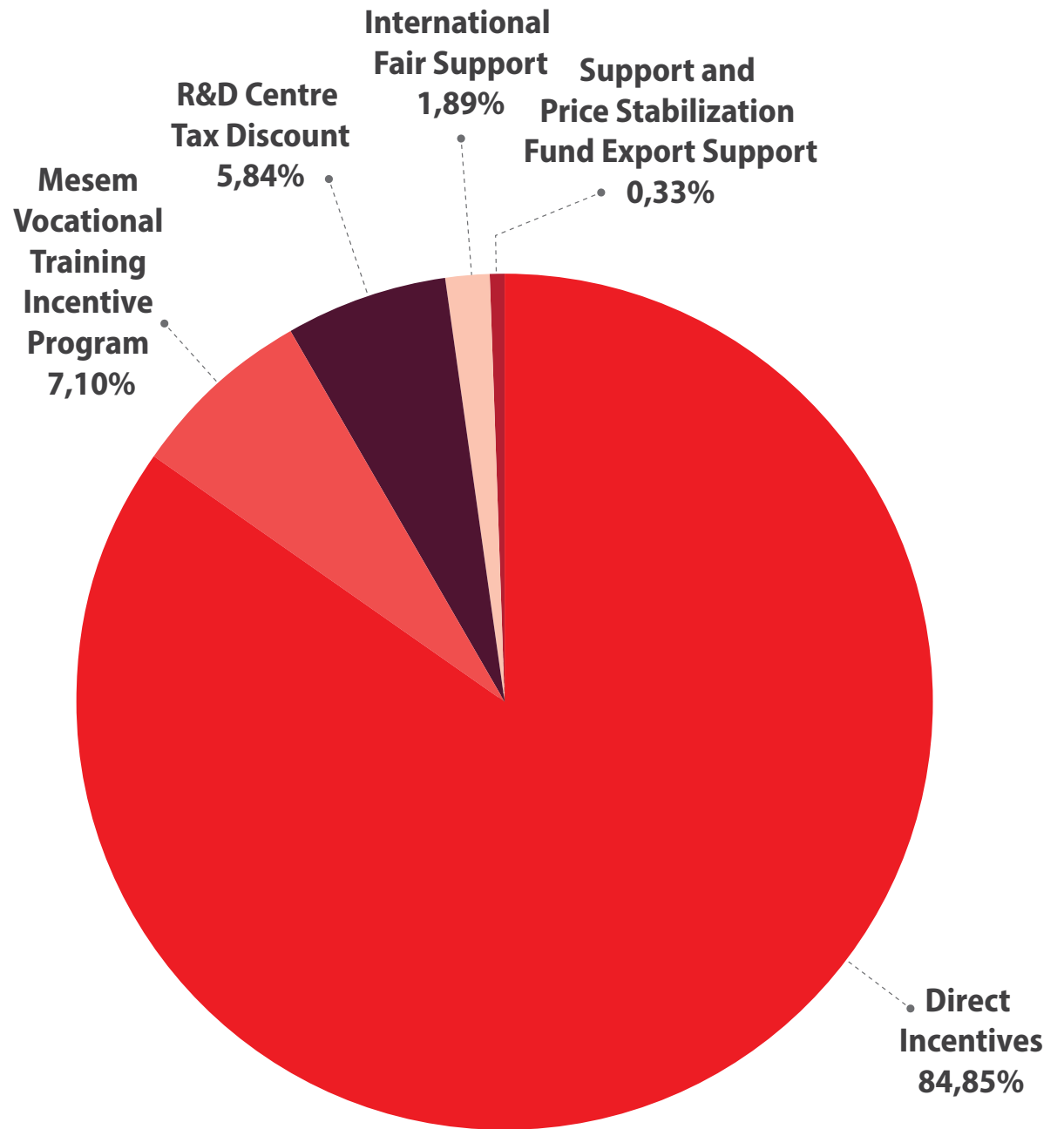
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Distribution of Earned Incentives and Support Programs, TL, 2023

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OUR ETHICS AND COMPLIANCE POLICY

We, as EAE Lighting, have developed our Anti-Bribery & Anti-Corruption Policy to set the framework of the principles and practices on anti-bribery & anti-corruption and to ensure clear communication thereof. This policy aims to identify, mitigate and manage bribery and corruption risks, in compliance with legal regulations, ethical and professional principles and universal law, under the guidance of the UN Global Compact (UNGC) (2000), the international framework of which we follow. Our anti-bribery and anti-corruption policy is also integrated with the Code of Business Ethics and Conduct, company policy and corporate values of EAE Lighting, and applies throughout our operations and across our entire value chain. Our internal practices refer to this Anti-Bribery & Anti-Corruption Policy and our Code of Business Ethics and Conduct.



You can review the details of our Anti-Bribery and Corruption Policy at:

<https://surdurulebilirlik.eaeaydinlatma.com/rusvet-ve-yolsuzluklarla-mucadele-politikamiz>

You can also review the details of our Business Ethics and Code of Conduct at:

<https://surdurulebilirlik.eaeaydinlatma.com/is-etigi-yaklasimimiz-ve-davranis-kullarimiz>

Wherever we operate, our employees and managers are obliged to act in accordance with our policies about ethics, to apply and support the relevant procedures and controls of EAE Lighting, as required by our policies. We expect all our stakeholders, with whom we do business for supply of goods or services, and our entire value chain, to act in compliance with the principles required by our policies, to the extent applicable to the relevant party and activity, and we take the necessary actions accordingly.

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We, as EAE Lighting, expect all of our subsidiaries, stakeholders, commercial players, who are included in our value chain and with whom we have business continuity, and employees to act so as to ensure the integrity of the company culture and to protect and improve the reputation and reliability of our company's corporate structure.

We carry out all our activities and transactions in Turkey and abroad within the framework of the laws of the Republic of Turkey and international law, and provide accurate, complete and understandable information to legal regulatory institutions and organisations in a timely manner.

While we conduct all business activities, we place ourselves at an equal distance to any public institution or body, administrative establishment, non-governmental organizations and political parties, without the expectation for any interest, and fulfil our obligations with this conscious of responsibility.

At EAE Lighting, we keep all communication channels open with our customers to ensure ease of contact. We assess ethical declarations in a fair and objective manner, in compliance with legal and regulatory requirements. We strive to turn our customers' wishes, suggestions, and complaints into customer satisfaction, while ensuring the confidentiality of our customers' information. The responsibility to protect our customers' information lies with our company in accordance with the Personal Data Protection Law (LPPD). We ensure that our employees who have access to customer information are well-versed in the relevant laws and obligations.

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It is the responsibility of our employees to ensure the most efficient use of the company's resources. The efficient and purpose-driven use of our company's material, moral, and technological resources is fundamental to serving our value chain. The company's resources cannot be used for personal interest. In this regard, we combat crimes such as corruption, money laundering, etc., in compliance with national and international obligations, taking necessary preventive measures within the framework of the law. In the event of detecting any crime such as corruption or money laundering, it must be reported directly to the company's ethics committee or management.

In case that any of our employees learns that there has been a violation of the Code of Business Ethics or of the legislative regulations to which our company is subject, they are obliged to report it to their direct managers or to the Human Resources Department or the Ethics Committee. The reports are finalized and resolved in accordance with the internal operations and procedures of the company, and those who violate the Code of Business Ethics or the policies and procedures of our company are treated in accordance with the Disciplinary Management Procedure.

Disciplinary sanctions are also applied to those who approve or lead inappropriate behaviours and actions that result in violation, or who do not take necessary actions to report despite the fact that they have information about it. In addition, zero tolerance is applied for those who have negative behaviours towards those who forward a complaint or a report or help the evaluation process.

Non-compliance with the Code of Business Ethics and Conduct is resolved at the Ethics Committee of EAE Lighting. The Ethics Committee was established to resolve conflicts of interest in accordance with the Code of Business Ethics and Conduct of EAE Lighting, and to evaluate the reports communicated regarding violations of ethics. Our employees and all stakeholders can directly apply to the Ethics Committee via email at ayd.etikkurul@eaegroup.com.

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STANDARD

Our management systems contribute to our effective data monitoring, risk management, strategy planning, goal setting and sustainability efforts.

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INTEGRATED MANAGEMENT SYSTEM AND CERTIFICATES

We carry out our production activities and services with an Integrated Management System approach in accordance with ISO 9001 Quality Management, ISO 14001 Environmental Management, ISO 14064-1 Greenhouse Gas Management, ISO 45001 Occupational Health and Safety Management, ISO 10002 Customer Satisfaction Management, ISO 50001 Energy Management, ISO 17025 Accreditation System and ISO 27001 Information Security Management System standards.

In accordance with our Integrated Management System, we take continuous protection of the environment we exist in and the improvement of its conditions as our primary duty. We are aware of the fact that the international prestige of the EAE brand becomes more valuable with the efforts of all our employees and we consider each of our employees as a member of the EAE family. We continuously improve the quality of our products to keep up with the times, and we consider the maximum level of customer satisfaction as the basic requirement of our priority management system policy. We consider our information assets as a factor of respect towards our employees, suppliers and customers, and we manage all kinds of risks to ensure that our information is clear, secure and accessible.



You can review the details of our **Integrated Management System Policy** at:

<https://surdurulebilirlik.eaeaydinlatma.com/entegre-yonetim-sistemi-politikamiz>

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Quality Certificates

Management System Certificates, Certificates of Conformity, International Equivalences and Certificates	Applicable Facilities	Validity Period
ISO 9001:2015 Quality Management System	Factory - Head Office	22.03.2025
ISO 10002:2018 Customer Satisfaction Management System	Factory - Head Office	22.03.2025
ISO 14001:2015 Quality Management System	Factory - Head Office	22.03.2025
ISO 45001:2018 Occupational Health and Safety Management System, etc.	Factory - Head Office	22.03.2025
ISO 27001:2013 Information Security Management System	Factory - Head Office	24.03.2025
ISO 50001:2018 Energy Management System	Factory - Head Office	22.03.2025
ISO 17025:2017 Accreditation Certificate	Laboratory	7.06.2024
ISO 14064-1:2018 Greenhouse Gas Management System (verifications for 2021 and 2022)	Factory - Head Office	10.04.2024
Domestic Goods Certificate	Factory	23.02.2025
Zero Waste Certificate	Factory - Headquarters	26.08.2026 (Factory) - 03.08.2027(Headquarters)
Declaration of Conformity to EU RoHS	Factory	Unlimited
LEED GOLD Certificate	Factory	Unlimited
Dekra CTF Certificate	Factory	7.11.2023
UL CTF Certificate	Factory	30.07.2025
IREC Renewable Energy Certificate	Factory	Süresiz



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COMMUNICATION WITH OUR STAKEHOLDERS AND OUR MEMBERSHIPS

With the products we offer and by adopting a sustainability-oriented institutionalization approach, we aim to have long-term positive impacts on each of the links of our value chain and each of the social layers in our operational areas.

We attach importance to the principle of being transparent, honest and open in all of the processes, where we actively communicate and interact with our stakeholders. We evaluate the demands and expectations specific to stakeholder groups covering all social strata which we interact with, in all the countries we operate, including our country, and we attach importance to the opinions and suggestions of our stakeholders in line with sustainable development, through regular communication channels we have established.

We draw inspiration from our stakeholders on topics such as determining our sustainability priorities, establishing procedures in alignment with sustainability policies, sustainable product development, optimization of production factors, quality, trust and satisfaction, business continuity implementation processes, and the realization of new investment projects.

We provide all our stakeholders with detailed and up-to-date information through our annual reports, corporate website, social media channels, newsletters and digital marketing presentations, and ensure that our stakeholders are informed about the impacts of our operations.

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Stakeholder Group	Communication Management	Communication Frequency
Employees	Online live broadcasts, video messages, employee activities on voluntary basis, site visits, website blogs, Intranet portal, events, OHS Committee meetings, annual and sustainability reports, website, regular informative e-mails on activities	Continuously
Public Institutions	Meetings and conferences, activity and sustainability reports, website, one-on-one interviews, KEP (Registered Electronic Mail System)	Weekly
Distributors and Dealers	Online live broadcasts, video messages, one-on-one interviews, annual and sustainability reports, website, communication line	Continuously
Suppliers	One-to-one interviews, audits, annual and sustainability reports, website	Continuously
Associations and NGOs	participation in cooperation meetings and activities, seminars and conferences, annual and sustainability reports, website, one-to-one interviews	Monthly
Universities	Internship programs, website, sustainability reports	Continuously
Organized Industrial Zone	One-on-one meetings, visits, participation in collaboration meetings and workshops, events, informational emails, website	Continuously
Group Companies	One-on-one meetings, live online broadcasts, video messages, field visits, website blogs, intranet portal, events, seminars and conferences, activities and sustainability reports, website, participation in collaboration meetings and workshops	Continuously

The memberships we have and the collaborations we have established are closely associated with our strategic goals. We are members of associations and organizations, which all have a focus on different areas that contribute to sustainability issues and performance. We are active members of the Association of Lighting Equipment and Manufacturers (AGID), Turkish National Committee for Lighting (ATMK), Association of Waste Battery Collection (TAP), Turkish Exporters Assembly (TIM), Istanbul Chamber of Commerce, Kocaeli Chamber of Industry, Gebze Chamber of Commerce, Ankara Chamber of Commerce and the Union of Chambers and Commodity Exchanges of Türkiye.

We strengthen our existence in the organizations, which we are a member of, through our efforts towards sustainability issues of top priority.

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Stakeholder Feedback

For over eight years, we have been supplying EAE Lighting with aluminium alloy lighting fixture bodies and other related aluminium components produced using the high-pressure die casting method. Attention to quality matters is a priority for EAE.

We are greatly pleased by EAE Lighting's open, innovative, and collaborative approach to providing suggestions that can contribute to the supply chain, as well as their consistent, compliant attitude.

EAE Lighting consistently considers efficiency alongside quality in its products. With its value chain, EAE Lighting provides customers with high-quality, energy-efficient, environmentally friendly products at reasonable budgets, offering a satisfactory service. Aware that all sectors of the industry have a role to play, EAE Lighting calculates its carbon emissions and works to reduce their impact. The scientific research carried out in EAE Lighting's R&D Centre plays a significant role in its efforts towards energy efficiency and the conservation of natural resources, establishing EAE Lighting as one of the leading companies in its sector



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We share the information, projects and experiences we obtain in our sustainability committee and sub-working groups with our industry and trade network in a transparent manner, as part of our memberships, and we aim to become more effective every year to accelerate the sustainable development in our industry.

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In 2022, we became a member of the Circular Economy Platform of Türkiye, which was founded by the Sustainable Development Association (SKD Türkiye) and the European Bank for Reconstruction and Development (EBRD) to meet the need for information and resources in circular economy, to offer measurement mechanisms, to donate technical support and to create collaboration opportunities. Throughout 2023, we closely monitored developments and evaluated collaboration opportunities to facilitate industrial symbiosis within the platform and explore other symbiosis possibilities.

To enhance our alignment with the global decarbonisation vision, we disclosed our short, medium, and long-term emission reduction projections in 2023, as part of the Science-Based Targets initiative (SBTi), which develops effective practices for climate change mitigation and adaptation. As part of our efforts to limit global warming to 1.5°C, we prepared our net-zero emission plan, which we expect to be approved by the SBTi initiative authorities in 2024 and listed among global companies. Based on the data and approaches obtained from our advanced carbon management efforts, we contributed to the 2023 Climate Change listing and questionnaire assessment processes of the Carbon Disclosure Project (CDP) in collaboration with EAE Electric, the leading company in our group.



An aerial photograph of a dense forest, showing various tree species and their canopy patterns. The image is overlaid with a semi-transparent red filter, which makes the colors appear more muted and monochromatic. The text is centered in the middle of the image.

SUSTAINABILITY MANAGEMENT AT EAE LIGHTING

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In accordance with the goal of supporting sustainable development and green transformation, measurement, evaluation and management of all kinds of economic, environmental and social impacts resulting from our sustainability practices is a governance element of top priority for EAE Lighting. We exercise due diligence in the analysis, monitoring and management of economic, environmental and social impacts and risks resulting from the operations we carry out both inside and outside the country, across our value chain. We view sustainability as the focal point of our operational activities and decision-making processes, and we aim to enhance our Environmental, Social, and Governance (ESG) performance by systematising our sustainability management practices.

In 2022, we began implementing our corporate strategies, developed through the integration of sustainability approaches, in 2023, with the aim of creating a positive impact across our entire value chain in the long term.

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SUSTAINABILITY POLICY

Putting sustainability at the core of our business strategies, we are committed to contributing to the sustainable development of our country, reducing the economic, environmental and social impacts and related risks resulting from our operational activities, creating permanent value for our stakeholders and handing on a sustainable world to future generations.

Our sustainability policy involves the basic principles that drive our sustainability activities in accordance with our vision of transition to a low-carbon economy and green transformation. The holistic framework established through our sustainability policy, together with other complementary governance approaches, is increasingly having a greater impact each year on defining the sustainability roadmap for our industry.

Our sustainability policy, published in 2022 with the approval of our Board of Directors, is regularly reviewed by our Sustainability Committee at least once a year, focusing on changes in current requirements and the conditions of our operations. After the approval of the Chairman of the Board of Directors upon the recommendation of our Sustainability Committee, required updates/revisions come into force. Our policy is made accessible to all our stakeholders through our corporate website, as well as to all our employees via our corporate intranet site, QDMS.

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We plan and execute all our investment decisions, product and process development efforts while considering our **social and environmental impacts.**

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Our aim is to extend our sustainability framework, which spans from raw material sourcing to post-consumption recycling, to include stakeholders across every area of our value chain.

- By integration of our management approach, operational activities and future goals with the UN Sustainable Development Goals, relevant sub-goals and European Green Deal achievements and operating in accordance with international corporate sustainability guidelines and sustainability taxonomies, we ensure compliance with global sustainability standards and ESG criteria.
- We make efforts to maximize our sustainability performance in line with our vision, mission and values.
- We identify and monitor all our sustainability activities in an effective, transparent and participatory manner, through the democratic decision-making mechanisms in our Sustainability Committee, which is entitled to direct representation and voting on our board of directors, and the activities associated with the issues that focus on sustainability are carried out by sub-working groups and task force groups.
- Through sustainable investments, we adopt a growth strategy focusing on green transformation, and aim to enable responsible production, which respects the environment and society, by reduction of our economic, environmental and social impacts and risks resulting from our operational activities.
- Our vision of becoming the leading company in our industry aims to ensure world-class product quality and safety, create long-term value for all our stakeholders, develop R&D-oriented, safe, sustainable products with energy-saving and high quality, through innovative technologies and methods, and to be ready for green transformation.
- “As part of the goal of Net-Zero Emission and 1.5°C, we measure the carbon footprint of our products and conduct life-cycle analysis. We carry out carbon neutralization studies to reduce the impacts of our products on climate change.
- We contribute to the sustainable development of our industry through the employment opportunities we provide and our domestic and foreign trade volume.
- We exercise due diligence on stakeholder engagement and the needs and expectations of our consumers/customers, with the aim to maximize consumer/customer satisfaction.

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- We take a fair, honest, transparent and objective approach, which respects human rights, by setting sustainability as a criterion in the supplier selection.
- We integrate sustainability and green transformation into our corporate culture, and we strive to make these concepts widespread across our value chain.
- Our approaches, which respect human rights, advocate equal opportunity and are inclusive, diverse, participatory and fair, aim to raise the awareness of not only our employees but also our suppliers, customers and all our stakeholders on sustainability.
- We integrate risk management into all our business processes in a holistic manner, and assess any and all kinds of financial, operational, strategic, legal and external risks.
- We consider the impacts of climate change on economic, environmental and social welfare, and the associated risks and opportunities, and contribute to the global struggle to transition to a low carbon economy.
- We intend to increase our investments in energy/resource efficiency, renewable energy, recycling and recovery in line with our country's goal of net-zero emission by 2053, green development vision and circular economy principles.
- We exercise zero tolerance to any conduct contrary to human rights and anti-competitive behaviours, as well as bribery and corruption throughout our operations and the operations across our value chain, and we act in accordance with our policies in such situations.
- Paying regard to the satisfaction of our employees, we offer an inclusive working environment, which respects human rights, provides equal opportunities and is participatory, diverse and fair, and we exercise zero tolerance to any discrimination, as required by our ethical principles. Our fair rewarding and performance system aims to support the success of our employees.
- We adopt national, international, and sectoral regulations in the field of Occupational Health and Safety, provide a healthy and safe workplace environment for our employees, implement regular training and informational activities, and take the necessary precautions.
- We aim to provide added value to society by developing social responsibility projects supporting sustainable development.
- We follow the sustainability efforts of national and international initiatives closely and attach importance to taking a part in such cooperation platforms. We exchange experiences with

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our stakeholders, particularly with industry representatives, universities, public institutions/ organizations and non-governmental organizations.

- We share our sustainability performance with all our stakeholders in a transparent manner on our corporate website, and take notice of all the opinions and suggestions.
- In order to ensure that our reporting activities, developed in accordance with the international standards regulating global trade and financial markets, expand across our value chain, to align them with ESG criteria, to maximize our corporate sustainability performance and to ensure our compliance with international sustainability standards, we carry out regular sustainability reporting activities, and submit our reports to our stakeholders through active communication channels.
- We strive to reduce the amount of water used and the amount of waste water discharged, on the basis of resource, and to improve efficient water use.
- As part of sustainable packaging management, we make efforts to reduce the amount of packaging waste and the weight of packaging materials resulting from the products we introduce to the market, and to increase the recycling rate.
- As part of R&D and eco-design studies, we prioritize sustainable product design.
- We follow innovations and developments in information security closely and improve our processes continuously. We attach importance to the confidentiality and protection of private information of our employees, consumers/customers and stakeholders during our activities and in our business connections.

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An aerial photograph of a meeting taking place around a large, circular table. The table's surface is a glowing, semi-transparent globe of the Earth. Several people in business attire are seated around the table, looking at documents and talking. The scene is set in a lush, green environment with various potted plants and trees. A semi-transparent white box with a red border is overlaid on the center of the image, containing the main text.

We contribute to the **sustainable transformation** in our fields of activity by presenting principles framed by sustainability elements for our stakeholders.

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SUSTAINABILITY MECHANISMS

In order to integrate our sustainability policy as a key part of our corporate strategy and accelerate our green transformation process, the EAE Lighting Sustainability Committee, operating in coordination with all our subsidiaries, began its activities in 2022, with its operational principles, duties, and responsibility definitions.

We identified the structure and functionality of our sustainability committee after analytical reviews by taking into consideration the conditions of our industry, our position in global trade, our product range and international sustainability requests. We shaped our sustainability committee as an effective and strategic decision-making mechanism, functioning under the supervision of the Deputy Chairman of the Board of Directors of EAE Lighting, entitled to representation at the level of the Board of Directors of EAE Lighting.

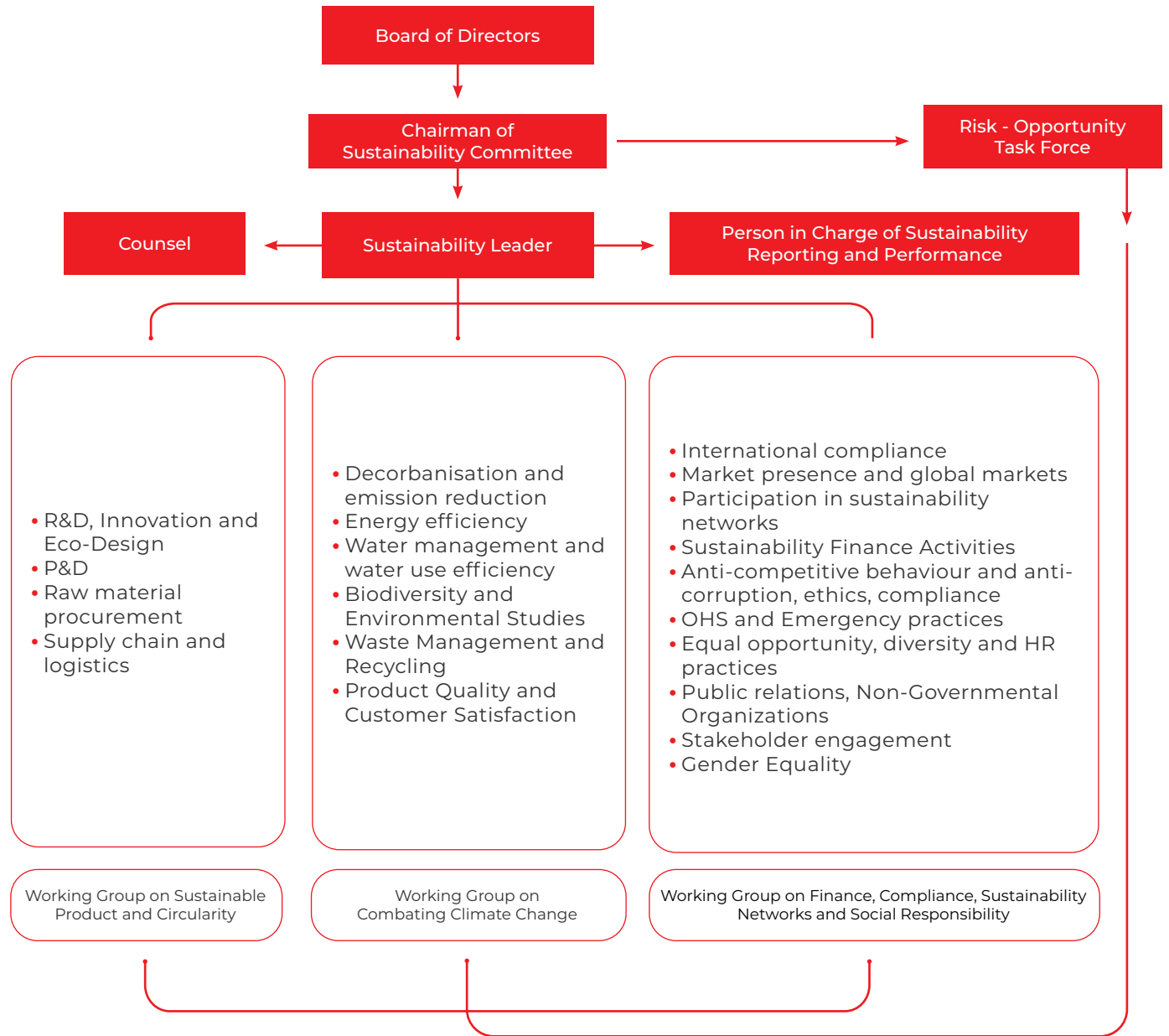
Our Sustainability Committee, which intensified its planning and evaluation efforts with the activation of sub-working groups and the publication of our first sustainability report, increased its positive impact among both internal and external stakeholders in 2023.

Our Sustainability Committee, established in an inclusive and multi-layered structure with the participation of employees selected based on seniority, expertise, and training criteria from units intersecting functionally with sustainability elements, is directly responsible for managing our corporate sustainability strategy in line with our 2024-2050 targets, measuring, evaluating, and auditing the environmental, social, and economic impacts of our sustainability activities, and ensuring the flow of data/information.



