



2024

SUSTAINABILITY REPORT



Table of Content

1. About the Report	3	4. Sustainability Management	15	7. Social Responsibility	57
2. Message from the Management	4	4.1. Corporate Management	16	7.1. Human Rights	59
2.1. Message from the Board of Directors	5	4.2. Economic Performance	16	7.2. Social Benefits and Activities	59
2.2. Message from Our Sustainability Leader	6	4.3. Ethics and Compliance	19	7.3. Employees and Development Management	60
3. EAE Lighting at a Glance	7	4.4. Sustainability Policy	20	7.4. Occupational Health and Safety Practices	62
3.1. EAE Lighting in Numbers	8	4.5. Sustainability Governance	21	8. Organisational Development	63
3.2. Milestones	9	4.6. Corporate Risk Management	23	8.1. Integrated Management System and Certificates	66
3.3. Highlights from 2024	10	4.7. Sustainability Strategy	31	8.2. Communication with Stakeholders	67
3.4. Corporate Profile	11	4.8. Prioritisation Analysis	32	9. Annexes	70
3.5. Mission, Vision and Goals	12	4.9. Trends and Developments	34	9.1. Memberships and Collaborations	71
3.6. Products and Services	13	5. Products, Services And Technologies	38	9.2. Performance Indicators	72
3.7. Light Engineering: An Engineering Art That Sheds Light on the Future	14	5.1. Technology, Innovation and R&D-Oriented Product Development	40	9.2.1. Environmental Performance Indicators	72
		5.2. Digitalisation and Information Security Practices	43	9.2.2. Social Performance Indicators	75
		5.3. Responsible Purchasing and Value Chain	44	9.5. GRI Content Index	79
		5.4. Customer Satisfaction Practices	47	9.6. Glossary	90
		6. Environment and World	49	9.7. Contact	94
		6.1. Our Decarbonisation Vision	51		
		6.2. Raw Materials, Natural Resources and Waste Management	54		

About the Report

At EAE Lighting, we integrate our sustainability approach into environmental responsibility through decarbonisation, circularity, the green industry and the value chain, developing game-changing solutions within the sector.

This third sustainability report that covers only the Turkish operations of EAE Lighting provides transparent information on our environmental, social, and governance performance from 1 January 2024 - 31 December 2024, in accordance with the GRI 2021 Universal Standards. This report has been prepared with collaboration from our sustainability committee, relevant departments, and a dedicated consultant. All performance indicators in this report constitute consolidated data from EAE Lighting's factory in Dilovası and its headquarters in İkitelli. While our greenhouse gas emissions have been audited and verified by an independent verification authority in accordance with the ISO14064 standard, other sustainability matters have not been subject to an independent external audit.

Through our "Light Engineering" approach, our aim is to ensure the highest-level of compliance with all the national and international regulations pending entry into force.

It is of high importance for us to interact with all our stakeholders. To check out our sustainability activities

please visit surdurulebilirlik.eaeaydinlatma.com/en/ and for any comments and suggestions please contact us via ayd.surdurulebilirlik@eaegroup.com

Guiding signs in the report



→ Indicates the availability of internal and external guidance in the relevant sections of the report.

Please refer to the Glossary available in the Annexes section of the report for all technical terms and abbreviations used in the report.



MESSAGE FROM THE MANAGEMENT

2. Message from the Management 4

- 2.1. Message from the Board of Directors 4
- 2.2. Message from Our Sustainability Leader 6



Message from the Management

Dear Stakeholders,

At EAE Lighting, we take great pride in having contributed to the development of both our nation and the global industry throughout our journey spanning more than half a century. With the know-how we have gained in this journey, and our innovative approach, we continue to build the lighting solutions of the future.

Today, we have reached a point where we recognise that sustainability is not just about reducing the environmental impact, but is also an approach that secures business continuity, creates long-term values for stakeholders, and increases the global competitiveness. This is why we place our environmental, social, and governance responsibilities at the heart of our business model, and constantly review our activities accordingly.

Despite the global economic fluctuations, along with the supply chain uncertainties and the increasing regulation pressures, 2024 has been a year when we have seen concrete results with regard to our sustainability strategies.

Our initiatives in the field of energy efficiency, circular economy, digitalisation and the fight against climate change not only contribute to today's needs, but also help build the industry of the future.

We address all our operations from a risk and opportunity perspective with a focus on sustainability, and adopt a more resilient growth model taking into account all financial impacts. This is where our Risk and Opportunity Task Force, working in coordination with the Sustainability Committee, come into play, contributing to the updating of our strategies by considering short-, mid- and long-term perspectives. This helps us maintain our business continuity while at the same time providing us with a chance to leverage new areas of opportunity.

Together with our stakeholders, we not only analyse all the challenges brought along by climate change and the green transformation, but also make huge efforts to leverage the opportunities provided by this transformation. With a focus on top priorities including energy efficiency, eco-design, sustainable product development, and the

vision for carbon neutrality, we maintain our decisive commitment to increasing the competitiveness in our sector.

We recognise that the sustainability journey only becomes meaningful when social benefits, environmental responsibilities, and economic achievements are addressed together. With this in mind, we continue our efforts to make our production processes and value chain fairer, more inclusive, and more sustainable.

All these initiatives we have shared with you, our invaluable stakeholders, through our third sustainability report demonstrate our commitment for a better future together. We believe that our collaboration and partnership will lead us to stronger achievements and, to this end, we invite you to join us in accelerating our green development journey

EAE Lighting Board of Directors



Savaş UYANIK
EAE Lighting
General Manager

Message from Sustainability Leader

Dear Stakeholders,

At EAE Lighting, we are very proud of having contributed to the development of our nation and the enhancement of global competitiveness throughout our industrial journey spanning more than half a century. Through our vision of “Light Engineering”, we not only develop products, but also generate sustainable solutions that will help build the industry of the future. Today, we have reached a point where sustainability is not just an environmental policy, but is an integral part of our business model and growth strategy.

2024 has been a year when this understanding has taken place in the strongest way possible. Our emissions reduction and net zero commitments for 2030-2050, certified by the Science Based Targets initiative (SBTi), demonstrated our strong engagement in the fight against climate change at international standards. Our commitment to reducing our Scope 1 and 2 greenhouse gas emissions by 50% and our Scope 3 emissions by 30%, by 2031 compared to the 2021 baseline year, constitutes the basis of our low-carbon transformation both in our operations and the value chain. In line with these goals, we continue to invest in increasing energy efficiency, while at the same time accelerating our design and innovation initiatives so that our products can generate a lower amount of emissions throughout their life cycles.

As part of our energy transformation, we deployed our new Solar Power Plant (SPP) investments and increased our renewable energy supply.

This not only reduced our carbon footprint, but also strengthened our energy independence. As from 2024, we have met a significant part of our electric needs from renewable sources, becoming one more step closer to achieving our goal of carbon neutrality. We have expanded our environmental responsibilities to include new policies and practices. We have, for the first time, released a Biodiversity Policy to manage the environmental impacts of our operations. We have also put into effect our Responsible Purchasing and Supply Chain Policy and are now managing the ethical, social, and environmental criteria in a more robust manner throughout our supply chain. This helped us adopt an approach where we not only take responsibility in our own operations, but also in the entire value chain.

2024 has been a year when we have also reinforced our engagement with our stakeholders. With the “Voice of Customer” application having been brought into being, we are now able to integrate customer feedback directly into our processes of product development and service improvement. We also successfully completed our SEDEX audit, and achieved the ISO 28000 certification which evidence the compliance of our supply chain security with the international standards. These initiatives are concrete indications of our approach to an ethical and transparent governance.

We