You can access detailed information regarding the duties, responsibilities, and working principles of our Sustainability Committee at:
<https://surdurulebilirlik.eaeaydinlatma.com/surdurulebilirlik-komitesi-ve-calisma-gruplari>

Organizational Chart of Sustainability Committee for 2023



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We are addressing sustainability-related **risks and opportunities** along with their financial impacts, striving to implement a more resilient and successful growth model.

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Together with our Sustainability Committee, we established the Risk and Opportunities Task Force in 2022 as a high-level corporate mechanism overseeing sustainability investments. In 2023, this task force helped update our sustainability strategy in line with short, medium, and long-term financial impacts.

The Risk and Opportunities Task Force, which evaluates sustainability practices, just transition mechanisms, and climate compliance approaches with their financial impacts, supported the leader of the Sustainability Committee and working groups in 2023 by revising action plans with financial impacts. Working in coordination with our committee, the Risk and Opportunities Task Force advanced our corporate analyses on climate change and sustainability-related risk and opportunity areas to a high level in 2023.



Detailed information on the working principles and responsibilities of the Risk and Opportunities Task Force and the incentive mechanism system evaluated by the Sustainability Committee can be found at:

<https://surdurulebilirlik.eaeaydinlatma.com/stratejik-risk-ve-firsatlar-gorev-gucu>

We approach sustainability-related risks and opportunities as an inseparable part of our corporate strategies and operations, considering all financial impact dimensions as an analytical component of our sustainability performance.

We are aware that sustainability-related risks could result in significant financial, legal, environmental, social, and/or reputational outcomes for the business. However, we also recognise that proactive sustainability initiatives provide opportunities for innovation, cost savings, market leadership, and community relations.

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We began our compliance efforts with the **Turkey Sustainability Reporting Standards** by reviewing our short, medium, and long-term risk-opportunity analysis along with financial impact levels.



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Strategic Goal	Risks	Short-term Financial Impact Level (2024-2026)	Medium-term Financial Impact Level (2030)	Long-term Financial Impact Level (2050)	Trend
Organizational Development	New International Regulations	Low	Very High	Medium	Fluctuating
	Disruptions in Global Supply Chains	Medium	Medium	Medium	Stable
	Economic Uncertainties	Very High	High	Medium	Decreasing
	Financial Impact of Regional Disasters, Loss of Resilience	High	High	High	Stable
	Changes in Customer Expectations and Market Dynamics	High	High	High	Stable
	Negative Events in Production Activities	High	High	High	Stable
	Organizational Capability and Capacity	Low	High	Medium	Fluctuating
	Work Styles and Workforce Cost	High	Medium	High	Fluctuating
Product, Service and Technology	Rapid Adaptation Issues to New Technological Developments	Medium	Medium	Medium	Stable
	Failure to Develop Products/Services Aligned with Changing Customer/Con-	High	Very High	Medium	Fluctuating
	Quality and Reliability	High	High	Very High	Increasing
	Loss of Competitive Power	Medium	High	Very High	Increasing
	Cybersecurity Concerns	Very High	High	Medium	Decreasing
	Data Privacy and Negative Impacts of Artificial Intelligence	High	Very High	Very High	Increasing
	Inequalities in Digital Rights and Access Risks	Medium	Medium	Low	Decreasing
	High Costs of Technological Investments	Medium	High	Very High	Increasing
Information Pollution and Social Media	Low	Low	Low	Stable	

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Environment	Failure in Climate Change Adaptation and Mitigation Processes	Low	Medium	High	Increasing
	Extreme Weather Events and Acute Regional Natural Disasters	High	High	High	Stable
	Loss of Biodiversity in Basins and Operational Areas	Low	Medium	High	Increasing
	Scarcity of Natural Resources and Raw Materials	Medium	High	Very High	Increasing
	Water Scarcity and Water Usage Efficiency, Water Stress in Basins	Low	Medium	High	Increasing
	Environmental Pollution/Waste	Low	Medium	High	Increasing
	Energy Market Surge - Emissions Trading	Very High	Medium	High	Fluctuating
Social Responsibility	Stakeholder Expectations	Medium	Medium	Medium	Stable
	Occupational Health and Safety	Medium	Medium	Medium	Stable
	Changing Social Norms and Loss of Human Rights	Low	Medium	High	Increasing
	Talent Competition	Medium	Medium	Medium	Stable
	Potential Dissatisfaction in Equal Opportunity and Diversity	Low	Medium	High	Increasing
	Social Inequalities	Low	Medium	High	Increasing
	Migration and Regional Conflicts	Very High	High	Very High	Fluctuating
	Social Cohesion	Low	Low	Low	Stable
	Damage to Corporate Image	Very High	Very High	Very High	Stable
	Failure to Meet Customer Requests	High	High	High	Stable
	Absence in Mandatory/Voluntary Initiative	Low	High	Medium	Fluctuating
Negative Outcomes from Supplier Social Incompatibility	High	High	Very High	Increasing	

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Strategic Goal	Risks	Sustainability Impact Area	Value Chain Impact Area	EAE Lighting's Managerial Approach
Organizational Development	New International Regulations	Economic Performance, Global Markets and Market Presence	Material / Service Supply Product Distribution	Sustainability Policy Responsible Purchasing and Value Chain
	Disruptions in Global Supply Chains			
	Economic Uncertainties			
	Financial Impact of Regional Disasters, Loss of Resilience	Fighting Anti-Competitive Behaviour and Anti-Corruption	Dealers	Ethics and Compliance Policies
	Changes in Customer Expectations and Market Dynamics	International Compliance and Participation in Sustainable Development Networks	Global Distribution Points	Decarbonization Vision
	Negative Events in Production Activities		Employees	Communication with Stakeholders and Memberships
	Organizational Capability and Capacity	Stakeholder Engagement and Governance Practises	Sectoral Use in the Industry	Customer Satisfaction Practices
	Work Styles and Workforce Cost		End-User	Employees and Development
Product, Service and Technology	Rapid Adaptation Issues to New Technological Developments	Product Quality and Customer Satisfaction	Production/Assembly	Technology, Innovation and R&D-Oriented Product Development
	Failure to Develop Products/ Services Aligned with Changing Customer/Consumer Habits			
	Quality and Reliability	Sustainable Purchasing, Traceability and Supply Chain Practices	Customers	Responsible Purchasing and Value Chain
	Loss of Competitive Power	R&D, Product Development, Innovation, and Eco-Design		
	Cybersecurity Concerns	Information Security, Artificial Intelligence and Digitalization Practises	Sectoral Use in the Industry	Customer Satisfaction Practices
	Data Privacy and Negative Impacts of Artificial Intelligence			
	Inequalities in Digital Rights and Access Risks	Emergency and Disaster Management, Resilience Practices		Integrated Management System and Certificates
	High Costs of Technological Investments			
	Information Pollution and Social Media Influence			

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Strategic Goal	Risks	Sustainability Impact Area	Value Chain Impact Area	EAE Lighting's Managerial Approach	
Environment	Failure in Climate Change Adaptation and Mitigation Processes	Management of Raw Material and Natural Resources	Material / Service Supply	Decarbonization Vision	
	Extreme Weather Events and Acute Regional Natural Disasters	Emissions Reduction, Energy Management and Climate Change Mitigation and Adaptation			
	Loss of Biodiversity in Basins and Operational Areas	Zero Waste, Recycling and Circular Economy Practices	Global Distribution Points		Raw Materials, Natural Resources and Waste Management
	Scarcity of Natural Resources and Raw Materials		Production/ Assembly		Biodiversity Policy
	Water Scarcity and Water Usage Efficiency, Water Stress in Basins	Conservation of Ecosystems, Biodiversity, and Environmental Studies in Resources and Basins	Customers		Responsible Purchasing and Value Chain
	Environmental Pollution/Waste		Sectoral Use in the Industry		Sustainability Policy
	Energy Market Surge - Emissions Trading		Water Management, Water Use Efficiency, and Efforts to Reduce		
Social Responsibility	Stakeholder Expectations	Diversity, Equal Opportunity, Human Resources Practices and Talent Management	Customers	Human Rights Policy	
	Occupational Health and Safety				
	Changing Social Norms and Loss of Human Rights				
	Talent Competition				
	Potential Dissatisfaction in Equal Opportunity and Diversity	Occupational Health and Safety	Dealers	Occupational Health and Safety Practices	
	Social Inequalities		Product Distribution	Social Benefits and Activities	
	Migration and Regional Conflicts		Employees	Communication with Stakeholders and Memberships	
	Social Cohesion	Public Relations, Social Policies, Civil Society and Local Practices	Local Policy Makers	Ethics and Compliance Policies	
	Damage to Corporate Image		Sectoral Use in the Industry	Customer Satisfaction Practices	
	Failure to Meet Customer Requests	Gender Equality Practices		Sustainability Policy	
	Absence in Mandatory/Voluntary Initiatives				
Negative Outcomes from Supplier Social Incompatibility					

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Organizational Development	Interest in Sustainable Finance, Regulations and Credibility Advantages	Low	Medium	High	Increasing
	Strategy Development, Monitoring, Reporting and Corporate Sustainability Practices in Sustainability	Low	Medium	High	Increasing
	Diversity, Inclusion and Organisational Belonging/Citizenship	Medium	Medium	Medium	Stable
	Creating Competitive Advantage in the Sector with New Generation Governance, Collaborations and Stakeholder Capitalism	Low	High	Medium	Fluctuating
Product, Service and Technology	Digital Transformation	High	Medium	Medium	Decreasing
	Advanced Technological Developments and Efficiency Applications in Production Processes	Medium	High	High	Increasing
	Adaptation to the Use of Artificial Intelligence	Medium	High	Very High	Increasing
	Automation-Industry 4.0 Applications	Medium	High	Very High	Increasing
	Big Data Analytics-Prediction Methodologies	Low	Medium	Low	Fluctuating
	Social Media Management, E-Commerce and Modern Marketing	Medium	Medium	Medium	Stable
	Robust R&D Infrastructure-Eco-Design Investments	Low	Medium	High	Increasing

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Environment	Transition to Low Carbon Economy	Low	Very High	Very High	Increasing
	Eco-Friendly Operations	Medium	Very High	Very High	Increasing
	Renewable Energy Transformation	High	Very High	Very High	Increasing
	Environmental Awareness Raising/ Trainings	Low	Medium	Low	Fluctuating
	Energy and Resource Efficiency	High	Very High	Very High	Increasing
	Circular Economy	High	Very High	Very High	Increasing
	Cost Reduction	High	Very High	Very High	Increasing
	Decarbonisation of the Supply Chain	Medium	Very High	Very High	Increasing
	Sustainable Packaging	Medium	High	High	Increasing
Social Responsibility	Next Generation Workforce Qualification	Low	Medium	Low	Fluctuating
	Moral Development, Ethics and Transparency Policies	Low	Medium	Medium	Increasing
	Regional Social Benefit Modelling	Low	Low	Low	Increasing
	Urban Agenda, Resilience and Resilience	Low	Low	Low	Stable
	Increasing Employee Satisfaction	Low	Medium	High	Increasing
	Human Rights Practices along the Value Chain, Responsible Sourcing Principles	Low	Very High	Very High	Increasing
	Compliance with Sustainable Development Goals	Low	Very High	Medium	Fluctuating
	Customer Satisfaction Orientated Studies	High	High	High	Stable
	Participation in New Corporate Memberships	Low	Medium	High	Fluctuating
Corporate Social Responsibility Projects	Medium	High	Medium	Fluctuating	

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Strategic Goal	Opportunities	Sustainability Impact Area	Value Chain Impact Area	EAE Lighting's Managerial Approach
Organizational Development	Interest in Sustainable Finance, Regulations and Credibility Advantages	Economic Performance, Global Markets and Market Presence	Material / Service Supply Global Distribution Points Employees Customers and Dealers	Responsible Purchasing and Value Chain Ethics and Compliance Policies Customer Satisfaction Practices Employees and Development Management Decarbonization Vision Communication with Stakeholders and Memberships
	Strategy Development, Monitoring, Reporting and Corporate Sustainability Practices in Sustainability	Fighting Anti-Competitive Behaviour and Anti-Corruption		
	Diversity, Inclusion and Organisational Belonging/ Citizenship	International Compliance and Participation in Sustainable Development Networks		
	Creating Competitive Advantage in the Sector with New Generation Governance, Collaborations and Stakeholder Capitalism	Stakeholder Engagement and Governance Practises		
Product, Service and Technology	Digital Transformation	Product Quality and Customer Satisfaction Consumer Health and Safety	Material / Service Supply Production/Assembly Sectoral Use in the Industry Dealers Customers Product Distribution	Technology, Innovation and R&D-Oriented Product Development Responsible Purchasing and Value Chain Customer Satisfaction Practices Integrated Management System and Certificates
	Advanced Technological Developments and Efficiency Applications in Production Processes			
	Adaptation to the Use of Artificial Intelligence	Sustainable Purchasing, Traceability and Supply Chain Practices		
	Automation-Industry 4.0 Applications	R&D, Product Development, Innovation, and Eco-Design		
	Big Data Analytics-Prediction Methodologies	Information Security, Artificial Intelligence and Digitalization Practises		
	Social Media Management, E-Commerce and Modern Marketing	Emergency and Disaster Management, Resilience Practices		
	Robust R&D Infrastructure-Eco-Design Investments			

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Strategic Goal	Opportunities	Sustainability Impact Area	Value Chain Impact Area	EAE LIGHTING'S Managerial Approach
Environment	Transition to Low Carbon Economy	Management of Raw Material and Natural Resources	Material / Service Supply Sectoral Use in the Industry Production/Assembly Customers Global Distribution Points Dealers	Decarbonization Vision Raw Materials, Natural Resources and Waste Management Responsible Purchasing and Value Chain Sustainability Policy
	Eco-Friendly Operations	Water Management, Water Use Efficiency, and Efforts to Reduce Water Stress		
	Renewable Energy Transformation	Emissions Reduction, Energy Management and Climate Change Mitigation and Adaptation		
	Environmental Awareness Raising/Trainings	Zero Waste, Recycling and Circular Economy Practices		
	Energy and Resource Efficiency	Conservation of Ecosystems, Biodiversity, and Environmental Studies in Resources and Basins		
	Circular Economy			
	Cost Reduction			
	Decarbonisation of the Supply Chain			
Social Responsibility	Sustainable Packaging		Customers Employees Regional Local Policies Global Distribution Points Product Distribution	Human Rights Policy Employees and Development Management Occupational Health and Safety Practices Social Benefits and Activities Communication with Stakeholders and Memberships Ethics and Compliance Policies Customer Satisfaction Practices Sustainability Policy
	Next Generation Workforce Qualification			
	Moral Development, Ethics and Transparency Policies	Diversity, Equal Opportunity, Human Resources Practices and Talent Management		
	Regional Social Benefit Modelling	Occupational Health and Safety		
	Urban Agenda, Resilience and Resilience	Public Relations, Social Policies, Civil Society and Local Practices		
	Increasing Employee Satisfaction	Gender Equality Practices		
	Human Rights Practices along the Value Chain, Responsible Sourcing Principles			
	Compliance with Sustainable Development Goals			
	Customer Satisfaction Orientated Studies			
	Participation in New Corporate Memberships			
Corporate Social Responsibility Projects				

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As EAE Lighting, we are conducting vision-setting activities by considering the critical links in our value chain in order to anticipate the future of our industry.

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SUSTAINABILITY STRATEGY AND PRIORITIES

We adopt an approach that gives due importance to the values of all stakeholder groups in the process of defining our strategies on economic, social, and environmental issues, which represent the fundamental indicators of sustainability, and in prioritising the impacts of our activities.

By integrating our prioritisation efforts, which began in 2022, with our business strategies, we provided a multidimensional framework for our analyses. In 2023, we reviewed the results of our materiality analysis and updated our holistic sustainability strategy for the 2024-2050 period.

In alignment with our materiality analysis, which we integrated with national and international research, maturity benchmarks, and stakeholder engagement, we define our strategies and develop realistic practices.

While determining our priority issues in accordance with stakeholder engagement and inclusivity principles, we considered the views of our strategic external stakeholders, employees, and senior management, and assessed all sustainability-related expectations based on impact-materiality levels to identify the analytical positioning of sustainability components. By incorporating the expectations of our stakeholders along with comparable balancing factors concerning our industry and global trends, we added dimension to our prioritisation analysis in line with our company's business strategies. As a result of the revised analysis work in 2023, we have identified the necessary axiomatic depth and balanced sustainability dimensions for the sustainability elements we will focus on in the upcoming period.

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SUSTAINABILITY BALANCE

Sustainability transformation, which has become a top agenda issue in of our industry, comes forefront as a global necessity with an increasing importance every day.

We have identified our sustainability priorities with a duty of care approach in line with the positioning of our economic, social, environmental and governance impact on all our stakeholders, taking into account the GRI 2021 Standards universal disclosure compliance and EU CSRD draft guidelines.

We shaped the sustainability elements included in our materiality analysis by identifying analytical factors in accordance with our corporate structure, quality assurance approach, innovative product range, sustainable product development activities in our industry, distribution network in the global market, our position in the regional, national and international benchmarking studies and current reports of global sustainability networks.

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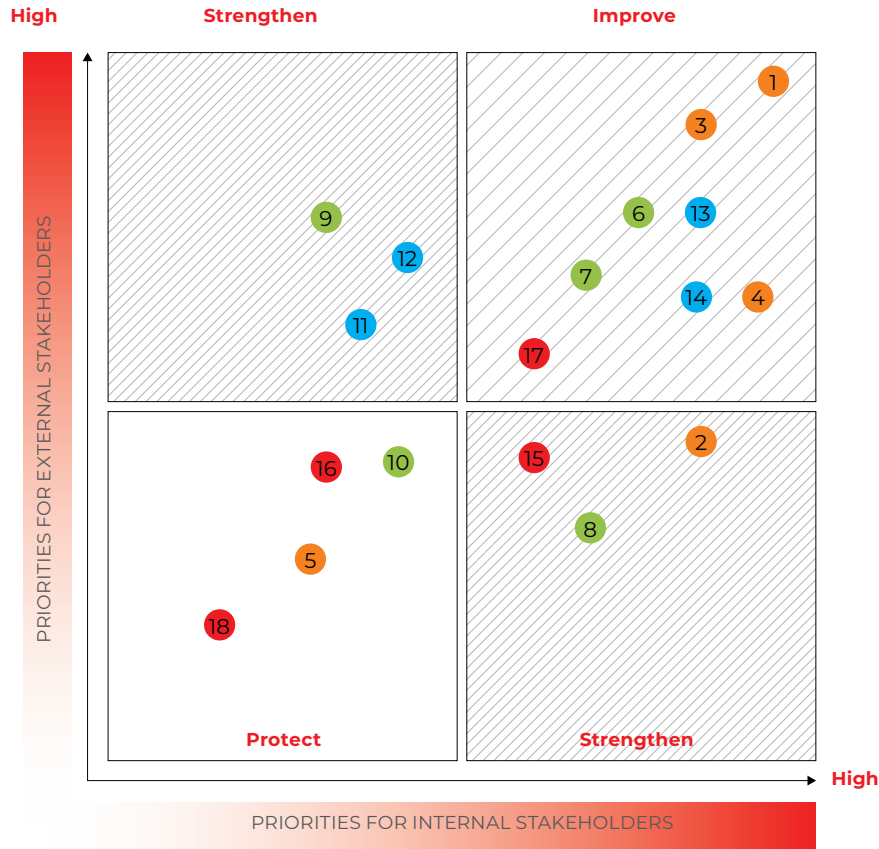
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1	Product/Service Quality and Customer Satisfaction	6	Emissions Reduction, Energy Management and Climate Change Mitigation and Adaptation	11	Fighting Anti-Competitive Behaviour and Anti-Corruption	15	Occupational Health and Safety
2	R&D, Product Development, Innovation, and Eco-Design	7	Zero Waste, Recycling and Circular Economy Practices	12	Stakeholder Engagement and Governance Practises	16	Gender Equality Practices
3	Sustainable Purchasing, Logistics and Supply Chain Practices	8	Raw Materials and Natural Resources	13	Economic Performance, Global Markets and Market Presence	17	Diversity, Equal Opportunity, Human Resources Practices and Talent Management
4	Information Security, Artificial Intelligence and Digitalization Practises	9	Water Use Efficiency, Water Management	14	International Compliance and Participation in Sustainable Development Networks	18	Public Relations, Social Policies, Civil Society and Local Practices
5	Emergency and Disaster Management, Resilience Practices	10	Biodiversity and Environmental Studies				

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In completing our prioritisation analysis with its financial impacts in accordance with the double materiality principle, we reviewed the recommendations and reports of widely recognised sustainability framework organisations that provide various guidelines on a global and local scale.

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We conducted a comprehensive literature review with the help of the Global Risks Report by the World Economic Forum (WEF), the financial impact analysis guidelines of the United Nations Global Compact (UNGC), the World Business Council for Sustainable Development (WBCSD), the draft regulatory directives defined by the European Union Green Deal vision (EU CSDDD, EU CSRD, EU CBAM, EU ESPR), summaries of the sectoral standard working groups within the Global Reporting Initiative (GRI), and the recommendations of the Green Development Transition Period Task Forces (TCFD, TNFD, TPT), which have become widespread in global trade regardless of countries. As a result of the review of current literature and source materials, we presented the sustainability factors to both our internal and external stakeholders for evaluation. By ensuring the examination of the identified topics based on their priority levels and areas of impact, we created our prioritisation matrix based on feedback received from our stakeholders. The final decision and opinion of the Senior Management were obtained to complete the prioritisation analysis.



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ISSUES OF TOP PRIORITY



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SUSTAINABLE FUTURE PLAN

As the EAE family, our commitment to corporate governance has been the foundation of the success we have achieved from the past to the present. Increasing social impact and accurately analysing the expectations of all links in our value chain are also key factors to our success. By considering the expectations of our employees, we are able to implement our strategic plans on time, together with all our stakeholders.

The risks faced by international and national markets and the economic differences between social layers brought a change in the strategic management models of our company and made our sustainable management practices improve more and more each day.

We adopt a strategic sustainability model, in which not only economic values, but also environmental and social values are the elements of the decision-making mechanism.

We integrate our strategic approaches by integrating the 2030 Sustainable Development Goals, which are decisive in the future of our world and humanity, into the strategy development dimensions of our corporate culture, and we actively contribute to the UN 2030 Agenda with consistent actions and plans in line with our material sustainability elements and focus areas.

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We updated our sustainability management model with a financial impact level approach.

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Environment and World

To reduce our ecological footprint to create sustainable living spaces, and to secure the future of humanity and the planet.



- Emission Reduction, Energy Management and Combating Climate Change
- Zero Waste, Recycling and Circular Economy Practices
- Raw Materials and Natural Resources
- Water Use Efficiency, Water Management
- Biodiversity and Environmental Studies

Product, Service and Technology

To develop sustainable products and technologies in line with the decarbonisation vision, and to maximise the circularity ratio along the value chain.



- Product Quality and Customer Satisfaction
- R&D, P&D, Innovation and Eco-Design
- Sustainable Purchasing, Logistics and Supply Chain Practices
- Information Security, Artificial Intelligence and Digitalization Practises
- Emergency and Disaster Management, Resilience Practices

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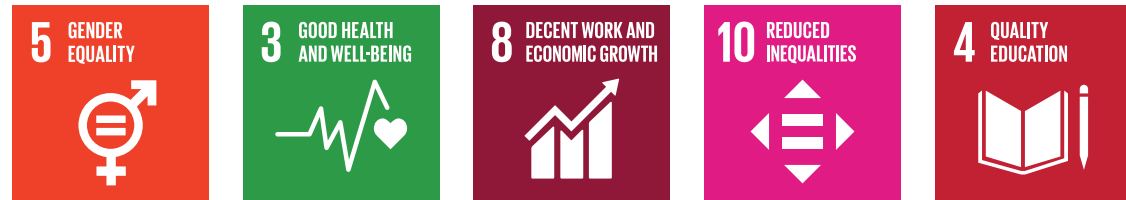
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Social Responsibility

To support social development by promoting an inclusive and equitable culture of life, while creating fair transition mechanisms alongside our value chain in every place we operate.



- Occupational Health and Safety
- Gender Equality Practices
- Diversity, Equal Opportunity, Human Resources Practices and Talent Management
- Public Relations, Social Policies, Civil Society and Local Practices

Organizational Development

To ensure full compliance with the new generation corporate governance vision required by global markets by developing ethical and transparency practices and transforming them into corporate culture.



- Fighting Anti-Competitive Behaviour and Anti-Corruption
- Stakeholder Engagement and Governance Practises
- Economic Performance, Global Markets and Market Presence
- International Compliance and Participation in Sustainable Development Networks

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We support our sustainable governance practices, where we adopt participatory and inclusive approaches, with duties and responsibilities that have been expanded across our organization, in the light of the goals set to shape the future.

We ensure that our goals and performance in all areas of activity are monitored through our sustainability mechanisms, where our sustainability committee is at the core. In line with our holistic strategy, which prioritizes stakeholder interaction in all areas of activity affiliated to our committee, we develop trends in all our business functions, including representation and responsibilities of our board of directors, and “we take effective planning actions in the light of our goals.”

In 2022, we completed the design and preliminary preparations of our sustainability management model. In 2023, we updated it with a financial impact level approach and defined our 2024-2050 roadmap, focusing on our vision for sustainable growth aligned with the green development goal.

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STRATEGIC DEVELOPMENT AREAS (TOP PRIORITIES) 2024-2026 GOALS AND PROGRESS

Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Emissions Reduction, Energy Management and Climate Change Mitigation and Adaptation	9	To prepare the Corporate Greenhouse Gas Inventory for all categories of Scope-3 determined in TSRS 1, to identify transition period risks and opportunities in climate change mitigation and adaptation within the scope of TSRS 2, to make preliminary preparations for emission reduction strategies, to carry out ISO 14064 verification, to carry out certification studies for EU SDCC compliance	Since 2022, we have annually reviewed our Corporate Greenhouse Gas Inventory in accordance with the GHG Protocol methodology established by the IPCC. We periodically revise it, particularly focusing on Scope 3, and ensure its verification through the ISO 14064 certification system. In 2023, we developed emission reduction strategies and actions using the Science-Based Targets initiative (SBTi) methodology. We submitted our mitigation plan to SBTi in accordance with the target of limiting global warming to 1.5 degrees. Our company is listed on the international SBTi platform with approved 1.5°C targets. In 2023, we worked on financial impact assessments, risk-opportunity analyses, and basic climate adaptation scenarios related to climate change and completed the CDP Climate questionnaire. As a result of our climate change disclosures, we were placed on the global CDP "B List" for global trade and suppliers. We conducted life cycle analyses (LCA) for our product groups in 2023. The share of renewable energy usage certified by I-REC across all our facilities is 90.36%.
Zero Waste, Recycling and Circularity Practices	6	Ensuring EU REACH and EU RoHS, Dodd-Frank Act compliance in the product range, expanding zero waste practices in all operation and production areas, minimising the rate of waste going to disposal by 50% by 2026, becoming a member of Turkey Circular Economy Platform and realising at least 2 transactions	We became a member of the Circular Economy Platform of Turkey, organised in partnership with BCSD Turkey and EBRD, and we continue our efforts to carry out at least one transaction to create symbiosis within the scope of the platform. We have expanded our Zero Waste certificates to all our production facilities. In 2023, we managed to reduce the amount of waste sent to disposal to 72.62 tonnes, a 25.67% reduction.



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Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Product Quality and Customer Satisfaction	9	Conducting LCA analyses and upstream and downstream carbon footprint assessments for products and services with high stakeholder engagement among key customers, beneficiaries, product and service providers, and other supply chain elements; enhancing sustainable transformation capacity through feasibility studies for sustainable products that align with green transformation goals, feature innovative energy technologies with low ecological footprints, and ensure optimal resource use from a sectoral perspective, establishing the ISO 10002 Management System to increase customer satisfaction and providing information to customers about sustainability efforts through digital tools, as well as conducting preliminary preparations for a sustainable product portfolio	In 2023, we initiated life cycle analysis (LCA) studies for 12 product groups and accelerated our verification process to ensure their publication within the scope of EPD. As part of our ISO 10002 Customer Satisfaction Management System, we have shaped our customer experience with the principle of continuous development and integrated it into our sales, design, R&D and production functions. We have developed highly interactive means and processes to handle complaints about our products and services, resolve problems and ensure effective follow-up. Effective monitoring of all our customer interactions help us optimize all our processes together with periodic improvement teams, both during the project designing stage and after sales, via the CRM platform, and we make continuous efforts to maximize customer satisfaction.
Sustainable Purchasing, Logistics and Supply Chain Practices	8	Subjecting suppliers to a sustainability-focused evaluation system (ESG Scoring, preferably EcoVads/Basic Module) to minimise ESG risks in all components of the supply chain (keeping the supplier performance evaluation rate above 80%), renewing corporate procurement procedures within the scope of ESG/sustainability principles, developing supplier risk analysis	In 2023, we included responsible supply chain approaches among our strategic objectives and renewed our responsible procurement system. We completed the ISO 28000 Supply Chain Security Management System processes and prepared for certification. We established our sustainability-focused evaluation system to minimise ESG risks in our supply chain. As the EAE Group, we initiated self-assessment studies contributing to the EcoVadis ESG scoring system and identified areas for improvement, particularly in our responsible procurement approach. As of 2024, we plan to expand our sustainability-focused evaluation system to the critical segments of our supply chain.
Information Security, Artificial Intelligence and Digitalization Practises	9	Growth in digital marketing and development of SaaS platforms, analysis with artificial intelligence in domains, big data processing and traceability studies, ISO 27001 Certification process, Managerial processes (Sales, supply chain, CRM, HR, etc.). Proactive management of traceability, efficiency and effectiveness through Robotic Process Automation (RPA) and instant and continuous monitoring of Machine-Equipment Efficiency (OEE) in operational processes, increasing the rate of digitalised processes and services, integration of OPEX studies	We have initiated efforts to integrate traceability, data warehousing, cybersecurity, artificial intelligence, and Industry 4.0 applications into processes across the entire production and supply chain. We periodically validate our information security practices through the ISO 27001 certification system. We are shaping our strong market position by enhancing it with unique product designs and digitalisation in line with information security principles for products needed both nationally and internationally. We have defined our mission for product development and digitalisation as designing innovative products that will lead the global electrical equipment and lighting sector while adding value to national and global economies.



Sustainability Impact Area:

Product, Service and Technology

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Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Economic Performance, Global Markets and Market Presence	9	To prepare, harmonise and publicly publish all sustainability policies within the scope of EAE Lighting, to fully comply with the green transformation and sustainable finance taxonomy process in the industry, to stay below ecological limits in the construction and electrical equipment sector, to increase the international market presence / share and the number of export countries / regions / customers	In 2023, we renewed our sustainability policy and all associated policies under its scope, formally announced them, and shared them with our stakeholders through our sustainability report and website. The process of opening overseas offices in new locations to represent our commercial activities and expand our presence and market share in global markets is rapidly progressing.
International Compliance and Participation in Sustainable Development Networks	7	Preparing all sustainability policies within the scope of EAE Lighting, preparing, harmonising and publicly publishing the first sustainability report within the scope of GRI standards, ensuring compliance with due diligence obligation and non-routine current situation studies (in particular EU CSDDD definition) in global trade areas, active presence in sub-working groups of international framework setting organisations with UNGC, WBCSD membership/signature, legislation follow-up and compliance studies, determination of compliance data points (qualitative-quantitative) and creation of data skeleton for data compatibility	Our first sustainability report, prepared in compliance with GRI Standards using the financial data from the 2022 fiscal year, was published in 2023 and presented for evaluation by our stakeholders. The activities and events of global sustainability networks (e.g., UNGC, WBCSD) were monitored, membership requirements were reviewed, and promotional meetings were held with these networks. Within our sustainability committee, a sub-working group was established to prepare for compliance with both national and international new regulations (e.g., EU CSRD, IFRS, EU CSDDD). The group initiated efforts to develop a data framework and data points.



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Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Diversity, Equal Opportunity, Human Resources Practices and Talent Management	5	Efforts have been undertaken to obtain the SEDEX or BSCI Social Compliance Certificate, increase the percentage of employees subject to talent management and regular performance evaluation processes to 70%, implement satellite/hybrid working system practices, improve employee engagement and satisfaction rates, increase the total hours and percentage of training provided to employees on ethical development and human rights, and minimise employee turnover rates.	In 2023, transition efforts to a 360-degree performance evaluation system, encompassing all operations, locations, and employees, were initiated. By early 2025, with the aim of implementation, areas of application for an incentive, recognition, and reward system under the headings of corporate citizenship, sustainability, climate change adaptation, and global just transition mechanisms were identified within the relevant sub-working group of our sustainability committee. Comprehensive analyses of performance criteria were conducted. Work on drafting procedures for the relevant system is ongoing. The SEDEX Social Compliance Certification process is planned to be initiated during 2024.



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Emissions Reduction, Energy Management and Climate Change Mitigation and Adaptation	9	In order to prevent climate change risks, implementing a corporate greenhouse gas reduction projection aligned with the SBTi methodology and the target of limiting global warming to 1.5°C (achieving carbon-neutrality), including a 50% reduction in Scope 1+2 emissions and a 30% reduction in Scope 3 emissions, alongside conducting carbon offset activities; to actively participate in national and international carbon markets (ETS); to leverage paid and free allocation opportunities; and to position the company as a seller in carbon trading.	To achieve an average 90% reduction in Scope 1, Scope 2, and Scope 3 emissions, as defined by SBTi methodology (becoming a Net-Zero company); to secure a place on the CDP A+ list for global trade and become a preferred high-volume seller in national and international carbon markets.
Zero Waste, Recycling and Circularity Practices	6	To embed the WBCSD CTI methodology into corporate culture; to declare circularity ratios using the A&M Foundation methodology; to increase the share of products and services applying circularity approaches to 50% of turnover, to create circular business models in critical raw material sourcing.	Increasing the share of the product and service range in which the circularity approach is applied/developed to 95%,



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Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Product Quality and Customer Satisfaction	9	To develop a product and service portfolio aligned with global and national sustainable product and product passport regulations, with a target to increase the exported product portfolio by at least 50%; to ensure that sustainable products account for at least 50% of national and international revenue.	Ensuring that the share of revenue from the sustainable product-service category in national and international turnover reaches at least 70%
Sustainable Purchasing, Logistics and Supply Chain Practices	8	To become an industry leader in creating positive impacts through ESG (Environmental, Social, and Governance) criteria across the entire value chain; to increase the percentage of suppliers subject to audits, performance monitoring, and those approving the Code of Conduct for Suppliers to over 60%; to raise the proportion of procurement from responsible sources to over 50%; and to achieve leadership as a company that delivers positive ecological impact throughout its entire value chain within the sector.	Transforming all components of the supply chain (upstream and downstream) into a sustainable value chain, thereby creating "inherently sustainable" brands throughout the supply chain.
Information Security, Artificial Intelligence and Digitalization Practises	9	Achieving an annual operational cost reduction of 4–8% (adjusted for inflation) across all processes. Expanding the integration of Industry 4.0 and digitalisation throughout the value chain. Developing preventive measures to mitigate AI-related risks identified by WEF.	Maximising success rates in machine learning processes and AI applications, leveraging AI in production through sustainability-focused algorithms and command structures.



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Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Economic Performance, Global Markets and Market Presence	9	Transforming the advantages of carbon-neutral organisations into competitiveness in EU ETS, EU CBAM, NATIONAL ETS and other global trade regulations, ensuring full compliance to enable the use/allocation of national-international carbon offset credits, diversifying the exported product range, increasing the stock market value in an inflation-adjusted manner, expanding the market presence to all continents.	To become a sustainable company included in a sustainable finance portfolio and recognised within global taxonomies (e.g., the EU Taxonomy), achieving a competitive advantage in global trade and green development-focused areas, and to transform into a hub of attraction for international investors.
International Compliance and Participation in Sustainable Development Networks	7	Adapting the external audit process to EU CSRD-ESRS and IFRS-ISSB full compliance standards,	To increase the number of global partnerships for sustainable development and achieve a leadership position as a policy-maker in local and regional service areas.



Sustainability Impact Area:

Organizational Development

STRATEGIC DEVELOPMENT AREAS (TOP PRIORITIES) 2026-2050 GOALS

Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Diversity, Equal Opportunity, Human Resources Practices and Talent Management	5	To raise the proportion of employees subject to talent management and regular performance evaluation processes to 90%, and to implement awareness-raising practices across the entire value chain on fair transition mechanisms, flexible working, human rights, inclusivity, and ethical development.	To increase economic productivity and the added value of social responsibility by investing in new job descriptions and capacity building for the fair transition process and job descriptions for the future.



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Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Management of Raw Material and Natural Resources	9	Optimisation of product and service delivery processes; ensuring compliance with the international restricted materials list for material suppliers within the scope of supplier companies and production; requiring REACH Certification from suppliers; increasing the weighting of sustainability criteria in the supplier evaluation system.	We have revamped our supplier evaluation system with ESG approaches and updated the scoring distribution to focus on sustainability, effective as of 2024. We continue to shape our environmental approach by maintaining our standard of keeping VOC values below the threshold limits in raw material sourcing. As of 2024, preliminary studies are ongoing within the relevant sub-working group of our sustainability committee to increase the use of recycled raw materials—particularly aluminium—in critical raw material procurement, review industrial symbiosis opportunities, and integrate circularity transition criteria.
Water Management, Water Use Efficiency, and Efforts to Reduce Water Stress	4	Initiating a Water Footprint Inventory, investing in flowmeter devices; reducing water usage at the source, and improving water use efficiency; providing awareness training across EAE Lighting on Mediterranean Climate Basin Water Stress, Clean Water and Sanitation, and water efficiency topics; expanding water treatment systems in production facilities and implementing grey water usage practices.	In 2023, we executed our production activities with a rainwater storage capacity of 1,629 m ³ . Our sustainability committee's sub-working group has completed the scope and planning for water footprint calculations. Pre-preparations for inventory calculations and certification processes, with risk and opportunity assessments approved by the strategic task force, have been finalised for 2024.



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Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
R&D, P&D, Innovation and Eco-Design	9	To establish R&D-focused collaborations with corporate stakeholders and promoting a sustainability-oriented R&D approach through holistic projects; to organise sustainability project idea days and competitions within EAE Lighting and its stakeholders; to form a specialised group within EAE Lighting in the field of eco-design; to conduct LCA or EPD analyses for products and services in portfolios identified by key customers; to participate in climate-neutral sustainable product and service development grants and funds (e.g., EU, KOSGEB, TÜBİTAK) in alignment with the EU Green Deal vision; to increase the number of sustainability- and circularity-focused projects within R&D Centre initiatives; to establish human resources incentives and reward mechanisms based on sustainability criteria.	We continuously improve and develop methods with our R&D team to reduce energy consumption, achieve high performance, and ensure efficiency, focusing all our investments on product development. As of 2023, our R&D personnel count is 30. In 2023, the periodic budget for our ongoing advanced technology projects reached 16.6 million TRY, while the sales revenue from new products developed over the past three years amounted to 519.6 million TRY. In 2023, as a result of patent studies within our R&D Centre, seven trademarks were registered, and we acquired patent and industrial design rights for four advanced technologies. We published four scientific articles accepted by national and international peer-reviewed academic indexes.



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Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Stakeholder Engagement and Governance Practises	4	To increase stakeholder interaction within the scope of OIZ and NGOs; to organise open microphone type idea sharing and promotion meetings; to establish the global and regional impact area of the Sustainability Committee and sub-working specialised groups; to increase the number of sectoral collaborations for sustainability innovation and partnerships for circular business models; to hold 6-monthly stakeholder meetings and advisory board meetings.	In 2023, under the sub-working group of our sustainability committee, we reviewed our environmental, social, and governance impact areas. While revising our approach towards sustainability balance, which we supported with national and international benchmarking studies in accordance with the principles of stakeholder participation and inclusion, we took into consideration the opinions of our strategic external stakeholders and employees, and strengthened the analytical depth of the sustainability elements, by classifying all expectations related with sustainability, based on the extent of impact and materiality. While revising our sustainability balance, we considered the double materiality approaches along with the opinions of all our stakeholders. In 2023, we initiated risk and opportunity mapping studies for the financial impact area and stakeholder groups required by TSRS 1.
Fighting Anti-Competitive Behaviour and Anti-Corruption	6	To prepare, harmonise and publicly publish all sustainability policies within the scope of EAE Lighting; to eliminate non-conformities in annual reports prepared by internal and external audit mechanisms; to provide trainings on prevention of unfair competition and anti-corruption.	In 2023, we reviewed and updated all our ethical and compliance approaches, including our Anti-Bribery and Corruption Policy, under the sub-working group of our sustainability committee and presented them to our stakeholders through our first sustainability report and website. For the upcoming period, we completed the planning of our diligence obligations, audit practices, suggestion-complaint mechanisms, and KPI-focused actions to prevent non-compliance in collaboration with the strategic risk and opportunity task force, which convened with the participation of senior management.



Sustainability Impact Area:

Organizational Development

STRATEGIC STRENGTHENING AREAS (TOP PRIORITIES) 2024-2026 GOALS AND PROGRESS

Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Occupational Health and Safety	4	Carrying out educational activities and on-the-job practices to integrate an occupational health and safety (OHS) culture into corporate culture; transitioning to an OHS model with identified development areas based on the Bradley Curve approach; identifying cases that may fall under occupational disease definitions and collaborating on preventive actions to create difference and leadership in the sector.	Under the scope of our ISO 45001 management system certificate, we reviewed our action plans regarding existing risks in line with our internal and external audits, shared our monitoring/measuring results, corrective/preventive approaches, and the stage evaluations of the certifying body with the relevant sub-working group of our sustainability committee.



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Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Management of Raw Material and Natural Resources	9	To ensure at least 30% of primary raw material procurement is sourced from recycled materials; to implement business models required by the circular economy for reuse and waste management functions, and to increase the weight of sustainability criteria in the supplier evaluation system to 50%.	To source all raw materials from a value chain shaped by circular economy components; to add new material-focused firms to the value chain, and to ensure the sustainability of material procurement.
Water Management, Water Use Efficiency, and Efforts to Reduce Water Stress	4	Reducing water usage by 10% at the source and reducing the amount of discharged wastewater by 10%, increasing water use efficiency.	Reducing water consumption from activities in water-stressed areas, including the supply chain, by 20% (Virtual water calculation).



Sustainability Impact Area:

Environment and World

STRATEGIC STRENGTHENING AREAS (TOP PRIORITIES) 2026-2050 GOALS

Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
R&D, Product Development, Innovation, and Eco-Design	9	Conducting compliance studies with the eco-design directive defined as ESPR within the scope of EU regulations; increasing the number of sustainability and circularity-focused projects within the scope of EAE Lighting projects; allocating at least 20% of total investments to R&D, product development (PD), and innovation investments for sustainable product development; increasing the impact of R&D and innovation investments on profitability by at least 20%, developing eco-design applications with 2030 technologies; and commercialising sustainability-focused innovation practices.	Allocating at least 40% of total investments to R&D, product development (PD), and innovation investments for sustainable product and service practices; increasing the impact of R&D and innovation investments on profitability by at least 40%; and developing eco-design applications with 2050 technologies.



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Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Stakeholder Engagement and Governance Practises	4	To achieve a position as a policy and trend-setting opinion leader in sectoral activities in global and regional sustainability approaches	To develop competitive defining standards and mandatory (mandatory) applications in sectoral activities for global and regional sustainability compliances.
Fighting Anti-Competitive Behaviour and Anti-Corruption	6	To carry out due diligence and non-routine current situation analyses in EU CSDDD compliance, minimizing the number of incidents, penalties, sanctions, restrictions, or lawsuits determined by national-international ethical mechanisms, including human rights, professional violations, and corruption, within the value chain.	To be fully compliant with the EU Greenwashing Directive and other global regulations, having the highest access to sustainable finance; and to be recognized as a sustainable company in national-international taxonomies (especially within the scope of the EU Taxonomy).

 Sustainability Impact Area: **Organizational Development**

STRATEGIC STRENGTHENING AREAS (TOP PRIORITIES) 2026-2050 GOALS

Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Occupational Health and Safety	4	Promoting seismic suspension systems against earthquake risks across our production facilities, expanding the occupational health and safety (OHS) culture to employees' living spaces, reducing workforce time loss and workplace accidents, and supporting healthy and safe working environments.	Aiming to reduce workplace accidents by 90% based on the 2022 reference year to promote the security culture, and being the guarantor of the healthy living of employees and their families.

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STRATEGIC PROTECTION AREAS (MODERATE PRIORITIES) 2024-2026 GOALS AND PROGRESS

Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress
Biodiversity, Ecosystem Protection, and Environmental Studies	7	Publishing the Biodiversity Policy and announcing it on public platforms, systematizing the environmental study and impact assessment processes on ecosystems in the areas of impact of EAE Lighting by following advanced technology, identifying impact dimensions and stakeholder approaches.	In 2023, we prepared our biodiversity policy and for the coming period, we evaluated our impact areas and potential actions in our sustainability committee and reported them to the risk and opportunity strategic task force.



Sustainability Impact Area:

Environment and World

STRATEGIC PROTECTION AREAS (MODERATE PRIORITIES) 2024-2026 GOALS AND PROGRESS

Sustainability Element	Financial Impact Level	Goals for 2024-2026	2023 Progress Status
Gender Equality Practices	4	Increasing the number of female employees, enabling more female employees to take part in disaster intervention, urban resilience, ethical awareness, Corporate Social Responsibility (CSR), and volunteer projects, and carrying out these works/promotion and communication activities.	Within the relevant sub-working group of our sustainability committee, we have started pre-preparation and planning processes to develop stakeholder collaborations within the scope of EAE Group and OSB, and to ensure participation in women empowerment projects in the regional impact area. Impact analyses in action areas have started to be reported to the risk and opportunity strategic task force.
Public Relations, Social Policies, Civil Society and Local Practices	4	Increasing stakeholder engagement by utilizing the advantages in human-intensive urban activity areas that come into contact with the community, identifying social benefit impact areas, and signing collaboration protocols with public stakeholders.	We attach importance to the principle of being transparent, honest and open in all of the processes, where we actively communicate and interact with our stakeholders. We evaluate the demands and expectations specific to stakeholder groups covering all social strata which we interact with, in all the countries we operate, including our country, and we attach importance to the opinions and suggestions of our stakeholders in line with sustainable development, through regular communication channels we have established.



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Emergency and Disaster Management, Resilience Practices	5	Prioritizing action plans for regional and global disasters and wars in human-intensive urban activity areas, integrating them into all processes, identifying acute and chronic urban risks for catastrophic events, planning alternative suppliers, workforce, and supply chain arrangements, regional route change planning, developing collaborations with disaster organizations, ensuring the widespread adoption of seismic suspension systems across our production facilities.	Joint action plans have been prepared between OIZ and EAE Group companies. Planning new-generation seismic building technology investments in line with resilient industrial practices, and reporting information related to the investment process to our board of directors.



Sustainability Impact Area:

Product, Service and Technology

STRATEGIC PROTECTION AREAS (MODERATE PRIORITIES) 2026-2050 GOALS

Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Biodiversity, Ecosystem Protection, and Environmental Studies	7	Implementing inclusive projects that will prevent biodiversity loss in line with the EU Green Deal and other urban transformation visions in impact areas, establishing project-based collaborations with local policy-making bodies and NGOs, and applying practices that mitigate financial risks identified by the TNFD methodology.	Carrying out impact investments in biodiversity finance areas determined by the TNFD methodology.



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STRATEGIC PROTECTION AREAS (MODERATE PRIORITIES) 2026-2050 GOALS

Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Gender Equality Practices	4	Applying for UNGC WEPs membership, strengthening the participation of women in decision-making processes of economic and social life in local communities both domestically and abroad, within the framework of the fair transition vision.	To increase the female rate in decision-making mechanisms and subcommittees under the board of directors to over 30%.
Public Relations, Social Policies, Civil Society and Local Practices	4	Taking on stakeholder roles in high-impact corporate social responsibility projects.	Providing stakeholder engagement and ownership in global social enterprise and impact investment companies.



Sustainability Impact Area:

Social Responsibility

STRATEGIC PROTECTION AREAS (MODERATE PRIORITIES) 2026-2050 GOALS

Sustainability Element	Financial Impact Level	Goals for 2026-2030	Goals for 2050
Emergency and Disaster Management, Resilience Practices	5	Ensuring compatibility with resilient and sustainable urban agendas defined by the Green Deal and UN SDG Sustainable Cities framework.	Becoming a resilient industrial organization that mitigates all urban and financial risks caused by catastrophic events.



Sustainability Impact Area:

Product, Service and Technology

An aerial photograph of a dense forest, showing a variety of tree species and their canopy. The image is overlaid with a semi-transparent red filter. The text is centered in the middle of the image.

**SUSTAINABLE
FUTURE PRACTICES**

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TECHNOLOGY, INNOVATION AND R&D-ORIENTED PRODUCT DEVELOPMENT

Since our establishment in 1983, we have put R&D activities at the centre of our business approach, and we have been making vigorous efforts to offer products in conformity with modern lighting techniques, by focusing on industrial lighting in our business, which mainly consists of interior lighting. Our safe, environmentally-friendly and convenient products, which minimize investment and operating costs, are a result of our R&D culture.

We prioritize R&D, P&D and innovation to highlight bring sustainable and high-quality products to the forefront in our operational activities. Thus, we become more competitive in the national and international markets.

We crown the quality difference we have made in the journey of light through original designs in our R&D centre. We have ensured that our R&D centre adopts becoming the industry leader through our visionary R&D projects and lighting equipment and developing innovation-based products with high added value on a local and international scale as a mission.

Our R&D efforts are ongoing in a total area of 1840 m², with a laboratory of 1520 m², testing and prototype workshops and an office of 320 m². Having science-based academic equipment, our R&D centre, which serves with a staff of 25 people with researchers, technicians and support team, is approved by the Ministry of Industry and Technology of the Republic of Türkiye and produces high-tech products.

We have developed short, medium and long-term strategies for our R&D centre, where we aim for sustainable development. While developing our strategy, we placed the climate crisis at the centre of our solution-oriented efforts. Reduction of our carbon and water footprint resulting from our production and market activities and development of a product range in line with the “Net-Zero” vision are the building stone of the activities of our R&D centre for a sustainable future.

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We develop efficient products and business methods with high-performance to ensure energy efficiency. Our elaborate efforts towards developing new projects and improving our current projects with our project engineers and technicians, who are all experts in the relevant fields, are ongoing. We aim to carry our work to the peak point with the awareness that an effective project management is the most important requirement for an effective result.



REVOLVED-X HOT+, which has the highest temperature resistance of the REVOLVED-X product family with +70°C, is suitable for long-term use with its unique performance life.

We are increasing our orientation towards recyclable materials in the production of fittings. Thanks to production automation, we ensure that our products are energy-efficient products with price/performance ratio. Our products, which are developed with special lighting solutions, are resistant to temperatures up to +70 degrees and are equipped with a coating technology that can perform in salty environments. Furthermore, we provide healthy service to our customers with our human-centred lighting solutions and products optimized for eye comfort.

We attach importance to recycling in order to reduce our carbon footprint. In line with our sustainability vision, we strive to produce our newly designed and ongoing design products using recycled plastic and aluminium materials.

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With **Eco-Design** products, we aim to develop environmentally-friendly products to serve the nature.

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Our high efficiency fixture design studies have been completed by the R&D centre and our eco-design product studies are continuing.

We ensure valuable achievements at various points by making use of plastic instead of aluminium in our R&D Centre, which is approved by Green Order for environmental performance. Our products, which are made using minimum amount of materials that do not require painting, have strong insulating properties and are 30% lighter than aluminium and which , and which suits cleaning chemicals, provide lower energy consumption of 69-87% and a positive contribution with lower greenhouse gas emission of 67-87%.

We carry out studies in cooperation with academics, by being aware of the fact that science is essentials of R&D activities. We adopt a positive approach in any collaboration that will contribute to improvement efforts in the national and international arena, and we follow incentive and support programs closely. Our expenditures on all the R&D projects, including those which are in place, have already launched and are in designing phase, reached TL 45.1 million in 2023, and we have achieved a turnover of TL 520.4 million from the products we made.

Symposiums, Congresses and Conferences Attended by our R&D Unit in 2023

- Abant 2nd International Scientific Research Conference
- Istanbul 3. International Congress of Current Scientific Research
- Mediterranean 10th International Social Sciences Conference
- Conference on Sustainability in the Lighting Sector



45.732.810 TL

EAE Lighting R&D Expenditure,
2023



25 People

Number of the Employees at
R&D Centre, 2023

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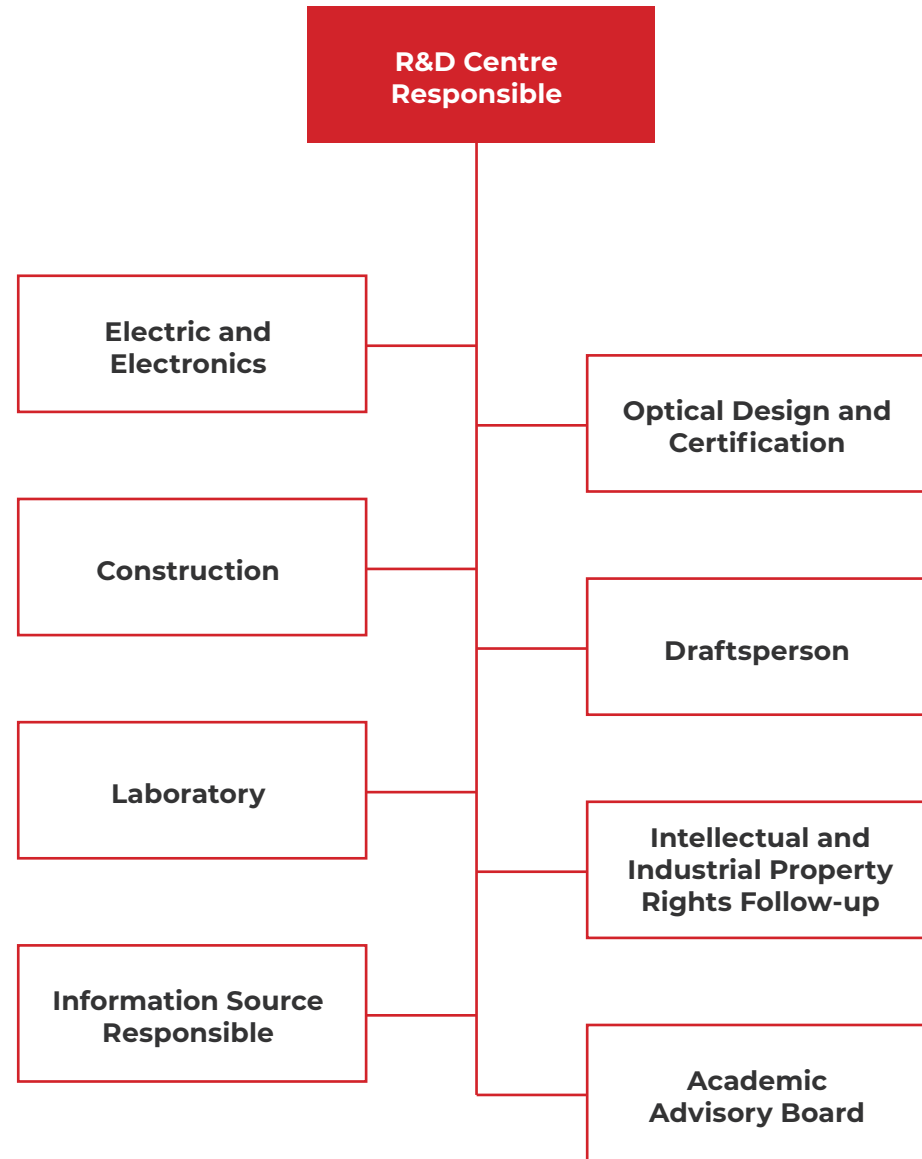
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EAE Lighting R&D Centre Organisation Chart

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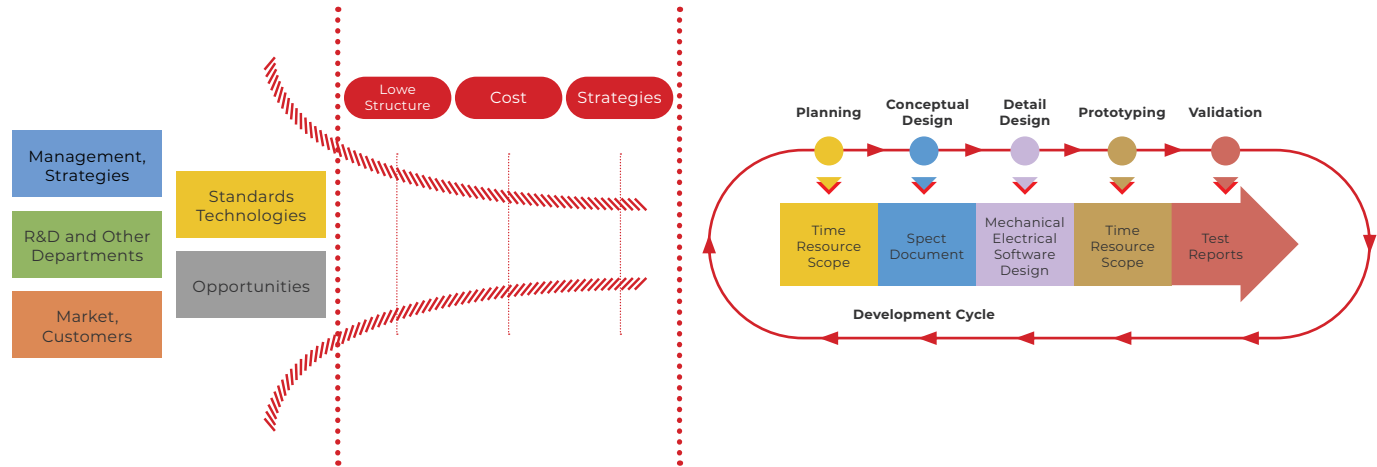
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<p>Gathering Ideas</p> <p>Ideas are gathered from a variety of sources by the R&D Centre of EAE Lighting.</p> <p>The market, company requirements, changing and evolving regulations and opportunities for differentiated positioning in the market form the basis of this process.</p>	<p>Project Portfolio Management</p> <p>Ideas are evaluated by adopting a funnel approach, in accordance with the criteria, such as cost, infrastructure and technological competencies, the market strategies of EAE Lighting and brand perception, and the project are listed and priorities are set. This prioritisation is managed dynamically and projects are directed to the project pipeline.</p>	<p>Project Management</p> <p>In project management, due to the technological multi-disciplinary nature of the projects, PMP processes are also used, but a more agile and iterative approach based on continuous control is used.</p> <p>The PDCA (plan-do-check-act) approach is followed in 3 stages: conceptual design, detailed design and prototyping, where the implementation phase is divided into stages and outputs and risks are identified faster.</p> <p>For project management, Cost-Scope and Time frame are managed by making use of in-house management templates, MS Project and SAP.</p>
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Project Management Process of EAE Lighting R&D Centre

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ACCREDITED LIGHTING TEST LABORATORY

EAE Group of Companies, which has grown rapidly since its establishment, continues to offer services with the accredited Testing Laboratory of EAE Lighting.

Being aware of our national and international responsibility with our qualified and friendly staff, we aim to increase product reliability and quality with our quality system that fully meets the requirements of TS EN ISO / IEC 17025 standard, within the scope of TS EN IEC 60598-1 Lighting Fixtures Standards and TS EN 13032 Photometric Measurement Standards, adhering to the rules of confidentiality and impartiality with our high accuracy target.

Our Testing Laboratory has completed the accreditation process with AB-1068-Accreditation number from TÜRKAK in 2016. Thanks to our laboratory, we provide accurate and reliable measurements by carrying out Photobiological Safety Tests, Photometric Measurements, Electrical Tests, Temperature Tests, Mechanical Tests, Performance Tests and IP Protection Rating tests. We carry out accredited ENEC Certification and UL Certification tests of our products.

The continuity of the traceability chain according to SI units is ensured by fully meeting the requirements of the TS EN ISO / IEC 17025 standard through our young, dynamic staff, who are professional in ensuring customer satisfaction.

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Details on Testing Laboratory Accreditation

DEKRA

Current Level: Stage 2

We have been subjected to audits every year since 2013, and the declaration of conformity of the relevant organization remains valid until a non-conformity is detected as a result of the audits.

UL

Current Level: Stage 2

We have been subjected to audits every year since 2022, and the declaration of conformity of the relevant organization remains valid until a non-conformity is detected as a result of the audits.

UL America(DAP/WDTP)

Starting from 2024, UL USA Certification tests will be carried out under the supervision of UL auditors.

TURKAK

Accreditation Date: 08.06.2016

Valid until: 06.10.2024



DEKRA



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OUR RESPONSIBLE PURCHASING AND VALUE CHAIN

In accordance with our sustainability policy, we create a balanced business continuity relationship with all components that adopt our responsible supply chain understanding in environmental, social and economic dimensions and our reputation management scope, and we develop alternative risk management approaches to prevent disruption in our supply chain.

While developing our own sustainability practices for our value chain, from the supply of raw materials for our products to the end user, we aim to make our entire supply chain a part of this development.

We aim to increase the consciousness and awareness of our suppliers, customers and all our stakeholders, through our approaches that are inclusive, respect human rights and social justice, and advocate equal opportunities.

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We pay attention to expand corporate sustainability and green transformation across our entire value chain.

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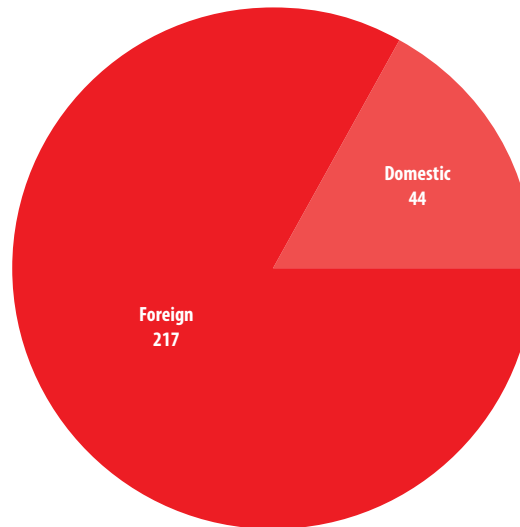
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62%

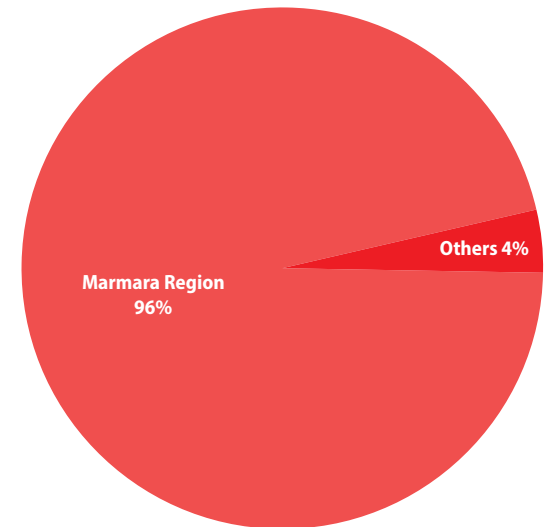
2023 Ratio of Local Raw Material Procurement in Total Procurement Budget, USD



Number of Supplier Companies in 2023



Regional Distribution of Domestic Suppliers in 2023



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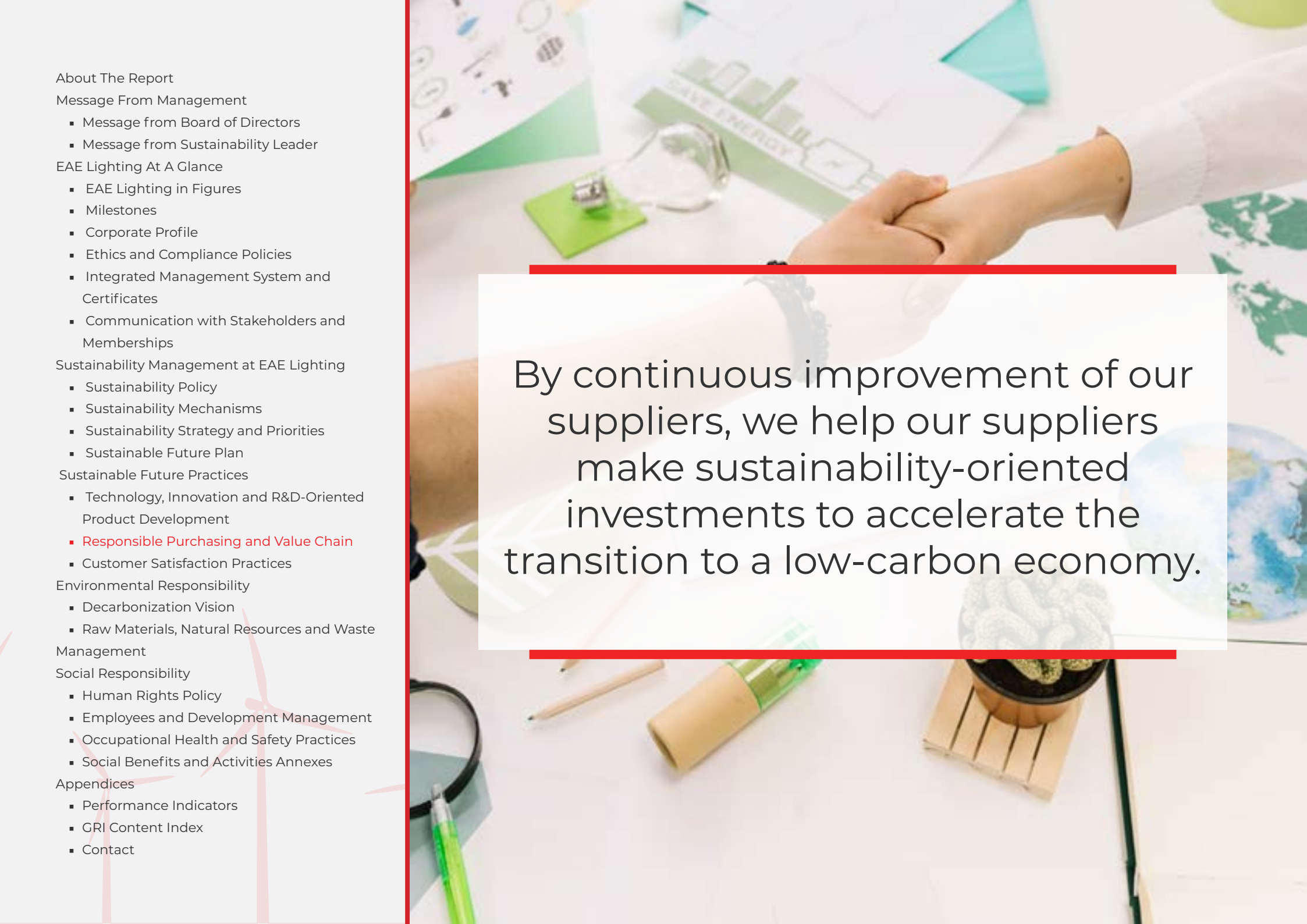
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A handshaking scene over a desk with sustainable business documents, a lightbulb, and a globe. The background is a top-down view of a desk with various items: a hand holding a pen, a lightbulb on a green stand, a globe, a pencil, a green pen, and a small potted plant. The text is centered in a white box with a red border.

By continuous improvement of our suppliers, we help our suppliers make sustainability-oriented investments to accelerate the transition to a low-carbon economy.

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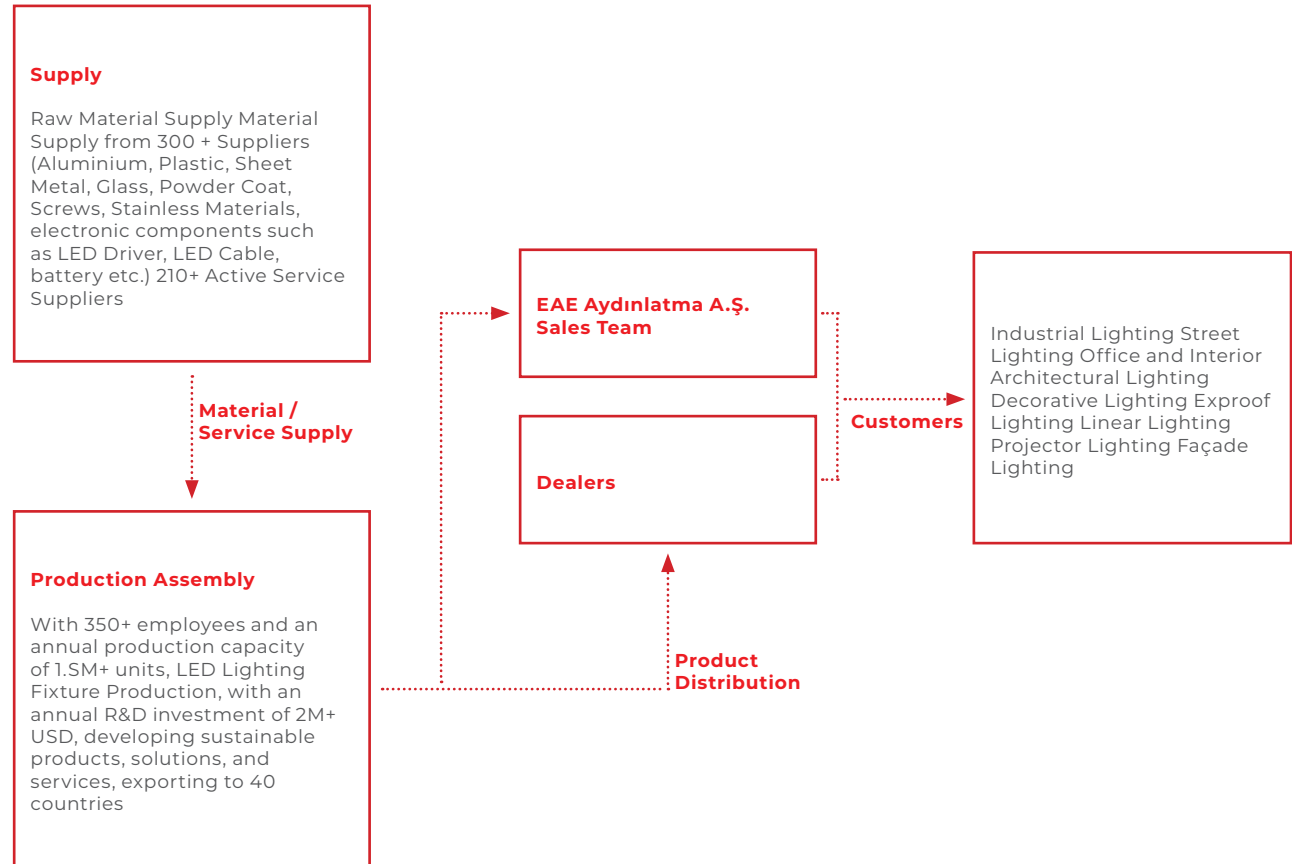
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We expand our sustainability practices across our value chain, including every component, through risk management, evaluation processes, audits and active communication activities.

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Stakeholder Feedback

We have been actively supplying plastic lighting profiles and plastic seals to EAE Lighting for nine years. With our trust-based cooperation, we smoothly manage our supply process.

We have a clear consensus on quality and satisfaction with the corporate structure of EAE Lighting. In this context, we are constantly developing new projects together. At the same time, we ensure continuous improvement and development in our products through the quality principles set by EAE Lighting, expanding our innovative vision. The value chain created by EAE Lighting consists of efficient, energy-friendly products that offer both budget and environmentally friendly services, enabling sustainable supply. The importance of emission tracking activities carried out transparently has come to the forefront due to the increasing impact of climate change.

EAE Lighting does not remain indifferent to the threat of climate change and, with leadership in its sector, calculates carbon emissions and carries out efforts to reduce their impact. Not only calculating emissions, but also, in line with science-based targets, energy efficiency, water and raw material efficiency studies, and nature-friendly services are continuously increasing every day.



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We turn our products and derived by-products, which are developed as a result of processing all the raw materials we use in the final production stage, into inputs for production both in the fields of activity of our subsidiaries and in different industries, and we make a positive contribution to the circular economy by recycling by-products.

In line with our responsible purchasing principle, we have completed the preliminary preparation process in our sustainability committee's sub-working groups to integrate environmental and social components into our supplier performance evaluation approach, together with the processes indicated by the Supply Chain Security Management Procedure.

In the upcoming period, with our Responsible Purchasing and Supply Chain Policy, which will be published for the information of all our stakeholders, we aim to ensure that the products, raw materials, and services we purchase and the business processes of our suppliers comply with the sustainability vision, encourage and evaluate our suppliers in line with sustainability principles.

As the EAE group, we use the EcoVadis ESG Scoring System with the "basic" classification option to identify the strengths and areas for development of our suppliers and to conduct environmental, social, and governance (ESG) risk assessments. In line with our policy, the ESG issues evaluated include energy consumption, water, biodiversity, pollution, waste, customer safety, industrial safety, workforce practices, human rights, corruption, bribery, fraud, money laundering, and sustainable procurement criteria.

By 2030, we plan to increase the weighting of sustainability criteria in supplier evaluation from a minimum of 10% to at least 25%. Additionally, we aim to implement sustainability-focused evaluation practices across our entire supply chain. In line with our responsible purchasing approaches, we expect our suppliers to calculate their greenhouse gas emissions, work on emission reduction, and determine the environmental impacts and risks arising from the services they provide to the EAE group.

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SUSTAINABILITY FOCUSED DRAFT QUESTIONNAIRE

Does the Supplier Company

- Have a Sustainability Report?
- Does an Environment Policy exist? Has an environmental management system been established? Have procedures, instructions, and forms regarding the environment been created, and responsibilities been assigned?
- Has a Waste Management Plan been created? Is it fully implemented? Are wastes separated by their types? Is there a Waste Yard?
- Are there procedures for the management of chemicals?
- Do all Chemicals have a Safety Data Sheet?
- Does an Energy Policy exist? Has an energy management system been established? Have procedures, instructions, and forms regarding the energy been created, and responsibilities been assigned?
- Is energy consumptions monitored? Are reduction efforts being made, or is there a reduction plan in place? (TEP, kwh, Sm3, etc.)
- What is the total TEP value? If within scope, is there an Energy Manager present?
- Is there renewable energy use? What is the ratio of current energy usage?
- Is there a verified greenhouse gas inventory?
- Have greenhouse gas reduction strategies and targets been defined?
- Are declarations such as CDP and SBT available?
- What is the end-of-life recycling percentage of the procured materials/products?
- Are studies like LCA and EPD being carried out?
- Are there efforts for sustainable procurement? (Green Supply Chain)
- Have the risk processes of the supply chain been determined?
- Is there an appointment for an Occupational Health and Safety (OHS) Specialist and Workplace Doctor? Is there an infirmary?
- Does an OHS Policy exist? Has an OHS management system been established? Have procedures, instructions, and forms regarding OHS been created, and responsibilities been assigned?
- Have OHS hazards and risks been determined? Are the necessary precautions being taken?
- Has there been any legal non-compliance (including fines, etc.) in the last year regarding OHS?
- Have emergencies and emergency plans been defined for OHS accidents and risks? Are drills being conducted? Are accident or near-miss reports recorded?
- What is the ratio of female employees to total personnel? What is the ratio of female employees in decision-making mechanisms?
- What is the average training hours per employee?
- Is there an Ethics Committee, Ethics Procedure, and Employee Handbook?
- Are periodic health screenings conducted for employees in accordance with regulations, and are records kept?
- Is child labour being employed under the age of 15?
- What is the gender and education level distribution of employees? (Uneducated, Primary School, High School, University, Master's, PhD)

Starting from 2024, our company will require our suppliers to establish an Environmental Management System (EMS) to minimize the environmental damage, work towards the net-zero emissions vision required by our sector, and focus on efforts related to the efficiency of natural resources, energy usage, and chemical management. We will closely monitor the efforts of our suppliers to assess the risks of minerals such as tin, tungsten, tantalum, gold, and cobalt throughout the supply chain using the Conflict Minerals Reporting Template (Certified Maintenance & Reliability Technician) and the Cobalt Reporting Template (CRT) created by the Responsible Minerals Initiative Alliance.

We expect our suppliers to report their contributions to the United Nations Sustainable Development Goals (SDGs), with the 'Responsible Production and Consumption' heading being a priority.

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As part of effective supply chain management and responsible purchasing approach, we attach importance to our suppliers' way of doing business with the rules of conduct set forth in our ethics policy. We do not work with business partners and suppliers, who do not comply with the ethics principles of the EAE brand, do not meet the requirements on working conditions, wages and other rights of their employees, and do not act in accordance with the law. We do not work with any suppliers who engage in or support bribery, corruption, and fraudulent activities, and in case such negative activities are detected in our suppliers, their relationship with the EAE group will be immediately terminated.

Our suppliers should avoid making promises or engaging in practices that will benefit our company or any other person or institution. We expect our suppliers to comply with our ethical criteria and avoid situations that violate applicable laws and regulations regarding the receiving and giving of gifts. If violations of laws, our policies, principles, and applicable standards regarding bribery, corruption, conflict of interest, unfair competition are detected throughout our value chain, our suppliers must report the violation directly to the EAE Enlightenment Ethics Board using the designated communication channels.

We establish cooperation with suppliers, who comply with the rules and principles in all our business processes and relationships, act with financial integrity in accordance with commercial and financial legislation, provide their employees with a safe and healthy workplace without discrimination and harassment, attach importance to information confidentiality, and avoid unfair competition.

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CUSTOMER SATISFACTION PRACTICES

We, as EAE Lighting, consider providing satisfaction of all our customers and for all operations as a sustainability element of top priority in order to raise our brand value to the highest level in the international market.

Within the scope of all our process, we develop high-quality practises that encourage customer loyalty by offering a perfect customer experience and through our customer-oriented approaches.

The expansion of trade volume in the business world and the increase in the number of companies in the industries also increase the expectations of the customers. We do our best for accurate analysis of the needs and demands of all our customers in line with our Customer Relationship Management (CRM) principles.



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As part of our ISO 10002 Customer Satisfaction Management System, we have shaped our customer experience with the principle of continuous development and integrated it into our sales, design and production functions.

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We have developed highly interactive means and processes to handle complaints about our products and services, resolve problems and ensure effective follow-up. Effective monitoring of all our customer interactions help us optimize all our processes together with periodic improvement teams, both during the project designing stage and after sales, via the CRM platform, and we make continuous efforts to maximize customer satisfaction. We are revising our customer satisfaction processes with an internal control approach and shaping our procedures according to the principle of continuous development.

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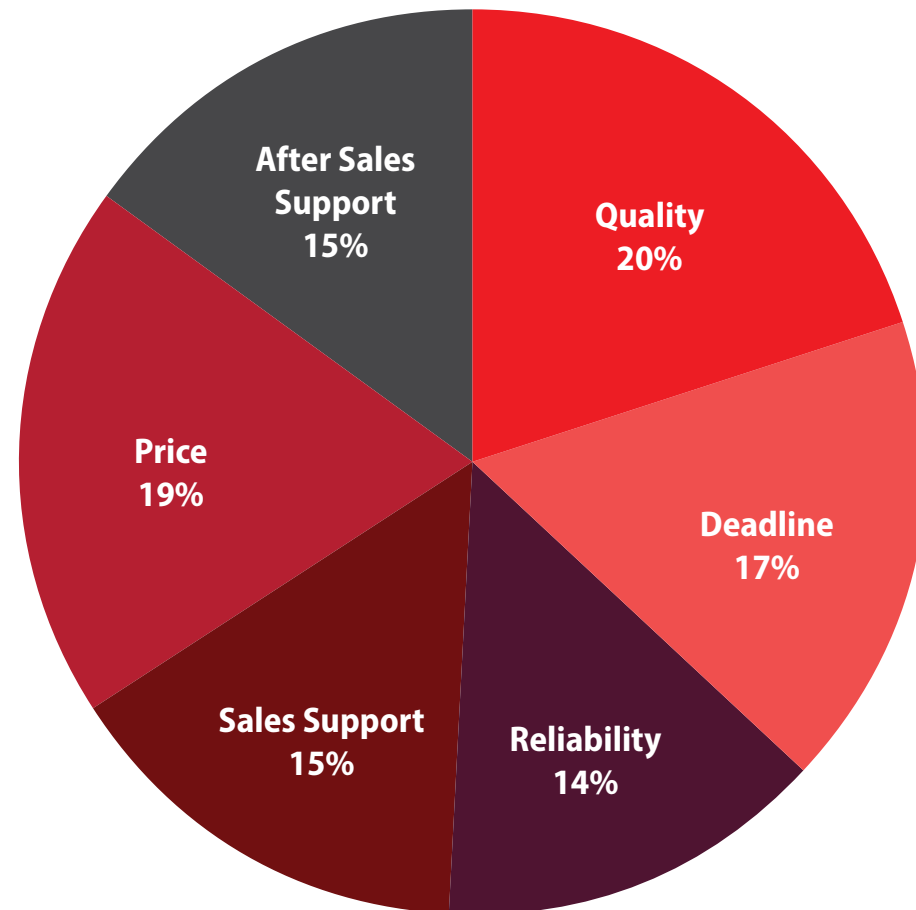
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OUR CUSTOMERS' PRIORITIES

In case of receiving special requests from our customers or in customer visits and other complaint-failure situations, active use of our CRM application enables supervisor reviews; help create on-site and off-site task documents, deliver active feedback to our customers, make annual evaluations of the problems together with our production and R&D units; issue emergency service orders and return orders, and design improvement/development processes in line with satisfaction surveys and our non-conformity and corrective action procedures.



Our Customers' Priorities (2023)

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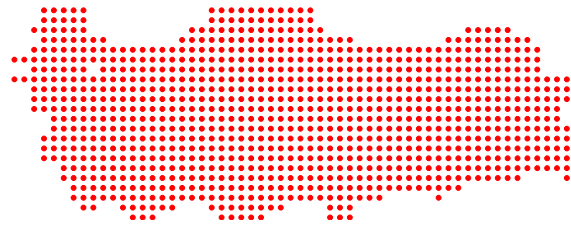
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%90

Domestic Customer Satisfaction Rate



%92

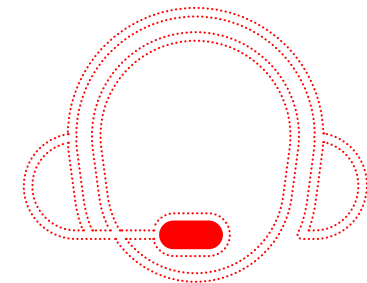
Foreign Customer Satisfaction Rate

%93

Sales and Customer Relations Processes Satisfaction Rate

%94

After-Sales Support Processes Satisfaction Rate



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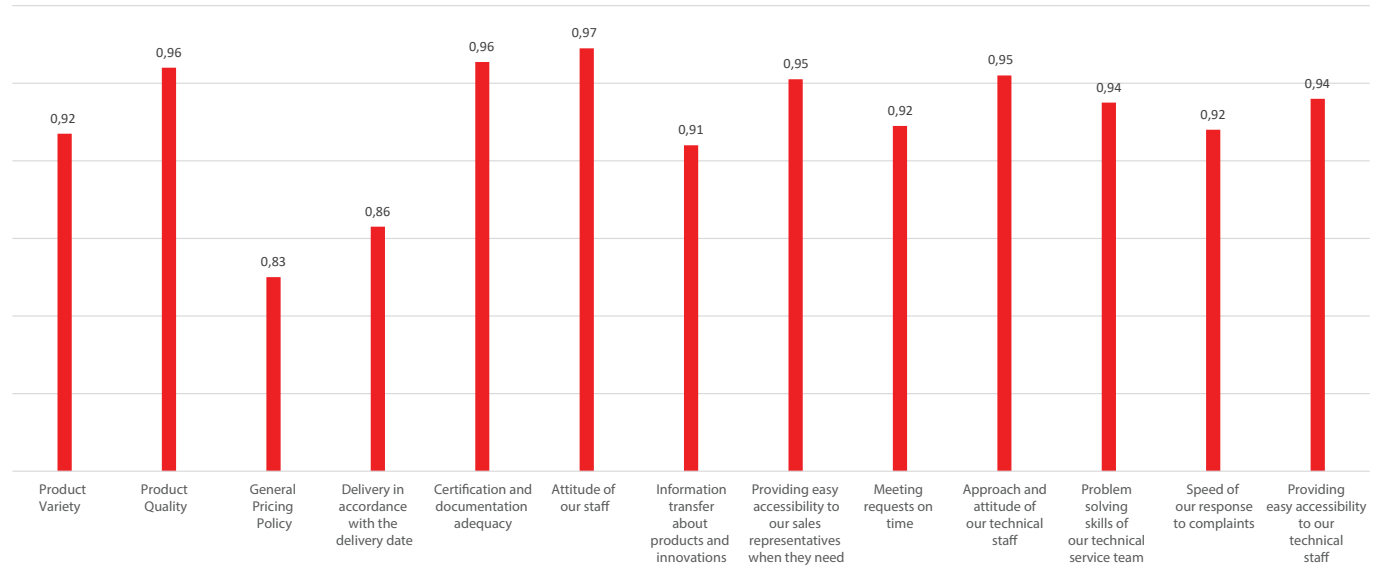
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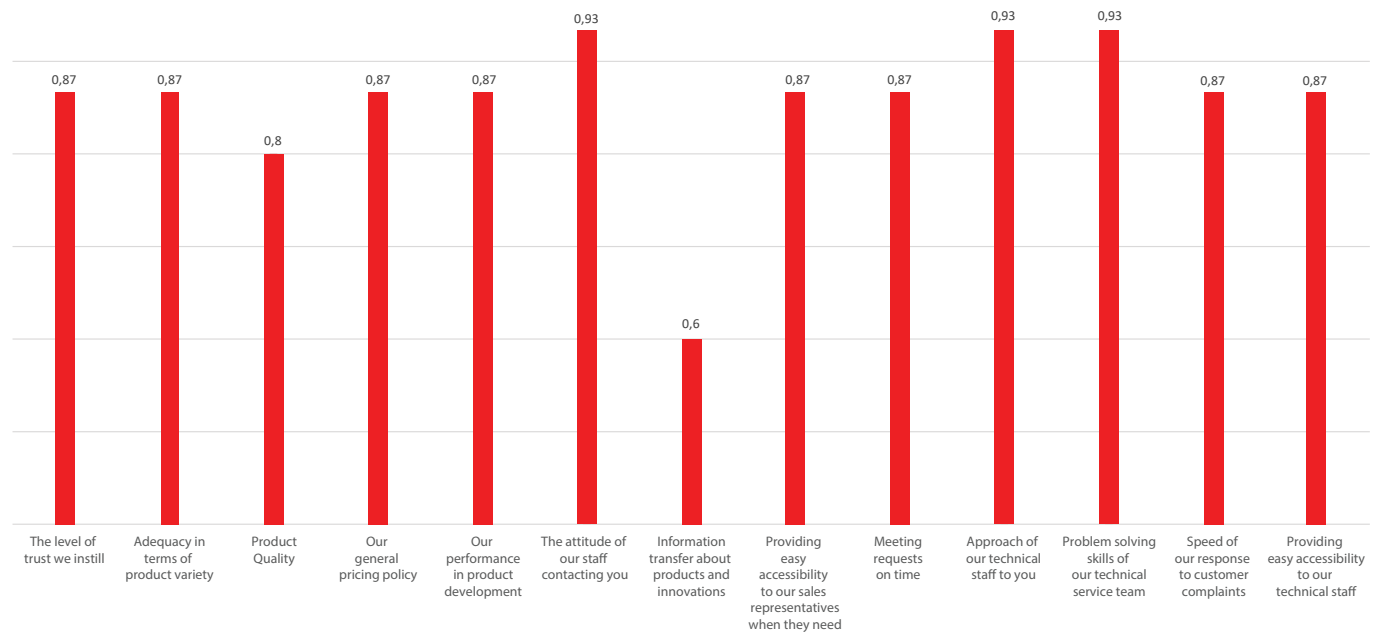
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DOMESTIC CUSTOMER SATISFACTION PERFORMANCE



INTERNATIONAL CUSTOMER SATISFACTION PERFORMANCE



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Periodically, we conduct satisfaction surveys using inclusive sampling approaches, in line with the experience and development areas of our domestic and international customers. In our satisfaction survey research and analysis, we use numerical weighting methods by ranking the expectations of our customers based on their impact-importance level to determine satisfaction rates as accurately as possible.

We aim to accelerate our continuous improvement efforts and development projects in the relevant sub-working group of our sustainability committee in 2024, in order to reach perfect customer satisfaction level, which was 91% by 2023.



**Customer Satisfaction Percentage,
2023**

An aerial photograph of a dense forest, showing a variety of tree species and their canopy. The image is overlaid with a semi-transparent red filter. The text "ENVIRONMENTAL RESPONSIBILITY" is centered in the middle of the image in a bold, white, sans-serif font.

ENVIRONMENTAL RESPONSIBILITY

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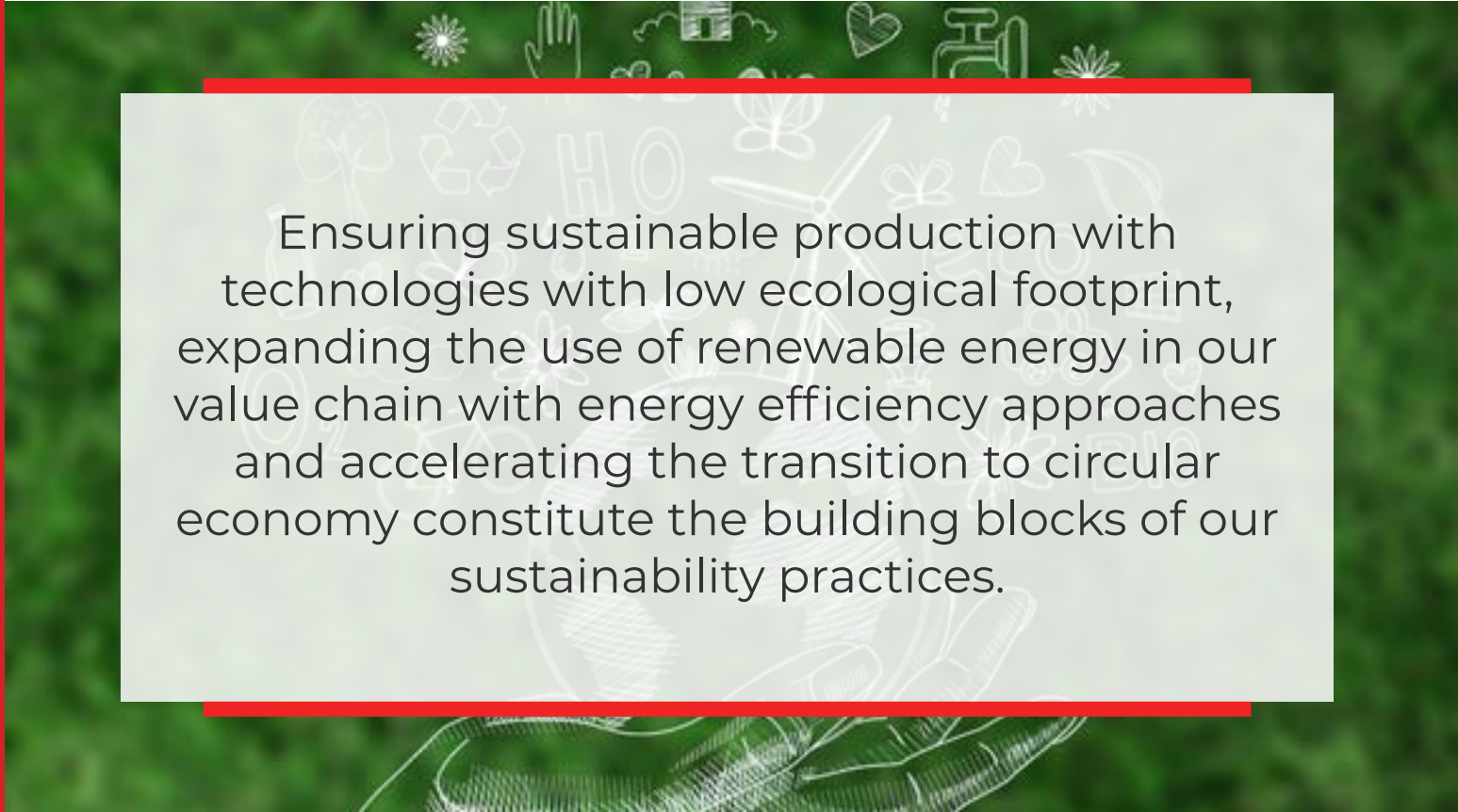
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ENVIRONMENTAL RESPONSIBILITY

We serve environmental sustainability by integrating our decarbonization vision, which we developed by being aware of the fact that a clean environment is what makes a liveable future possible, into a structure that protects natural resources and acts responsibly in waste management. We attach maximum importance to the responsibility we shoulder to hand on a cleaner and greener world to future generations.

We aim to have a positive impact on the future by strong reflection of our vision of decarbonization and green transformation to our impact area.



Ensuring sustainable production with technologies with low ecological footprint, expanding the use of renewable energy in our value chain with energy efficiency approaches and accelerating the transition to circular economy constitute the building blocks of our sustainability practices.

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DECARBONIZATION VISION

We, as EAE Lighting, keep the will to ensure corporate transformation, which we have developed by adopting a sustainability management approach, at the centre of our strategy, so that future generations can live a life with higher standards.

Our world's climate is in a change and temperatures have now risen to a "crisis" level, which threaten us all in every aspects. In case we do not take any actions, we will face environmental disasters, such as drought, desertification, floods or fires, and huge social destruction, including mass migration and poverty. We are aware that the balance of our world, nature and life is in danger. We have to take correct actions starting from today and make the right choices in order to hand on a better, fair and liveable world to future generations.

In 2023, the average temperature of our Earth surpassed the previous highest recorded temperature in 2016 by 0.17°C, and shortly after, the European Union's Copernicus Climate Change Service announced that the Earth had for the first time exceeded the global warming threshold of 1.5°C.

Climate change is clearly one of humanity's biggest crises. We must sectorally accept that the fight against global climate change and the reduction of greenhouse gas emissions to the necessary levels constitute the biggest challenge of the 21st century. It is imperative that all companies in our sector determine their policies against climate change in the national and international arena, identify risks and opportunities and determine measures to minimise risks

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As EAE Lighting, we are taking the necessary responsibility for the decarbonization vision and striving to achieve ambitious emission reduction targets.

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By being aware of the fact that our products, activities and services have an impact on climate change, we have developed our decarbonization plans for accurate management of this impact and having a positive ecological impact on our world in the future.

Decarbonization efforts of our company aim to help reshape the understanding of efficiency in our industry and accelerate the green transformation, without hindering the right of future generations to live in fair conditions, in a clean environment. The green transformation approach adopted during the economic growth journey of our country plays a determining role to ensure competitive power on a global scale. We aim to expand the sustainable business models across our industry by directing our value chain to sustainable products and activities, and we develop products and technology solutions that comply with the vision of decarbonization on an international scale.

The centre of our decarbonization vision is the goal of 'reaching zero emissions.' To achieve this goal, we first set our short-term targets and shaped our emission reduction commitments. Our approach to decarbonization is based on a roadmap aligned with the goal of the Paris Agreement to keep the global temperature increase below 1.5°C compared to pre-industrial levels.

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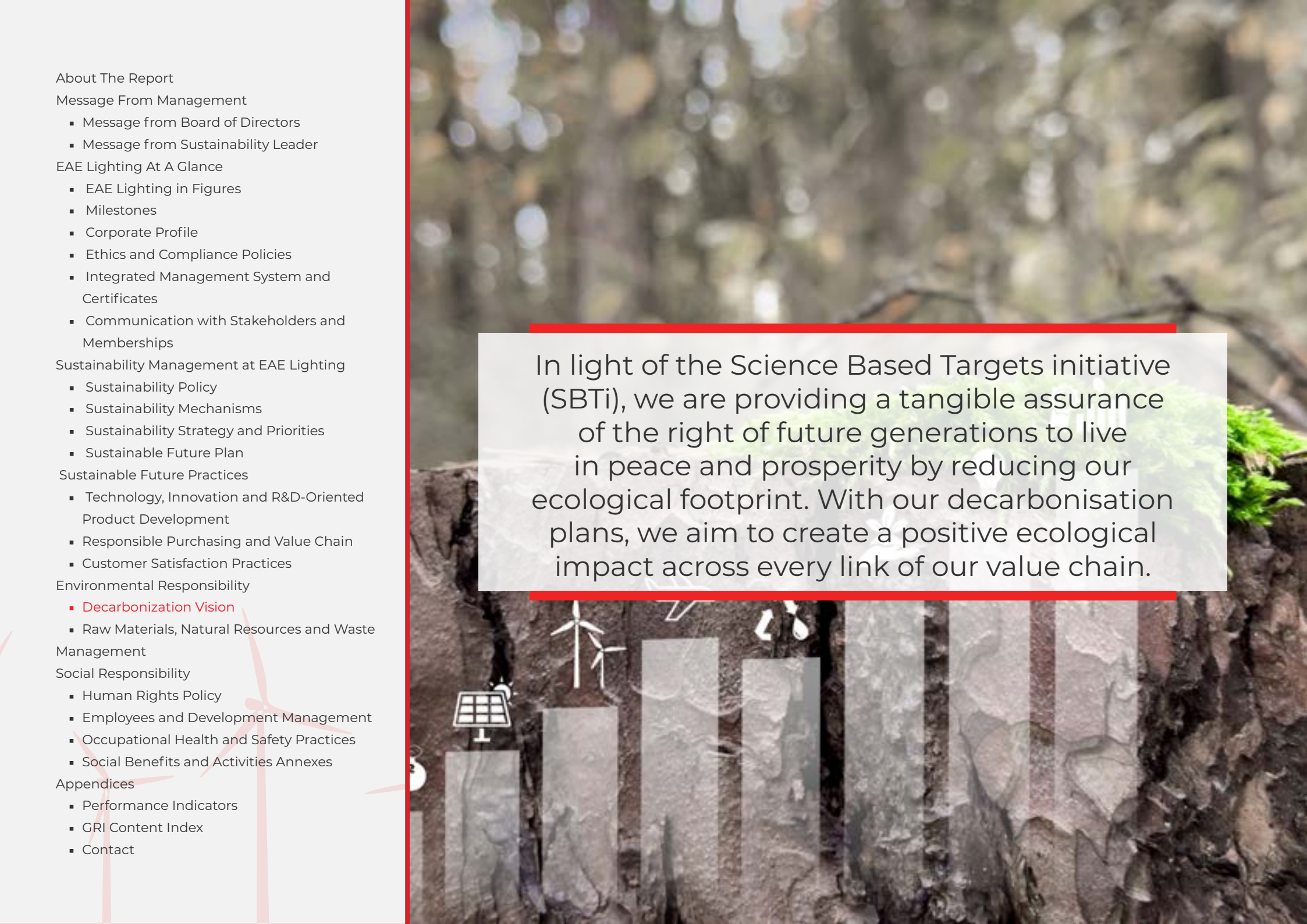
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In light of the Science Based Targets initiative (SBTi), we are providing a tangible assurance of the right of future generations to live in peace and prosperity by reducing our ecological footprint. With our decarbonisation plans, we aim to create a positive ecological impact across every link of our value chain.

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In 2023, we continued our corporate greenhouse gas inventory efforts by calculating both direct and indirect greenhouse gas emissions in line with ISO 14064 Standards and the IPCC Sixth Assessment Report's GHG Protocol. As EAE Lighting, we have advanced our carbon management and net-zero emission efforts to a mature level to prepare emission reduction strategies aligned with the methods established by the Science-Based Targets Initiative (SBTi), ensuring their effectiveness throughout our entire value chain for 2040 and 2050.

Our emission reduction projections include approaches approved by the Science-Based Targets Initiative (SBTi). These targets cover both direct emissions from our production activities and indirect emissions from our customers.

As EAE Lighting, we are committed to reducing Scope 1 and Scope 2 greenhouse gas (GHG) emissions by 50% by 2031 compared to our 2021 base year and to decreasing Scope 3 GHG emissions resulting from the use of sold products by 30% within the same time frame.

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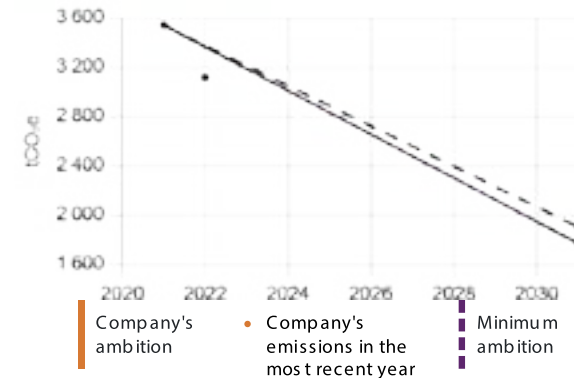
OVERVIEW OF NEAR-TERM SCIENCE-BASED TARGETS

EAE Aydınlatma A.Ş. commits to reduce absolute scope 1 and 2 GHG emissions 50% by 2031 from a 2021 base year

Public: Yes

Temperature classification: 1.5°C

ABSOLUTE EMISSIONS



Target Coverage

GHG Inventory breakdown	Minimum boundary emissions	Outside minimum boundary	Biogenic Total
Scope 1	100.00%	N/A	N/A
Scope 2 market-based	100.00%	N/A	N/A
Scope 3 total	N/A	N/A	N/A
1. Purchased goods and services	N/A	N/A	N/A
2. Capital goods	N/A	N/A	N/A
3. Fuel- and energy-related activities	N/A	N/A	N/A
4. Upstream transportation and distribution	N/A	N/A	N/A
5. Waste generated in operations	N/A	N/A	N/A
6. Business travel	N/A	N/A	N/A
7. Employee commuting	N/A	N/A	N/A
8. Upstream leased assets	N/A	N/A	N/A
9. Downstream transportation and distribution	N/A	N/A	N/A
10. Processing of sold products	N/A	N/A	N/A
11. Use of sold products	N/A	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A	N/A
13. Downstream leased assets	N/A	N/A	N/A
14. Franchises	N/A	N/A	N/A
15. Investments	N/A	N/A	N/A



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OVERVIEW OF NEAR-TERM SCIENCE-BASED TARGETS

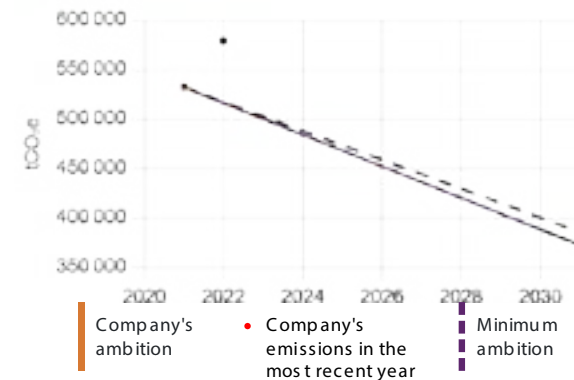
EAE Aydınlatma A.Ş. commits to reduce absolute scope 3 GHG emissions from use of sold products 30% by 2031 from a 2021 base year.

Public: Yes

Temperature classification: N/A

Target Coverage

ABSOLUTE EMISSIONS



GHG Inventory breakdown	Minimum boundary emissions	Outside minimum boundary	Biogenic Total
Scope 1	N/A	N/A	N/A
Scope 2 market-based	N/A	N/A	N/A
Scope 3 total	94.93%	N/A	N/A
1. Purchased goods and services	N/A	N/A	N/A
2. Capital goods	N/A	N/A	N/A
3. Fuel- and energy-related activities	N/A	N/A	N/A
4. Upstream transportation and distribution	N/A	N/A	N/A
5. Waste generated in operations	N/A	N/A	N/A
6. Business travel	N/A	N/A	N/A
7. Employee commuting	N/A	N/A	N/A
8. Upstream leased assets	N/A	N/A	N/A
9. Downstream transportation and distribution	N/A	N/A	N/A
10. Processing of sold products	N/A	N/A	N/A
11. Use of sold products	100.00%	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A	N/A
13. Downstream leased assets	N/A	N/A	N/A
14. Franchises	N/A	N/A	N/A
15. Investments	N/A	N/A	N/A



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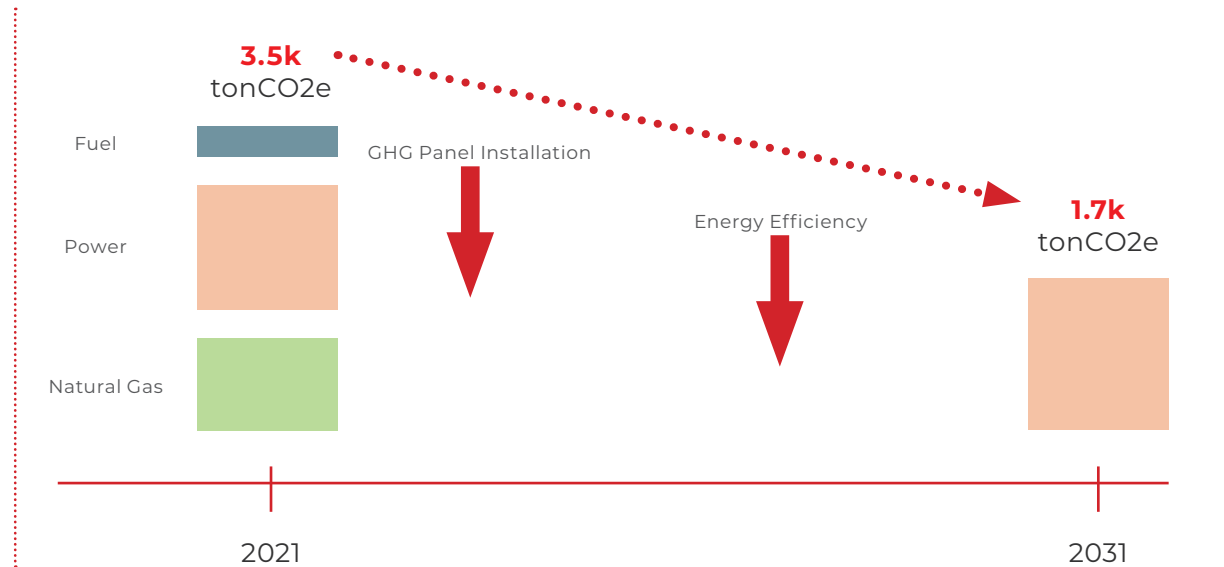
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Our company's recent Scope 1 and Scope 2 emissions reduction targets have been approved and listed by the Science-Based Targets Initiative (SBTI) as being aligned with a 1.5°C roadmap.

In collaboration with our sustainability committee, we established scenario plans under the “Risk and Opportunity Strategic Task Force.” These plans involved conducting risk-opportunity analyses and evaluations aligned with international standards, enabling us to enhance our environmental, social, and governance (ESG) performance and prepare our development programme. In 2023, we increased the coordinated expertise of all sub-working groups within our sustainability committee and planned the necessary eco-design activities and investments to expand our sustainable product portfolio.

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Emission Source	Total (ton CO2e)	%
Direct greenhouse gas emissions · Category-1	1,614.00	0,28
Indirect greenhouse gas emissions from imported energy · Category-2	167.00	0,03
Indirect greenhouse gas emissions from transportation · Category-3	1,388.00	0,24
Indirect greenhouse gas emissions from products used by the organisation · Category-4	10,991.00	1,89
Indirect greenhouse gas emissions associated with the use of products from the organization · Category-5	568,033.00	97,57
Total	582,193.62	100

EAE Lighting's Total Emissions and Calculation Categories, 2023

Emission Source	Total (ton CO2e)	%
Direct greenhouse gas emissions, · Scope-1	1,614,00	0,28
Energy Indirect greenhouse gas emissions · Scope-2	167,00	0,03
Indirect greenhouse gas emissions · Scope-3	580.412,00	99,69
Total	582.193,62	100

Our company's total emissions for the year 2023 are 582,194 tCO₂e. Looking at the distribution of our emissions, we see that our indirect emissions hold a significant share in our inventory. Within our indirect emissions, the largest share is accounted for by emissions arising during the use phase of our products, at 97.57%. Under the approach of the Science-Based Targets Initiative (SBTI), we have set a target to reduce Scope-3 greenhouse gas emissions from the use of sold products by 30% compared to 2021.

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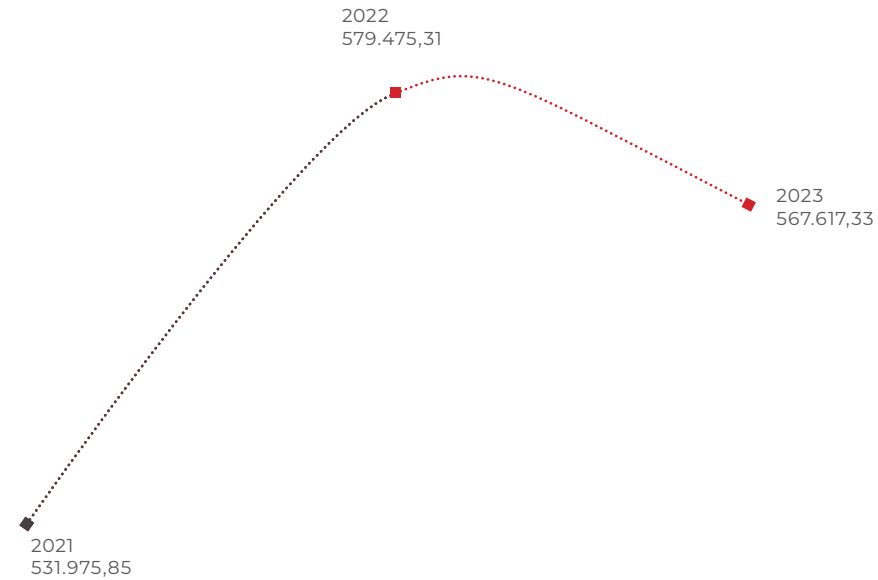
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EAE Lighting - Indirect Emissions Related to Product Use (Category-5, Ton CO2e, 2021-2023)

	2023	2022	2021
Usage of the Products Sold (Total)	567.617,33	579.475,31	531.975,85

EAE Lighting - Indirect Emissions Related to Product Use (Category-5, Ton CO2e, 2021-2023)

Compared to 2021, our emissions appear to have increased by 7%, while in 2023, compared to 2022, our emissions decreased by 2.04%. Our emission increase in 2022 is directly related to the increase in sales after the pandemic. Under the Science-Based Targets Initiative (SBTI), we are committed to reducing Scope-1 and Scope-2 greenhouse gas (GHG) emissions by 50% by 2031. We are committed to advancing towards our goal with determination.

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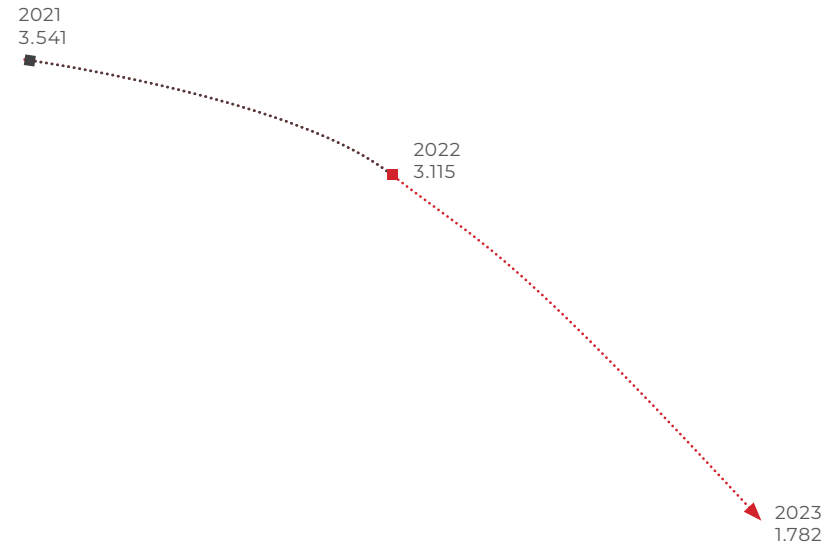
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EAE Lighting Greenhouse Gas Emissions (SCOPE 1+2, Ton CO2e, 2021-2023)

	2023	2022	2021
Scope 1+2 Emissions (Total)	1.782	3.115	3.541

EAE Lighting - Greenhouse Gas Emissions (SCOPE 1+2, Ton CO2e, 2021-2023)

In 2023, we transitioned to the use of IREC certified renewable energy in our factory. The International Renewable Energy Certificate (I-REC), defined as Renewable Energy or Green Energy Certificate, ensures traceability of the source and attributes of the energy produced and demonstrates that the electricity used is generated from renewable energy sources. It is one of the key documents for carbon neutrality efforts. With the supply of I-REC certified renewable energy for our factory, we have zeroed our Scope-2 emissions. Across all our factories, we have mitigated 90.36% of the Scope 2 emissions from electricity consumption through the procurement of I-REC certified renewable energy. After the completion of our rooftop solar energy project, we aim to supply all our electricity needs from renewable energy sources.

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		2023	2022	2021
Activity Category		Total Emission (tCO2e)	Total Emission (tCO2e)	Total Emission (tCO2e)
Direct Emissions (Scope-1)	Stationary Combustion	1.120,11	1.051,62	1.309,26
	Mobile Combustion / on-road	488,31	372,56	414,29
	Mobile Combustion / off-road	5,34	5,51	5,63
	Fugitive Emissions - Gases	0,25	92,68	87,01
	Welding Gases	0,04	0,14	0,00
TOTAL		1.614,0	1.522,5	1.816,2

		2023	2022	2021
Total Emission (tCO2eq)		Total Emission (tCO2e)	Total Emission (tCO2e)	Total Emission (tCO2e)
Electricity Consumed from the Grid (Scope-2)	167,37	1.592,15	1.724,41	
Total	167,37	1.592,15	1.724,41	

EAE Lighting - Greenhouse Gas Emissions Distribution (SCOPE-2, Ton CO2e, 2021-2023)

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Category-S Emissions (Scope-3)	2023	2022	2021
	total tonnes of CO2e	total tonnes of CO2e	total tonnes of CO2e
Transportation of the Products Purchased	591,85	1.290,43	1.283,73
Transportation of the Products Sold	264,83	1.317,31	1.310,47
Business Trips	61,73	40,28	18,30
Employee Transportation	155,40	151,12	172,48
Upstream emissions	314,62	520,59	593,00
TOTAL	1.388,44	3.319,73	3.377,98

EAE Lighting - Transport-Related Indirect Emissions (Category-5, Ton CO2e, 2021-2023)

While calculating raw material and product transportation emissions, we changed our methodology compared to 2022, reaching more accurate results. In 2022, we performed calculations based on secondary data, whereas from 2023 onwards, we improved our data collection system to calculate emissions during the transportation of purchased and sold materials based on primary data and reported them.

Looking at the distribution of our “Category 4 - Indirect Emissions from Purchased Goods and Services” calculated under Scope-3, we see that our emissions have followed a decreasing trend year by year.

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	2023	2022	2021
Category-4 Emissions (Scope-3)	total tonnes of CO2e	total tonnes of CO2e	total tonnes of CO2e
Purchased raw material	10.944,65	17.482,16	22.782,22
Purchased service	8,26	265,83	248,53
Waste Management	35,31	19,73	18,83
Water use	1,24	2,27	1,56
Waste water	1,13	4,71	3,55
TOTAL	10.989,47	17.774,70	23.054,69

EAE Lighting - Indirect Emissions from Purchased Goods and Services (Category-4, Ton CO2e, 2021-2023)

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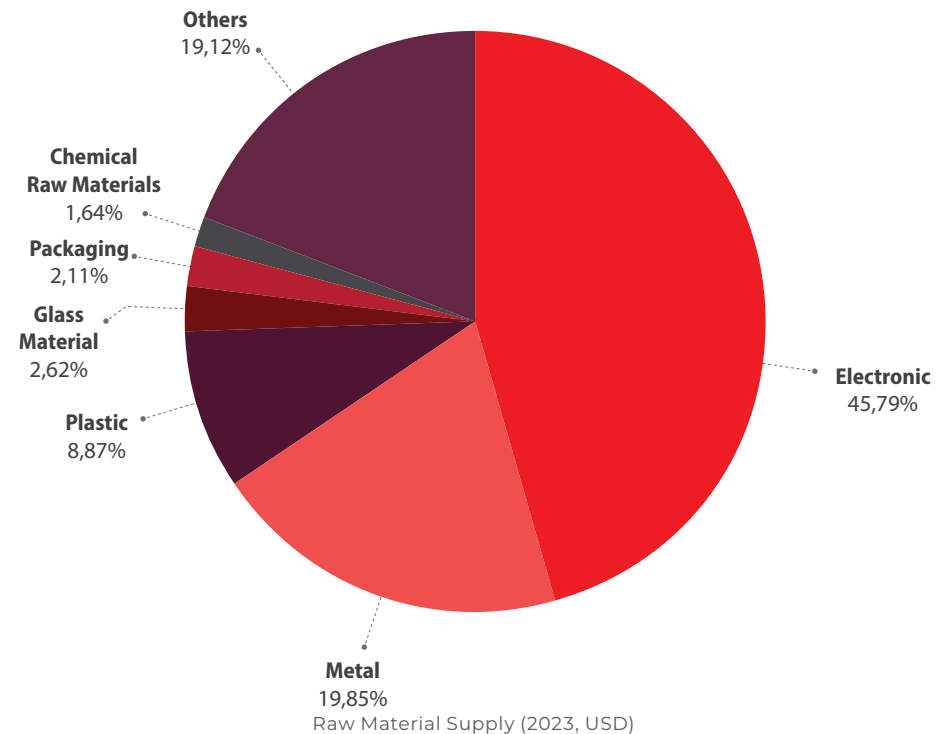
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RAW MATERIALS, NATURAL RESOURCES AND WASTE MANAGEMENT

We have accelerated our efforts to make strong contributions to our sustainability journey by taking effective actions in raw material supply, efficient use of natural resources and waste management. We maintain all our environmental activities and efficiency performance in cooperation with our R&D centre, in coordination with the relevant sub-working groups of our sustainability committee, and in line with scientific approaches, and make preliminary preparations to reflect our efficiency approach to all links of our value chain.

We make continuous efforts to source raw materials from local and sustainable sources, and prefer production methods and raw materials, which will have the least impact on the environment. In addition, we encourage the use of recyclable raw materials in all links of our value chain to increase efficiency, in order to ensure the sustainable use of natural resources with smarter goals.



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During raw material supply, we focus not only on product quality but also on environmental impact analysis.

In 2023, we expanded our ongoing Life Cycle Assessment (LCA) efforts under the sub-working group of our sustainability committee to include 12 product groups and initiated the Environmental Product Declaration (EPD) process for the products covered in the analysis. With the EPD approach, we are working diligently to have a verified and registered inventory evaluated in a detailed, transparent, and comparable way through 38 environmental impact indicators, including 17 types of calculation criteria and mandatory indicators, listed by the approval authority in 2024 for the environmental impacts arising throughout the life cycles of our products.

ENVIRONMENTAL PRODUCT DECLARATION (EPD) TARGETED PRODUCT GROUPS	KEY ENVIRONMENTAL IMPACT INDICATORS INCLUDED IN THE ANALYSIS
BLOOM COZAR DOWNLED GALIS HBL INFINOO PROLIT RA REVOLED X SROUND TORNADO YPL	Global warming potential - fossil fuels (GWP-fossil) Global warming potential - biogenic (GWP-biogenic) Global warming potential - land use and land use change (GWP-luluc) Global warming potential - total (GWP-total) Stratospheric ozone layer depletion potential (ODP) Acidification potential, accumulated exceedance (AP) Eutrophication potential - freshwater (EP-freshwater) Eutrophication potential - marine (EP-marine) Eutrophication potential - terrestrial (EP-terrestrial) Photochemical ozone creation potential (POCP) Abiotic depletion potential - non-fossil resources (ADPE) Abiotic depletion potential - fossil resources (ADPF) Water (user) scarcity potential (WDP)
In addition to the key environmental impact indicators, Mandatory Environmental Impact Indicators, Resource Use Identifiers, Waste Identifiers, and Output Flows have been detailed within the LCA-EPD preliminary preparation and inventory studies that we began in 2023.	

In 2023, as the EAE Group, we began working on a draft Biodiversity Policy within the sub-working group of our sustainability committee to clearly define our approaches to biodiversity conservation across our areas of operation. We are completing preparations to ensure that our conservation-oriented approach, which we aim to make the shared responsibility of all our stakeholders, including our managers and employees, primarily encompasses the flora and fauna within our licensed operational areas.

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In 2024, we aim to present our policy to all stakeholders and initiate activities to protect and enhance terrestrial and aquatic biodiversity through **“Biodiversity Conservation and Monitoring”** efforts.

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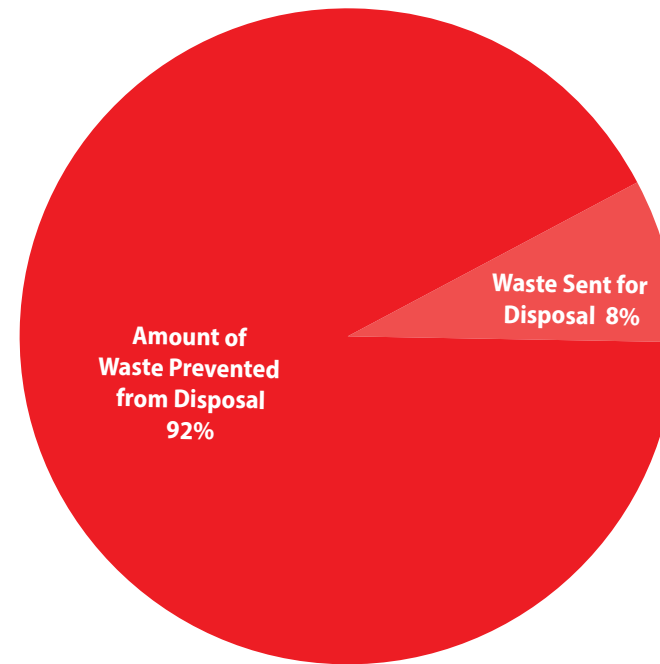
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BIODIVERSITY PRINCIPLES (DRAFT POLICY STATEMENT)

- The conservation of biodiversity is among our priorities within our sustainability vision and strategy.
- EAE Lighting aims to identify and monitor the impacts of its operations on biodiversity and to preserve the diversity of species, habitats, ecosystems, and the integrity of ecological functions. EAE Lighting focuses on resource efficiency and minimizing waste in its operations to identify and minimize its impacts on biodiversity, reduce demand on natural resources and ecosystems, and achieve a more responsible supply chain.
- EAE Lighting identifies and controls the possible direct and indirect impacts of its operations and activities in the supply chain on biodiversity.
- We avoid materials that pose a risk to endangered species, animal welfare, and forests in our activities.
- We ensure that qualified and expert personnel are involved in biodiversity management.
- We incorporate the sustainability of natural resources into our goals and develop projects in this direction.
- We participate in activities focused on biodiversity conservation with NGOs and local governments.
- We organize internal training and communication activities to raise awareness on the importance of biodiversity and its conservation, and we include this topic in sustainability training.



Waste Type (2023, Tons)

As part of waste management, we work on reduction, reuse and recycling with due diligence. Accordingly, we keep our hazardous waste to a minimum. Our non-hazardous waste is significantly recycled, and we actively and continuously work on reducing the amount of waste to be disposed of. We prevent the disposal of all our packaging waste.

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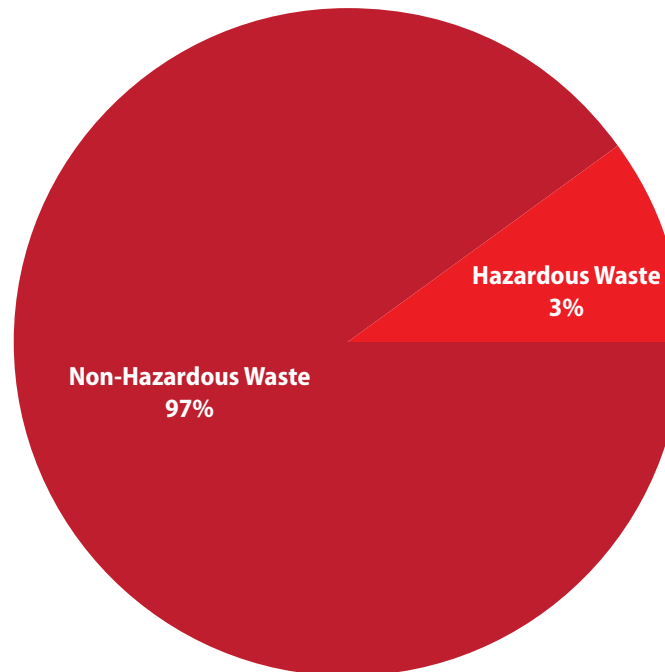
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	Recovery (Ton)*													
	2019		2020		2021		2022		2023		2021-2022 (Change %)		2022-2023 (Change %)	
	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste
Reuse or Preparation for Reuse	19,820	379,333	11,710	443,024	7,490	598,810	14,140	659,220	5,200	636,350	88,79%	10,09%	-63,22%	-3,47%
Waste Recycled for Energy Purposes	13,185	0,000	29,989	0,000	31,570	0,000	21,080	0,000	20,340	0,000	-33,23%	-	-3,51%	-
Recycled Waste	0,000	275,250	0,000	195,100	0,000	226,793	0,000	215,420	0,000	206,670	-	-5,01%	-	-4,06%
Other Methods	0,000	2,860	0,000	4,390	0,000	17,390	0,000	17,960	0,000	9,720	-	3,28%	-	-45,88%
TOTAL RECOVERY (By Type)	33,005	657,443	41,699	642,514	39,060	842,993	35,220	892,600	25,540	852,740	-9,83%	5,88%	-27,48%	-4,47%
TOTAL RECOVERY	690,448		684,213		882,053		927,820		878,280		5,19%		-5,34%	

As of 2023, the relevant sub-working group of the EAE Lighting Sustainability Committee has revised the data provider/server approaches, data structure, and data point studies within the framework of reporting responsibility to achieve consistent data for the last 5 years.



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	Waste (Ton) *													
	2019		2020		2021		2022		2023		2021-2022 (Change %)		2022-2023 (Change %)	
	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous	Hazardous	Non-hazardous
WASTE TOTAL (By Type)	33,013	723,443	43,534	714,514	41,446	911,993	35,853	958,600	26,160	924,740	-13,49%	5,11%	-27,04%	-3,53%
WASTE TOTAL	756,456		758,048		953,439		994,453		950,900		4,30%		-4,38%	
As of 2023, the relevant sub-working group of the EAE Lighting Sustainability Committee has revised the data provider/server approaches, data structure, and data point studies within the framework of reporting responsibility to achieve consistent data for the last 5 years.														

	Amount of Waste Disposed of (Ton)													
	2019		2020		2021		2022		2023		2021-2022 (Change %)		2022-2023 (Change %)	
	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste
Waste Incineration Without Energy Recovery	0,002	0,000	0,004	0,000	0,008	0,000	0,012	0,000	0,010	0,000	33,33%	-	-20,00%	-
Waste Going to Landfill Regularly	0,006	66,000	1,831	72,000	2,378	69,000	0,621	66,000	0,610	72,000	-73,89%	-4,55%	-1,80%	8,33%
Electronic Waste **	0,000	-	0,000	-	0,000	-	0,000	-	0,000	-	-			
Disposed by Other Methods	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000				
** Electronic waste of EAE Lighting is sent to a recycling facility for disposal														

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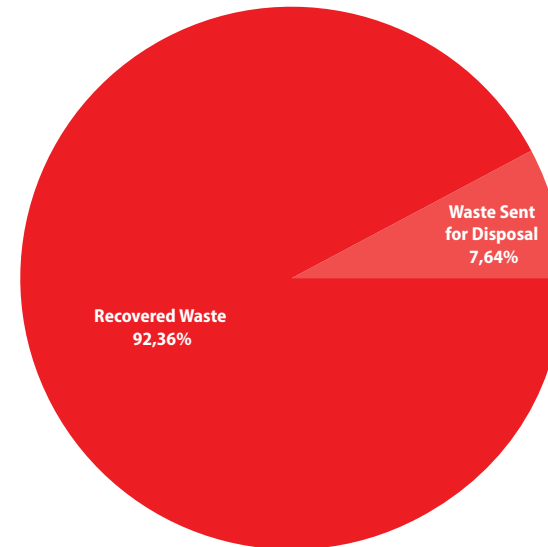
%100

Packaging Wastes Recovery Rate
(2023, Ton)



%22,76

Packaging Wastes Ratio
(2023, Ton)



Recovered Waste Ratio (2023, Ton)

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We make continuous efforts to minimize energy consumption and carbon emissions in the raw material supply, production and distribution.

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We aim to minimize our impact on the environment by increasing the use of renewable energy resources. We have put ensuring the effective use of resources through energy efficiency projects at the centre of our decarbonization strategy.

All production facilities of EAE Lighting are Zero Waste certified. Our offices and production areas consist of premises with Green Building Leed Gold certification. In short-term, it is one of our goals of top priority to increase the amount of raw materials we obtain from recycling activities, and in the long-term, we aim to provide the raw material supply entirely from our recycling activities.

Our goals include launching our RU-1 and RU-2 (ReUse-1 and ReUse-2) reuse projects. We plan to activate our RU-1 project, prepared by the sub-working group of our sustainability committee, in the upcoming period. This project aims to integrate waste powder coatings (Waste Code: 080111), currently disposed of as hazardous waste, into our production process as raw material inputs through reuse. With our RU-2 project under development, we aim to process a portion of waste solvents (Waste Code: 070204) through specific procedures to make them reusable. Once the feasibility planning for both projects is completed and they are launched, we will supply raw material inputs to our production processes through reuse, thereby reducing the environmental impact associated with raw material consumption.

Drought caused by climate change is increasing in intensity day by day. The drought caused by climate change is intensifying with each passing day. Climate experts predict that our country is among the regions most likely to experience severe water stress. Aware of this risk, we are striving to use our water resources efficiently and responsibly. We, as EAE Lighting, meet our water needs through our mains water and rainwater storage system. The total rainwater storage capacity of our facilities is 1629 m³, and we do not use groundwater or any surface water (pond, basin, etc.). We are aware of the importance of underground water resources or lakes for the ecosystem, so we do not discharge our wastewater into natural basins under no circumstances.

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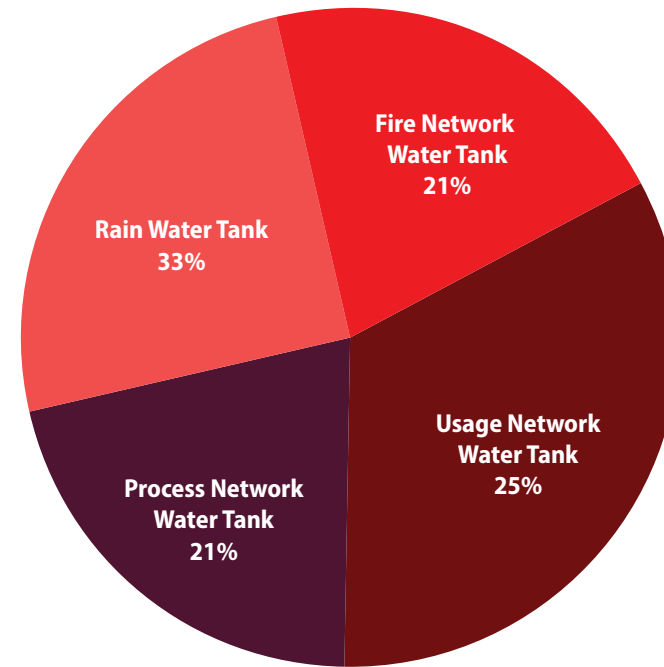
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Distribution of Stored Water Amount (2023, m3)

By continuously improving the efficiency of our water resources, we reduced our water consumption by 54% in 2023 compared to the previous year. We optimize our business processes by protecting our limited life sources through our water efficiency strategies. Actions such as employing water-saving equipment, promoting water recycling and monitoring water use help us manage water resources more effectively. We also aim to become the leader of the industry by focusing on development of new solutions to save water through innovation and R&D studies. On our sustainability journey, guided by the motto “A clean flow to the future,” we plan to significantly reduce our waste by efficiently utilizing our critical raw materials and natural resources. We are committed to improving our efforts to have a positive impact for a sustainable future and ensuring the continuity of projects that will set an example for our stakeholders, and we continue at full steam ahead.

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	Water Consumption (m3)***													
	2019		2020		2021		2022		2023		2021-2022 (Change %)		2022-2023 (Change %)	
	Mains Water	Other	Mains Water	Other	Mains Water	Other	Mains Water	Other	Mains Water	Other	Mains Water	Other	Mains Water	Other
	6538	2604	7112	2604	10414	2604	15236	2604	7046	1316	46,30%	0,00%	-53,75%	-49,46%
Water Consumption, TOTAL	9142		9716		13018		17840		8362		37,04%		-53,13%	
Consumption by EAE Lighting, other than mains water consumption, is through rainwater storage system. As of January 2023, the total water storage capacity of EAE Lighting facilities is 1629 m3. * EAE Lighting has no groundwater or surface water (lake, pond, basin, etc.) consumption.														

	Amount of Waste Water (m3) *													
	2019		2020		2021		2022		2023		2021-2022 (Change %)		2022-2023 (Change %)	
	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other	Discharge to Treatment Plant	Other
Waste Water Amount	9142	0	9716	0	13018	0	17840	0	8362	0	37,04%	-	-53,13%	-
*EAE Lighting does not have water discharge into lakes, ponds, or similar natural basins.														

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Stakeholder Feedback

At EAE Lighting, our most defining approach for our products is to always prioritise quality criteria under all circumstances. With our years of experience, product quality, and product development efforts, we have a trusted position among our customers. I believe that with this correct approach, our increasing success graph will continue for many years when we combine it with our sustainability efforts.

Our products, recognized for their quality in both national and global markets, also place a high priority on the concept of 'energy efficiency' in our product development activities. In the technological design and periodic updates of each of our products, we aim for higher energy efficiency. Not only do we support energy savings for the users of our products, but we also offer cost advantages to our users in the long term with long product lifespans. As energy costs and environmental pollution have been increasing in recent years, sustainability and the green development culture are of central importance in protecting our living spaces. We will continue to support efforts in this area. As a unit, we are responsible for planning and design, and as supporters of the green development culture, we prepare encouraging proposals to help our customers choose more efficient products. Sustainability-focused practices and projects provide social, environmental, and economic benefits for each individual and society. It is now essential for all humanity to redefine life rules with this awareness for our ecosystem. We are supporting the development of this awareness in the communities we are involved in and within our sphere of influence, promoting activities such as education and best practice examples.

When I reviewed the first sustainability report of our company, I appreciated how carefully and diligently the report was prepared, with its well-equipped content backed by realistic data. I have no doubt that in the coming years, the EAE Lighting family will exponentially develop this success. I am pleased to be a part of the EAE brand, where I have been working for over 17 years. We are following a continuous path of progress and development, and we will keep increasing our efforts to contribute to the success of our company.

Yalçın AKBAY,
EAE Lighting Project Marketing Manager

An aerial photograph of a dense forest, showing a variety of tree species and their canopy. The image is overlaid with a semi-transparent red color, creating a monochromatic effect. The text "SOCIAL RESPONSIBILITY" is centered in the middle of the image in a white, bold, sans-serif font.

**SOCIAL
RESPONSIBILITY**

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Management Social Responsibility

We consider acting with a sense of social responsibility throughout all our operational activities and across our value chain as one of the essential and immutable elements of our corporate governance approach.



In line with our goal of sustainable growth, we aim to enhance the quality of life in our areas of operation by generating social benefits while conducting our commercial activities.

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We embrace a social benefit approach, which respects universal human rights for all the communities affected by our products or services in the countries where we operate.

In addition to the importance we attach to social development, we take a sensitive approach to ensuring that our social responsibility activities take place in a way that respects the principles of sustainability, transparency and participation, as well as human rights, and we create a meaningful, equitable and integrative social benefit.

To provide social benefit, we, as EAE Lighting, consider all the strategic collaborations and interactions we have established to carry out environmental and social studies as a part of our social investments.

We consider human rights as one of our essential ethics principles, and we guide our stakeholders to act in accordance with the principles that provide social benefit, through our social responsibility activities.

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We develop approaches to ensure that our customers and suppliers act with an awareness of social benefit, and we attach importance to implementation of these approaches.

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In pursuing our goal of sustainable growth, we follow policies that are respectful of the environment and society, aiming to improve the quality of life on our planet and create value for all our stakeholders. In this regard, we wish to support initiatives that incorporate social, environmental, and cultural content.

Over the next period, we are continuing our examination, assessment, and project development activities within the sub-working group of our Sustainability Committee to increase the impact area of our corporate social responsibility activities and create positive social benefits together with all our stakeholders in our areas of operation.

We do not only provide a healthy and safe working environment for our employees and all stakeholders in our areas of activity, but also develop occupational health and safety practices in line with risk plans, regular training and informative activities. We provide all necessary resources and take all foreseeable safety measures to ensure that our employees protect their physical and mental health and integrity.

As part of one of our immutable sustainability principles, we keep in constant contact with our employees, share all issues that may concern our employees on a regular basis, and create fair, healthy and safe workplaces, where our employees can speak out their thoughts freely.

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HUMAN RESOURCES POLICY

Under the guidance of UN Universal Declaration of Human Rights (UDHR) (1948) and the UN Global Compact (UNGC) (2000), we embrace a mindset that respects universal human rights of our employees, all our stakeholders and other communities affected by our products or services.

Our Human Rights Policy applies across our value chain in integrity with our Code of Business Ethics, corporate policies and corporate values. Our practices take the Human Rights Policy, Disciplinary Management Procedure and the Code of Business Ethics Handbook of the EAE Lighting as a reference. Wherever we operate, our employees and managers are obliged to act in accordance with our human rights policies, to apply and support the relevant procedures and controls of EAE Lighting, according to requirements. **We expect all our stakeholders, with whom we do business for supply of goods or services, and our value chain, to act in compliance with the principles required by our human rights policy, and we take the necessary actions accordingly.**

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Diversity, Inclusion and Equal Opportunity

- We are committed; to demonstrate an inclusive, diversity-focused, fair, ethical, and equitable attitude among our employees in the workplace, or in processes related to recruitment, placement, separation, training, career development, promotion, assignment, discipline, salary management, and benefits, without discrimination based on religion, language, race, nationality, ethnicity, belief, sect, colour, age, sexual orientation, gender, marital status, political views, disadvantage, or any legally protected characteristic,
- To be the most preferred employer who protects the rights of its employees and welcomes all candidates who dedicate themselves to their work and can add value,
- To maintain zero tolerance for any form of discrimination throughout our operations and value chain,
- To be in constant dialogue with our employees, share all matters of concern to them on a regular basis, and create fair, healthy, and safe working environments where our employees can freely express their opinions through a participatory approach,
- To evaluate our employees in roles where they can truly utilise their potential and contribute to the achievement of the company's main objectives while creating value.

Prevention of Child Labour and Forced/Compulsory Labour

- We are committed: to strongly oppose child labour, which causes physical and psychological harm to children and deprives them of their right to education, as well as all forms of forced and compulsory labour, including modern slavery, debt bondage, and human trafficking, at every stage of our operations,
- To ensure that our stakeholders develop procedures to avoid child labour and forced and compulsory labour practices,

Zero Tolerance for Harassment and Violence

- We are committed: to provide our employees with a safe working environment free from all forms of abuse, exploitation, bullying, mistreatment, physical, verbal, sexual/psychological harassment, intimidation, threats, and violence, taking all necessary measures and supporting them with procedures,
- To establish competitive remuneration in accordance with the sectoral and local labour markets and pay all salaries, including benefits, in compliance with applicable laws and regulations,
- To ensure that our employees' personal rights are fully and accurately utilised,
- To ensure that our stakeholders develop procedures for applying similar approaches to their employees,

Personal / Professional Development

- We are committed: to embrace human capital as a valuable resource, to maintain long-term business relationships with our employees by investing in their skills, potential and personal/professional development continuously through in-house and external training to help them develop themselves in the best manner and perform better,

Occupational Health and Safety

- We are committed: in accordance with Occupational Health and Safety regulations, and in line with our "zero accidents" goal, to provide a healthy and safe working environment for our employees and all stakeholders present in our work areas for any reason, by implementing necessary safety measures and regularly conducting training and informational activities,

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Work Life and Data Privacy

- To comply with national/international regulations and digital privacy, data confidentiality and security standards for the protection of personal data of our Employees and Stakeholders as well as confidential information (commercial information, technical data, financial data, production data, customer information, personal information, product information, equipment and application information, technical formulae and drawings, system and programme information, procurement information, engineering information, regulations, business plans and all information that the company does not disclose to the public, including but not limited to),

Respect for the Environment and Society

- In line with our sustainable growth and green transformation goals, and with an awareness of our responsibility towards the environment and society, ensuring that the environmental impacts of our investment projects are analysed in compliance with national and international regulations.
- Aware of the potential impact of land and natural resource use on human rights across our value chain, we aim to address this with specific policies and practices, in line with our company policies, focusing on the efficient use of energy, water, and raw materials and reducing the harm to the environment and health by preferring renewable resources,
- Identifying areas of high water stress in our activities and production across the supply chain, reducing water usage and waste water discharge volumes at the resource level, and increasing water usage efficiency,
- Recognise our business as part of society and respect the rights of the communities affected by our activities, resolve local issues at the local level in the most appropriate way, and liaise with civil society representatives on human rights issues, if necessary,

Complaint Mechanism

- We are committed to protect human rights and monitor whether applicable international legal requirements on human rights are met in supply chain practices by all our employees and stakeholders, by making relevant adjustments in the contracts, and to ensure that the existing reporting/complaint line of EAE Lighting and the e-mail address ayd.etikkurul@eaegroup.com are used effectively.

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EMPLOYEES AND DEVELOPMENT MANAGEMENT

We are aware of the importance of our human resources in making a difference in our sector, achieving sustainable growth, and gaining a competitive advantage, and we manage our recruitment, career planning, improvement, and training planning processes in line with all our sustainability policies.

We embrace a fair, ethical and equitable approach, which attaches importance to inclusion and diversity, without any discrimination on grounds of religion, language, race, nationality, ethnicity, belief, sect, colour, age, sexual orientation, gender, marital status, political opinion, disadvantage and any other characteristics protected by law, among our employees during recruitment, placement, leave of employment, training, career, promotion, appointment, discipline, wage management and fringe benefit processes, as a corporate culture and policy.



We provide our employees with a fair, equal, inclusive, healthy, and safe work environment where they can develop their competencies.

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We develop advanced practices in order to manage our human resources, which we consider as our cultural capital, in the most efficient manner possible in line with our vision, mission and goals, to build a distinguished, dynamic, creative and effective team with high added value, which will make a difference in the industry and maximize the level of competition, and to employ qualified human resources within our organization through our efforts towards improvement and change, to make continuous efforts to support the improvement of professional knowledge, skills and individual talents of our team, to ensure motivation and to maximize their performance.

In 2023, the number of employees increased by 5.5%, reaching 382.

Number of Employees					
2021		2022		2023	
Female	Male	Female	Male	Female	Male
63	323	56	306	58	324

We, as EAE Lighting, ensure that the rights of our employees are respected with due diligence, and promote continuous dialogue with our employees. We encourage our employees to take part in suitable social benefit activities on a voluntary basis, with a sense of social responsibility.

As one of the leading companies in our industry, we embrace an approach that respects human rights and puts sustainable and transparent human resources policies by considering the satisfaction of our employees.

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Our Responsibilities Towards Our Employees

- Forced labor, compulsory labor, or child labor, whether directly or indirectly, or through subcontractors at our workplace, is prohibited.
- During the recruitment process, while working, or when the employment relationship ends, no discrimination is made against our employees, nor is mobbing applied.
- When recruiting and promoting employees, we base our decisions primarily on the qualifications and skills required for the job and the individual's performance.
- We consider our employees in positions where they can utilise their potential in a truly productive manner and where they can contribute and create value in achieving the main goals of our company.
- We provide our employees with information about the company's vision, mission, strategy, policy, objectives, activity results, and their own duties and responsibilities so they can perform their jobs in the best way possible. We regularly share all relevant matters with our employees.
- We ensure that all employees' personal rights are used fully and correctly; we treat our employees with honesty, equality, and fairness, and ensure they work in a non-discriminatory, safe, and healthy work environment.
- We provide the necessary training and development opportunities for our employees to develop themselves in the best possible way and improve their work.
- We fairly compensate our employees based on the value they create for the company, rewarding those who act in accordance with ethical standards and meet expectations.
- While continuing our activities in line with our sustainable growth goals, we support sustainable development, aim to improve the quality of life in society, and create value for all our stakeholders. We implement policies that are respectful of the environment and society, and in this regard, we strive to support various projects with social, environmental, and cultural content (such as contributions to education, the environment, technology, sports, arts, local economies, healthy living, and social investment projects). In addition, we are sensitive to running all our social responsibility / social development projects in accordance with the principles of sustainability, transparency, participation and human rights.
- We act in accordance with Turkey's traditions, customs, and culture, and comply with all legal regulations and national/international standards.

International Guidelines That Shape Our Human Rights Policy

- UN Universal Declaration of Human Rights (UDHR) (1948)
- UN Global Compact (UNGC) (2000)
- UN Guiding Principles on Business and Human Rights (2011)
- ILO Declaration on Fundamental Principles and Rights at Work (1998)
- OECD Guidelines for Multinational Enterprises (2011)
- Women's Empowerment Principles (WEPs) (2011)

We provide our employees with an inclusive and professional working environment with fair and equal opportunities, and we aim to maintain long-term business relationships with our employees in accordance with our human resources policy, by ensuring the well-being and safety of our employees as per legal legislation and practices.

**15% Female
Employee
Rate, 2023**

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There is no wage discrimination between female and male employees, and it is absolutely not tolerated. The principle of “equal pay for equal work” is adopted among our employees. In decisions regarding training, appointment, and promotion, objective data is considered.

As of 2024, we have decided to increase our responsibilities and areas of impact in the relevant sub-working group of our Sustainability Committee in order to develop pioneering practices that serve the goals of gender equality and women’s empowerment.

We employ integrated and professional systems throughout all human resources processes, from recruitment to performance management, from talent development to wage policy, from career planning to the termination process. In order to recruit the right person for the right job, we actively employ new-generation, objective methods based on competencies, reinforced with multi-dimensional measurement and evaluation tools and developed specifically for the relevant position.

Our sustainability priority is to enhance employee productivity, identify strong and development-focused areas of human resources practices, and implement the necessary improvements to achieve higher job satisfaction and create happier employees.

We are evaluating all ideas and suggestions with appropriate mechanisms that allow our employees to express themselves and transferring them to management and decision-making processes for our corporate development. We are aware that an advanced corporate culture adopting democratic suggestion, complaint, and improvement mechanisms ensures our future in human resources.

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Focusing on employee satisfaction, our human resources policy aims to shape a working environment, which supports employee loyalty and happiness.



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We are developing human resources practices with the vision of becoming the most preferred institution for all potential employees who can add value to EAE Lighting, which protects the rights of its employees and creates cultural added value in its industry.

Employee satisfaction surveys helps us measure the satisfaction level of our employees based on how we meet the expectations of our employees in the working environment we provide to them. We create the content of our employee satisfaction survey and the topics to be analysed using participatory methods in cooperation with all our departments. We plan actions to increase the loyalty and satisfaction level of our employees based on the feedback we receive from our employee satisfaction survey. In 2023, our sustainability-focused measurement and evaluation efforts within Human Resources applications gained momentum under the relevant sub-working group of our sustainability committee. As of 2024, we aim to publish the insights gained from our focus on social compliance, the results of our social benefit compliance criteria, and our multidimensional employee satisfaction analysis in our sustainability report, making them available for stakeholder review.

We measure the multidimensional evaluation results as part of our performance evaluation process intended for all our employees on a special scale based on the work outputs and development goals set by our managers, and share them with our employees every year in accordance with the principle of transparency. Job descriptions, individual goals, performance, and reward criteria are determined by our company/unit managers and communicated to our employees.

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We are continuing our efforts to enhance the scope of role- and task-based performance tracking features within the SAP Fiori system for human resources applications. Starting in 2024, we plan to integrate topics such as sustainability, climate change mitigation and adaptation, circular economy practices, and similar competencies into the incentive mechanisms within our performance evaluation system.

We have put into place several support practices (fringe benefits), which make positive contribution to raising the living standards and welfare of our employees. In 2023, in line with the analyses of our sustainability committee, we expanded our fringe benefits policy to a broader framework, offering the following support programs to our employees in line with the managerial approaches developed by our Human Resources department: maternity leave, paternity leave, holiday payments, relocation assistance, transportation payments, rent payments, telephone and mobile line, vehicle allocation, birth payment, social assistance, death payment, marriage payment, bonuses, supplementary health insurance, and meal ticket support.

OUR TRAINING ACTIVITIES

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We believe that regular training activities are one of the key components of sustainable success. We develop annual training plans based on the needs and ensure participation of our employees, whom we consider as our capital of primary importance, in order to support their professional/technical, managerial and personal development and career planning.

We provide our employees with face-to-face and online trainings. In our training programs, we use the LMS EAE Learning online training platform to enhance employee engagement, needs analysis, and training evaluation performance across all our training processes.

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All our newly hired employees go through an orientation process. Our training plan involves compulsory training and personal development training as requested by our units. We share our training catalogue with all our employees all year long, and requested training is included in the personalized training plan. In addition to existing training activities, unit-specific technical training is provided throughout the year. These trainings are carried out face to face within the organization of EAE Lighting.

Our content and need analysis continue at full steam to provide our employees with visionary training as part of our sustainability, sustainable economic growth, circular economy, green development and decarbonization priorities.

Since 2022, we have provided our employees with 1,046 person-hours of training on sustainability and decarbonisation. Starting in 2024, we aim to intensify advanced training on topics such as: Financial Impacts and Scenario Analyses for Climate Change Adaptation and the 1.5°C Target, Disaster Management and Resilient Industrial Practices, ESG Scoring Applications, Developing New Data Points Aligned with EU ESRS for EU CSRD and EU CSDDD Regulations, Sustainable Finance, Transition Indicators for Circular Economy, Sustainability-Focused Risk-Opportunity and Financial Impact Analysis, Life Cycle Assessment (LCA-EPD), Net-Zero Emissions, Nature-Based Solutions, TNFD Disclosures, and Compliance with Sustainability-Oriented Regulations to be implemented within the European Union framework.

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OCCUPATIONAL HEALTH AND SAFETY PRACTICES

Ensuring the health and well-being of our employees at all our production sites and every point in our global value chain is one of the central priorities of our sustainability approach. Within the scope of Occupational Health and Safety activities, we are working to achieve the zero workplace accident goal and develop proactive practices to prevent labour, time, and well-being losses resulting from workplace accidents.

Within the sub-working groups of our sustainability committee, we have initiated behavioural analysis and planning activities to strengthen the transition to a Behaviour-Based Occupational Health and Safety (OHS) approach and to determine the application areas of the Bradley Curve OHS Model.

Our Occupational Health and Safety activities are in line with the ISO 45001 standard that applies to our Integrated Management System, as well as legal requirements. We run an active Occupational Health and Safety process by planning improvement efforts in cooperation with our sub-contractor companies through risk assessments, periodic controls, field analyses, training, suggestion and notification mechanisms, occupational hygiene measurements, provision of personal protective equipment, safe storage and use of chemicals in our workspaces. We are strengthening the Occupational Health and Safety criteria within our procurement and supply processes in collaboration with our sustainability committee.

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As EAE Lighting, we consider our Occupational Health and Safety practices as part of our evolving corporate culture, which follows a behavioural development model.

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Average OHS Training Time
per Employee, 2023



2023 OCCUPATIONAL HEALTH AND SAFETY TRAINING

ANNUAL CHANGE (%5.5)

We set key performance indicators to ensure a healthy and safe working environment, track them, and transparently evaluate all our feedback with our employees in field meetings. We track our Occupational Health and Safety performance monthly and annually, analyze our results in the relevant sub-working group of our sustainability committee, report areas of development that include next-generation sustainability practices to our top management, and plan continuous improvement activities within the framework of our goals.

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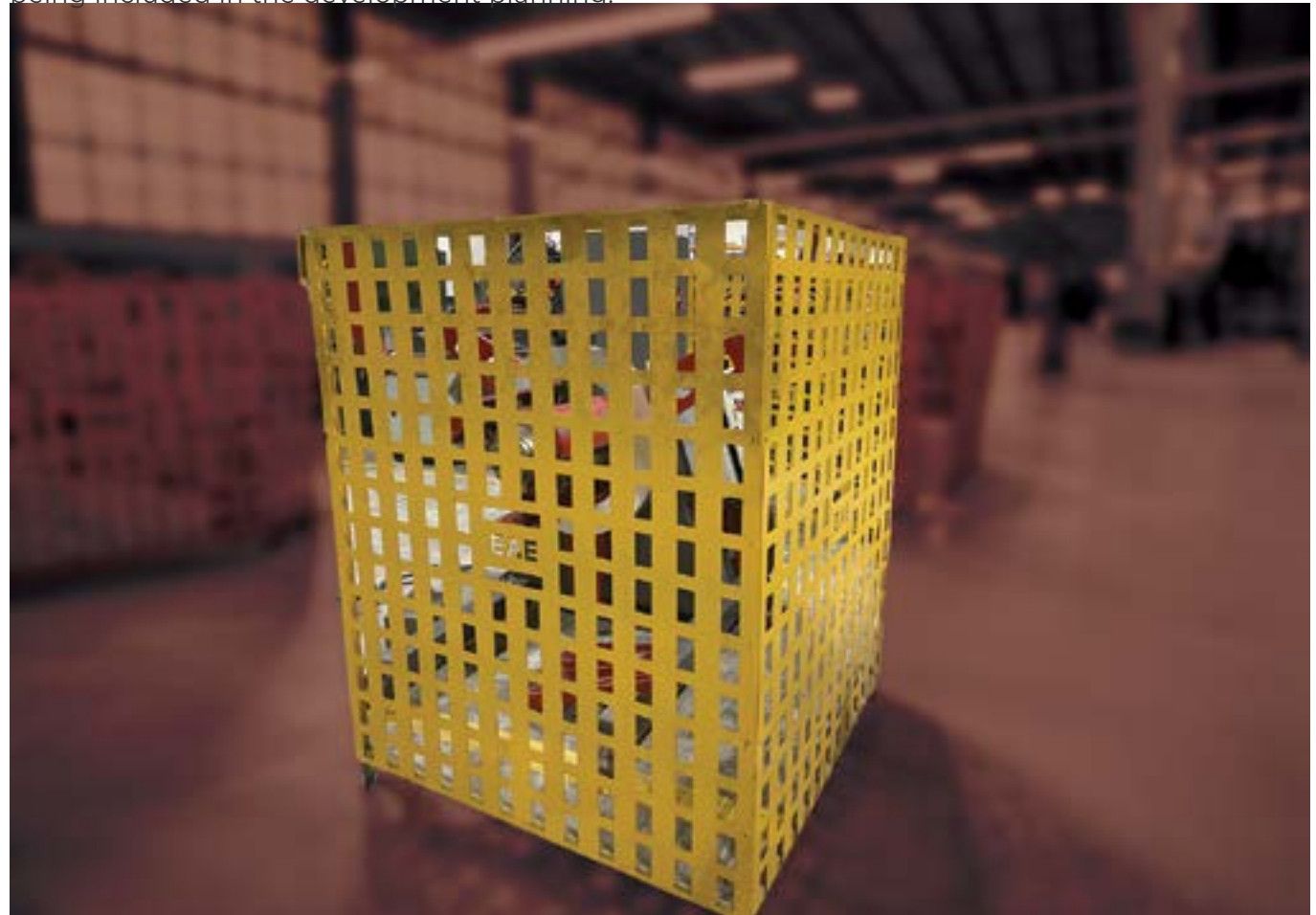
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We are enhancing the physical safety of our employees in production areas by using safety fences and other accident-prevention equipment. We deliver theoretical and practical training at the beginning of employment and on a regular basis, and indicate the measures to be taken against specific risks in their workplaces, in order to raise the awareness of our employees in Occupational Health and Safety. In 2023, notifications received within the scope of Occupational Health and Safety through complaint and suggestion mechanisms accounted for 6% of all notifications. All suggestions and complaints in 2023 were evaluated by the relevant committees and resolved by being included in the development planning.



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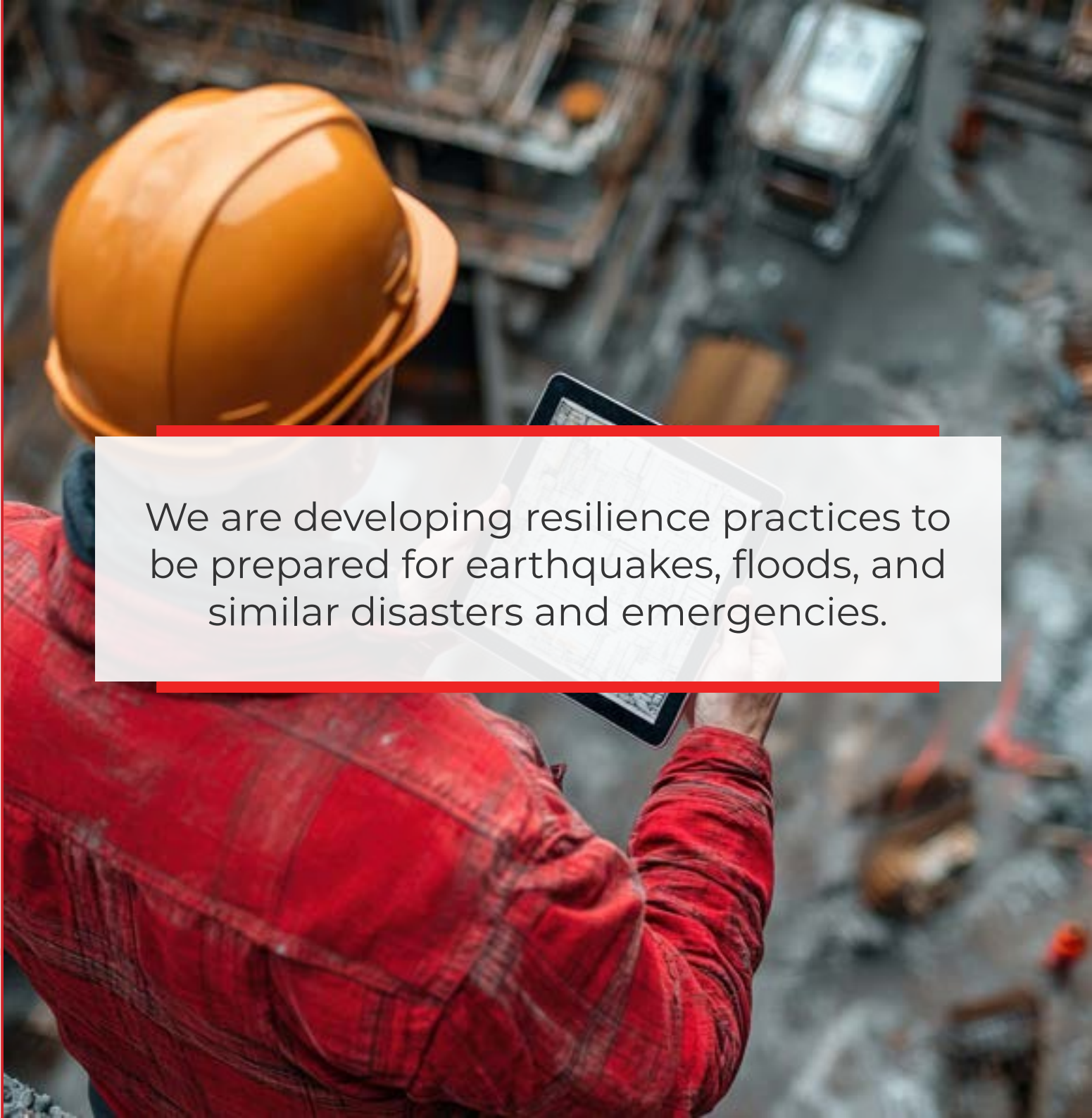
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We are developing resilience practices to be prepared for earthquakes, floods, and similar disasters and emergencies.

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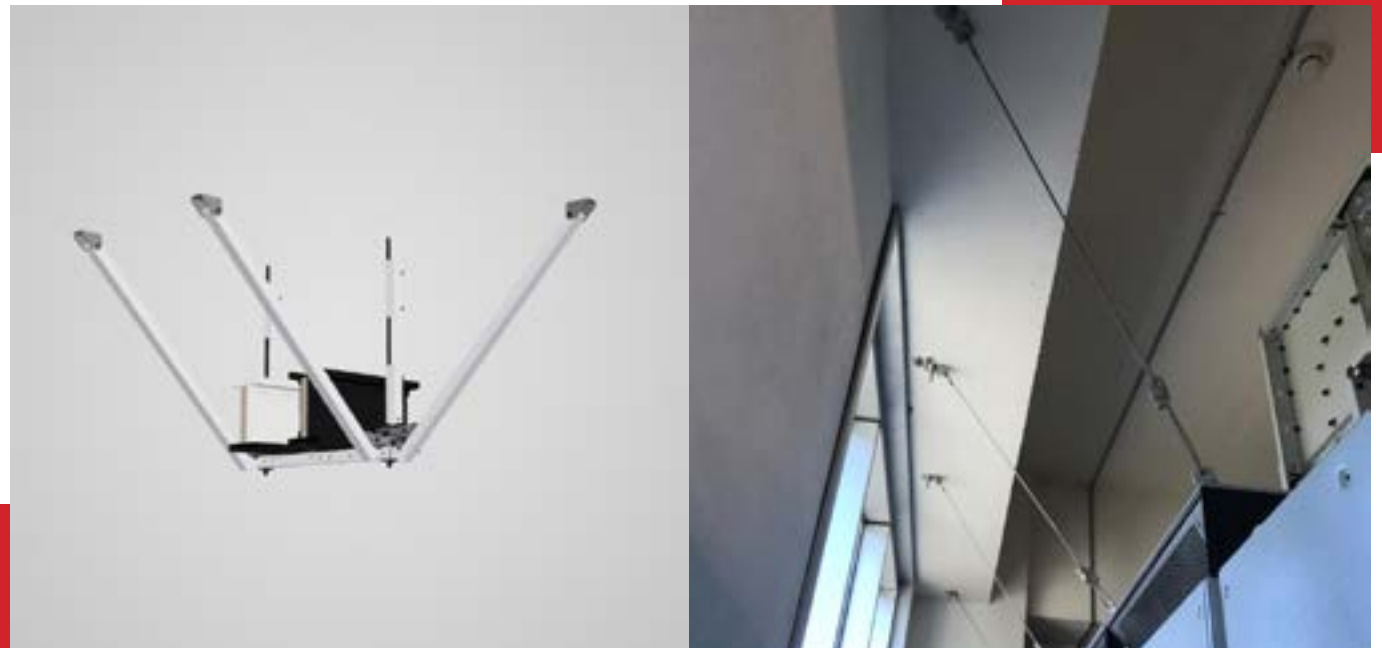
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In 2023, we have completed the project planning phase for the seismic suspension application, which will be implemented across all EAE Group companies, starting with EAE Lighting's areas of operation. We securely attach our equipment to the structural components of our buildings using seismic suspension systems that help protect pipes, ducts, and other suspended installations from lateral movement during seismic activity, thus preventing equipment from toppling, falling from its suspended position, or colliding with other objects.



We conduct risk analyses and establish Emergency Response Teams within the framework of our Emergency Action Plans to be prepared for any potential emergencies. We periodically renew the training of our teams, conduct Emergency Drills every year covering all shifts and production areas, and take precautions to ensure business continuity in our value chain.

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SOCIAL BENEFITS AND ACTIVITIES

To provide social benefit and increase the reputation of our company, we, as EAE Lighting, consider all the strategic collaborations and interactions we have established to carry out environmental and social studies as a part of our social investments.

Thanks to our laboratory sponsorships and seminars that contribute to experiential development in the professional learning of our employees in order to help technological practises in our industry become even stronger, we support the academic life.

The relevant sub-working group of our Sustainability Committee, in coordination with the social responsibility representatives of the management of the industrial zone where our facilities are located and other EAE group companies, regularly holds brainstorming sessions. In 2023, our preliminary project preparations continued to define EAE's corporate social responsibility impact area across all group companies.

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EAE Aydınlatma A.Ş. Since 2022, we have continued to contribute to Dr. vocational learning-oriented experiential development work in light of the collaboration protocol signed with Prof. Nur Bekiroğlu, Dean of Yıldız Technical University, Prof. Dr. İbrahim Şenol, Head of the Electrical Engineering Department, and Project Manager Yalçın Akbay, within the scope of the YTU KOOP Training Model (Vocational Training in the Workplace).

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As part of our corporate awareness activities for World Environment Day, we participated in “**Plogging**” sports in the green area of our OIZ, delivering the message of “healthy life, clean environment, and clean future.”

At EAE Lighting, we plan to institutionalize the Plogging sport with the voluntary participation of our employees and carry it out with more participants on longer routes within our OIZ.

- **Plogging sport (pick waste and run)**, first heard in 2016 during an event hosted by Stockholm, Sweden. This sport gets its name from the Swedish words “jogga” (to run) and “plocka upp” (to pick up). Involves moving along a specific route (running or brisk walking) while collecting litter, thus contributing to the surrounding ecosystem, spread worldwide after Sweden.

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We visited the IBB Kısırkaya Stray Animal Temporary Care House to voluntarily contribute to adoption efforts, and we received various information about living conditions, basic needs, animal welfare, and the new law and care system that will be implemented. We provided food support to our furry friends.

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We contributed to the humanitarian solidarity and assistance activities of the Turkish Red Crescent by donating blood with 84 of our employees as part of their voluntary blood donation program.

An aerial photograph of a dense forest, showing a variety of tree species and their canopy. A single, larger tree stands out prominently in the center of the frame. The entire image is covered with a semi-transparent red overlay, which serves as a background for the text.

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Employees (Category)*														
	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Top Management	0	1	0	1	0	1	0	1	0	1	0,00%	0,00%	0,00%	0,00%
Blue-Collar	39	201	36	235	30	213	25	201	21	202	-16,67%	-5,63%	-16,00%	0,50%
White-Collar	35	116	38	117	33	109	31	104	37	121	-6,06%	-4,59%	19,35%	16,35%
Total	74	318	74	353	63	323	56	306	58	324	-11,11%	-5,26%	3,57%	5,88%

*As of 2023, all of our personnel work full-time under 'Indefinite-Term Employment Contracts' and are employed via the 'Direct Employment' method without a 'Collective Bargaining Agreement.'

Age Distribution (Employees)														
	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
> Over 50 years old	2	13	1	12	2	17	2	19	3	19	0,00%	11,76%	50,00%	0,00%
Between 30-50	50	208	53	224	43	209	37	213	32	204	-13,95%	1,91%	-13,51%	-4,23%
< Under 30 years old	22	97	20	117	18	97	17	74	23	101	-5,56%	-23,71%	35,29%	36,49%
Total	74	318	74	353	63	323	56	306	58	324	-11,11%	-5,26%	3,57%	5,88%

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Age Distribution (Senior-Level Management Structure)

	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	> Over 50 years old	0	1	0	2	0	2	0	2	0	1	0,00%	0,00%	0,00%
Between 30-50	0	1	0	1	0	1	0	1	1	1	0,00%	0,00%	-	0,00%
< Under 30 years old	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%	0,00%	0,00%

Employment Status by Year of Service*

	Female	Male
Employees with less than 5 years of service	26	142
Employees working for 5-10 years	20	114
Employees working for 10 years or more	12	68
Total	58	324

*Started to be calculated and tracked in 2023.

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Level of Education															
	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Uneducated	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%	0,00%	0,00%
primary school	22	88	21	94	21	89	20	79	16	75	-4,76%	-11,24%	0,00%	0,00%	
High School	20	111	19	131	16	111	11	110	12	112	-31,25%	-0,90%	9,09%	1,82%	
University and Post Graduate	32	119	34	128	26	123	25	117	30	137	-3,85%	-4,88%	0,00%	0,00%	
Total	74	318	74	353	63	323	56	306	58	324	-11,11%	-5,26%	3,57%	5,88%	

Leaving Employees														
	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
> Over 50 years old	0	2	0	0	0	0	0	0	0	2	0,00%	0,00%	0,00%	-
Between 30-50	3	21	4	28	8	45	4	24	2	27	-50,00%	-46,67%	-50,00%	12,50%
< Under 30 years old	7	31	8	48	9	43	8	28	4	15	-11,11%	-34,88%	-50,00%	-46,43%
Total	10	54	12	76	17	88	12	52	6	44	-29,41%	-40,91%	-50,00%	-15,38%

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	Hired Employees														
	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)		
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
> Over 50 years old	0	0	0	0	0	0	0	0	0	0	0	0,00%	0,00%	0,00%	0,00%
Between 30-50	3	14	3	22	1	10	3	10	3	15	200,00%	0,00%	0,00%	50,00%	
< Under 30 years old	5	51	9	81	6	21	2	26	10	42	-66,67%	23,81%	400,00%	61,54%	
Total	8	65	12	103	7	31	5	36	13	57	-28,57%	16,13%	160,00%	58,33%	

	Occupational Health and Safety							
	2019	2020	2021	2022	2023	Change (%) (2021-2022)	Change (%) (2022-2023)	
Average OHS Training Hours per Person	16	16	16	16	16	0,00%	0,00%	
Total Number of Accidents	16	18	19	8	9	-57,89%	12,50%	
Number of Cases with Occupational Disease	0	0	0	0	0	0,00%	0,00%	
Number of Fatal Accidents	0	0	0	0	0	0,00%	0,00%	
Annual Total Working Time (Hours)	931392	1014552	917136	860112	907632	-6,22%	5,52%	
Total Number of Lost Working Days	57	69	246	61	118	-75,20%	93,44%	
Accident Frequency Rate	17,18	17,74	20,72	9,3	9,92	-55,12%	6,67%	

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Number of Disabled / Disadvantaged Employees

	2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	> Over 50 years old	1	0	1	0	1	0	1	0	1	0	0,00%	0,00%	0,00%
Between 30-50	1	3	1	4	1	4	1	4	1	4	0,00%	0,00%	0,00%	0,00%
< Under 30 years old	0	4	0	4	0	4	0	4	0	3	0,00%	0,00%	0,00%	-25,00%
Total	2	7	2	8	2	8	2	8	2	7	0,00%	0,00%	0,00%	-12,50%

Number of employees who took maternity leave and returned to work after childbirth

	2019	2020	2021	2022	2023	Change (%) (2021-2022)	Change (%) (2022-2023)
Employees who took maternity leave	3	2	2	2	1	0,00%	-50,00%
Employees who returned from maternity leave	1	1	1	1	2	0,00%	100,00%

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Training Durations

	2022		2023		Change (%) (2022-2023)	
	Female	Male	Female	Male	Female	Male
	Average Training Hours per Employee	49,9	17,9	27,1	10,3	-45,69%

Labour Turnover Rate

2019		2020		2021		2022		2023		Change (%) (2021-2022)		Change (%) (2022-2023)	
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1%	3%	2%	7%	0,26%	10%	0,28%	2%	0,26%	8%	6,63%	-78,13%	-5,24%	255,37%

Number of Employees Eligible for Parental Leave

	2019	2020	2021	2022	2023	Change (%) (2021-2022)	Change (%) (2022-2023)
	Female	4	3	3	3	2	0,00%
Male	6	5	7	7	4	0,00%	-42,86%

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GRI CONTENT INDEX

Use Notification

EAE Electric Aydınlatma End. Sanayi ve Ticaret A.Ş. has reported the information specified in the mentioned GRI content index for the period of 1 January - 31 December 2023, referring to the GRI Standards.

GRI 1: Foundation (2021)			
GRI Standard	Disclosure and Topic		Location or Description
GRI 1: Foundation (2021)	Requirement 1	Applying the reporting principles	Action is completed.
	Requirement 2	GRI 2: Reporting the disclosures in General Disclosures for 2021	Action is completed.
	Requirement 3	Determining material topics	Action is completed.
	Requirement 4	GRI 3: Reporting the disclosures in Priority Issues for 2021	Action is completed.
	Requirement 5	Reporting disclosures from the GRI Topic Standards for each material topic	Action is completed.
	Requirement 6	Providing reasons for omission for disclosures and requirements that the organization cannot comply with	Action is completed.
	Requirement 7	Publication of the GRI Content Index	Action is completed.
	Requirement 8	Inclusion of the Use Notification	Action is completed.
	Requirement 9	Notification to GRI	Action is completed.

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GRI 2: General Disclosures (2021)			
GRI Standards	Disclosure and Topic	Location or Description	
GRI 2: General Disclosures (2021)	GRI 2: 1 The Organization and Its Reporting Practises		
	2-1 Corporate Profile	Legal Name	About the Report, p. 4-6 Corporate Report, p. 22-35
		Nature of ownership and legal form	Our Corporate Profile, p. 22-35
		Headquarters Location	About the Report, p. 4-6
		Countries of Operation	Our Corporate Profile, p. 22-35
	2-2	Entities included in the sustainability reporting	Our Corporate Profile, p. 22-35
	2-3	Reporting period, frequency and contact point	This report is the second sustainability report of EAE Lighting, and it will continue to be issued annually.
	2-4	Information revised according to previous reports	Performance Indicators, p. 181-186
	2-5	External audit	No external audit has been carried out.
	GRI 2: 2 Activities and Employees		
	2-6	Activities, value chain and other business relationships	Sustainability Policy, p. 53-58 Responsible Purchasing and Value Chain, p. 109-117
	2-7	Employees	Sustainability Policy, p. 53-58 Employees and Development Management, p. 160-168 Performance Indicators, p. 181-186
	2-8	Employees of the subcontractor company	Human Rights Policy, p. 157-159
	GRI 2: 3 Governance		
2-9	Governance structure	Message from Board of Directors, p. 8-11. Our Corporate Profile, p. 22-35 Sustainability Policy, p. 53-58 Sustainability Mechanisms, p. 59-72	
2-10	The process of determining the competences and qualifications of the members of the highest governance body	Our Corporate Profile, p. 22-35 Sustainability Policy, p. 53-58 Sustainability Mechanisms, p. 59-72	
2-11	Executive role of the head of the highest governance body	Message from Board of Directors, p. 8-11. Our Corporate Profile, p. 22-35	

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GRI 2: General Disclosures (2021)			
GRI Standards	Disclosure and Topic	Location or Description	
GRI 2: General Disclosures (2021)	GRI 2: 1 The Organization and Its Reporting Practises		
	GRI 2: 3 Governance		
	2-12	Role of the highest governance body in overseeing the management of impacts resulting from activities	Message from Board of Directors, p. 8-11. Message from our Sustainability Leader, p. 13-17 Communication with our Stakeholders and Memberships, p. 46-50 Sustainability Policy, p. 53-58 Sustainability Strategy and Priorities, p. 73-79 Human Rights Policy, p. 157-159
	2-13	Delegation of responsibility for managing the impacts resulting from activities	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72
	2-14	Role of the highest governance body in sustainability reporting	Message from our Sustainability Leader, p. 13-17 Sustainability Mechanisms, p. 59-72
	2-15	Processes to avoid conflicts of interest	Ethics and Compliance Policies, p. 36-39 Anti-Bribery and Anti-Corruption Policy, p. 36
	2-16	Communication of critical concerns to the highest governance body	Business Ethics and Code of Conduct, p. 36 Ethical and Compliance Policies, p. 36-39
	2-17	Collective knowledge of the highest governance body	Sustainability Mechanisms, p. 59-72 Human Rights Policy, p. 157-159
	2-18	Evaluation of the performance of the highest governance body	Sustainability Mechanisms, p. 59-72
	2-19	Remuneration policies	Employees and Development Management, p. 160-168 Human Rights Policy, p. 157-159
	2-20	Process for determining wages	Employees and Development Management, p. 160-168 Human Rights Policy, p. 157-159
2-21	Annual total compensation ratio	Privacy Restrictions EAE Lighting shall not share this information publicly in accordance with the privacy policies of the company.	

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GRI 2: General Disclosures (2021)		
GRI Standards	Disclosure and Topic	Location or Description
	GRI 2: 4 Strategy, Policies and Practises	
	2-22	Statement on sustainable development strategy Message from Board of Directors, p. 8-11. Sustainable Future Plan, p. 80-99
	2-23	Policy commitments Ethics and Compliance Policies, p. 36-39 Sustainability Policy, p. 53-58 Human Rights Policy, p. 157-159
	2-24	Embedding policy commitments Ethics and Compliance Policies, p. 36-39 Sustainability Policy, p. 53-58 Human Rights Policy, p. 157-159
	2-25	Process to remediate negative impacts Ethics and Compliance Policies, p. 36-39
	2-26	Mechanisms for receiving suggestions and raising concerns about issues related to ethical and legal behaviour Ethics and Compliance Policies, p. 36-39
	2-27	Compliance with laws and regulations Ethics and Compliance Policies, p. 36-39
	2-28	Union and association memberships Communication with our Stakeholders and Memberships, p. 46-50
	GRI 2: 5, Stakeholder Interaction	
	2-29	Approach to stakeholder engagement Communication with our Stakeholders and Memberships, p. 46-50
	2-30	Collective bargaining agreements There are no employees covered by the collective bargaining agreement.

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GRI 3: Priority Issues (2021)			
GRI Standards	Disclosure and Topic		Location or Description
GRI 3: Priority Issues 2021	3-1	List of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Sustainability Strategy and Priorities, p. 73-79
	3-2	Priority Issues (Items)	Sustainability Strategy and Priorities, p. 73-79

GRI 200: Series of Economic Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 201: Economic Performance 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Policy, p. 53-58
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Message from Board of Directors, p. 8-11. Corporate Profile, p. 22-35
	201-4	Financial assistance received from government	Taxes and Incentives, p. 40-43

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GRI 200: Series of Economic Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 202: Market Presence 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Corporate Profile, p. 22-35
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Corporate Profile, p. 22-35
	202-2	Senior management hired from the local community	Corporate Profile, p. 22-35
GRI 204: Procurement Practises 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Sustainable Future Plan, p. 80-99
GRI 204: Procurement Practises 2016	204-1	Proportion of spending on local suppliers	Responsible Purchasing and Value Chain, p. 109-117
GRI 205: Anti-Corruption 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Anti-Bribery & Anti-Corruption Policy, p. 36 Sustainability Policy, p. 53-58 Sustainability Mechanisms, p. 59-72
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Sustainable Future Plan, p. 80-99 Ethics and Compliance Policy, p. 36-39 Strategic Areas of Strength, 2024-2026 Goals and Progress, p. 94
	205-2	Communication and training about anti-corruption policies and procedures	Sustainable Future Plan, p. 80-99 Ethics and Compliance Policy, p. 36-39 Sustainability Mechanisms, p. 59-72 Strategic Areas of Strength, 2024-2026 Goals and Progress, p. 94
	205-3	Confirmed incidents of corruption and actions taken	Sustainable Future Plan, p. 80-99 Ethics and Compliance Policies, p. 36-39 Strategic Areas of Strength 2024-2026 Goals and Progress, p. 94

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GRI 200: Series of Economic Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 206: Anti-competitive Behaviour 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Ethics and Compliance Policies, p. 36-39 Sustainability Policy, p. 53-58 Strategic Areas of Strength 2024-2026 Goals and Progress, p. 94
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practises	Ethics and Compliance Policies, p. 36-39 Strategic Areas of Strength, 2024-2026 Goals and Progress, p. 94
GRI 207: Tax 2019			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11.
GRI 207: Tax 2019	207-1	Approach to Tax	Taxes and Incentives, p. 40-43
	207-2	Tax governance, control, and risk management	Taxes and Incentives, p. 40-43
	207-3	Stakeholder engagement and management of concerns related to tax	Taxes and Incentives, p. 40-43

GRI 300: Series of Environmental Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 301: Materials 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Sustainability Strategy and Priorities, p. 73-79 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
GRI 301: Materials 2016	301-1	Materials used by weight or volume	Responsible Purchasing and Value Chain, p. 109-117 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140 Raw Materials, Natural Resources and Waste Management, p. 141-152
	301-2	Recycled input materials used	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140 Raw Materials, Natural Resources and Waste Management, p. 141-152
	301-3	Reclaimed products and their packaging materials	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140 Raw Materials, Natural Resources and Waste Management, p. 141-152

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GRI 300: Series of Environmental Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 302: Energy 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	302-3	Energy intensity	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	302-4	Reduction of Energy Consumption	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	302-5	Reductions in Energy Requirements of Products and Services	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
GRI 303: Water and Effluents 2018			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Policy, p. 53-58 Sustainability Strategy and Priorities, p. 73-79
GRI 303: Water and Effluents 2018	303-1	Water Policy and Management Approach of the Organization	Raw Materials, Natural Resources and Waste Management, p. 141-152
	303-2	Management of Water Discharge-Related Impacts	Raw Materials, Natural Resources and Waste Management, p. 141-152
	303-3	Water Withdrawal	Raw Materials, Natural Resources and Waste Management, p. 141-152 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	303-4	Water discharge	Raw Materials, Natural Resources and Waste Management, p. 141-152 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	303-5	Total water consumption	Raw Materials, Natural Resources and Waste Management, p. 141-152 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140

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GRI 300: Series of Environmental Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 304: Biodiversity 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Strategy and Priorities, p. 73-79 Sustainable Future Plan, p. 80-99
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	304-3	Habitats protected or restored	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
GRI 305: Emissions 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Decarbonisation Vision, p. 123-137
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Decarbonisation Vision, p. 126-140
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Decarbonisation Vision, p. 126-140
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Decarbonisation Vision, p. 126-140
	305-4	Greenhouse gas emission intensity	Sustainability Strategy and Priorities, p. 73-79 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	305-5	Reduction of GHG Emissions	Sustainability Strategy and Priorities, p. 73-79 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	305-6	Emissions of ozone-depleting substances (ODSs)	Sustainability Strategy and Priorities, p. 73-79 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Strategy and Priorities, p. 73-79 Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140

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GRI 300: Series of Environmental Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 306: Waste 2020			
GRI 3: Priority Issues 2021	3-3	Management Approach Evaluation	Message from Board of Directors, p. 8-11. Sustainability Policy, p. 53-58 Sustainability Mechanisms, p. 59-72
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, p. 141-152
	306-2	Management of significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, p. 141-152
	306-3	Amount of waste generated	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140 Raw Materials, Natural Resources and Waste Management, p. 141-152
	306-4	Waste diverted from disposal	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
	306-5	Waste directed to disposal	Environmental Responsibility, p. 125 Decarbonisation Vision, p. 126-140
GRI 308: Supplier Environmental Assessment 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Sustainability Strategy and Priorities, p. 73-79
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Purchasing and Value Chain, p. 109-117

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GRI 400: Series of Social Standards			
GRI Standards	Disclosure and Topic		Location or Description
GRI 401: Employment 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Sustainability Policy, p. 53-58 Sustainability Strategy and Priorities, p. 73-79
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Human Rights Policy, p. 157-159 Employees and Development Management, p. 160-168 Performance Indicators, p. 181-186
	401-2	Benefits provided to full-time employees	Employees and Development Management, p. 160-168
	401-3	Parental leave	Performance Indicators, p. 181-186
GRI 403: Occupational Health and Safety 2018			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Policy, p. 53-58 Sustainability Mechanisms, p. 59-72 Sustainability Strategy and Priorities, p. 73-79 Occupational Health and Safety Practices, p. 169-174
GRI 403: Occupational Health and Safety 2018	403-1	Occupational Health and Safety Management System	Occupational Health and Safety Practices, p. 169-174
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Mechanisms, p. 59-72 Short-Mid-Long Term Sustainability Risks and Financial Impact Definitions, p. 63-68 Sustainable Future Plan, p. 80-99 Occupational Health and Safety Practices, p. 169-174
	403-3	Occupational health services	Occupational Health and Safety Practices, p. 169-174
	403-4	Worker participation, consultation, communication on occupational health and safety	Occupational Health and Safety Practices, p. 169-174
	403-5	Worker training on occupational health and safety	Occupational Health and Safety Practices, p. 169-174
	403-6	Promotion of worker health	Occupational Health and Safety Practices, p. 169-174
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Practices, p. 169-174
	403-8	Employees covered by the occupational health and safety management system	Performance Indicators, p. 181-186
	403-9	Work-related injuries	Occupational Health and Safety Practices, p. 169-174 Performance Indicators, p. 181-186
	403-10	Work-related ill health	Occupational Health and Safety Practices, p. 169-174 Performance Indicators, p. 181-186

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GRI 404: Training and Education 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11 Sustainability Policy, p. 53-58 Sustainability Mechanisms, p. 59-72 Sustainability Strategy and Priorities, p. 73-79
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Performance Indicators, p. 181-186
	404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Development Management, p. 160-168
	404-3	Percentage of employees receiving regular performance and career development reviews	Employees and Development Management, p. 160-168 Social Performance Indicators, p. 181-186
GRI 405: Diversity and Equal Opportunity 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Human Rights Policy, p. 157-159
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Human Rights Policy, p. 157-159 Social Performance Indicators, p. 181-186
	405-2	Ratio of basic salary and remuneration of women to men	Human Rights Policy, p. 157-159
GRI 406: Non-Discrimination 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Human Rights Policy, p. 157-159
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination	Human Rights Policy, p. 157-159
GRI 408: Child Labour 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Human Rights Policy, p. 157-159
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights Policy, p. 157-159

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GRI Standards	Disclosure and Topic		Location or Description
GRI 409: Forced/Compulsory Labour 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Strategy and Priorities, p. 73-79
GRI 409: Compulsory Labour 2016	409-1	Operations and practices identified as having a risk of incidents of forced or compulsory labour	Responsible Purchasing and Value Chain, p. 109-117 EAE Lighting Ethical Rules, p. 36 Human Rights Policy, p. 157-159
GRI 410: Security Practises 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Strategy and Priorities, p. 73-79
GRI 410: Security Practises 2016	410-1	Security personnel trained in human rights policies or procedures	Human Rights Policy, p. 157-159

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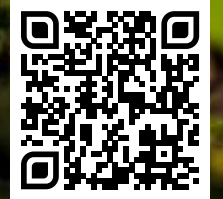
GRI Standards	Disclosure and Topic		Location or Description
GRI 414: Supplier Social Assessment 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Strategy and Priorities, p. 73-79 Sustainable Future Plan, p. 80-99 Sustainability Mechanisms, p. 59-72 Responsible Purchasing and Value Chain, p. 109-117
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria	Responsible Purchasing and Value Chain, p. 109-117
GRI 416: Customer/Consumer Health and Safety 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Sustainability Mechanisms, p. 59-72 Customer Satisfaction Practices, p. 118-124 Sustainability Policy, p. 53-58 Sustainability Strategy and Priorities, p. 73-79
GRI 416: Customer/Consumer Health and Safety 2016	416-1	Products and services for which health and safety impacts are assessed	Integrated Management System and Certificates, p. 44-45
	416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	There are no incidents of non-compliance with regulations or voluntary codes.
GRI 417: Marketing and Labelling 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Integrated Management System and Certificates, p. 44-45
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	Integrated Management System and Certificates, p. 44-45
	417-2	Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling	There are no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling
GRI 418: Customer Privacy 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 8-11. Integrated Management System and Certificates, p. 44-45 Sustainable Future Plan, p. 80-99
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no substantiated complaints concerning breaches of customer privacy and losses of customer data.

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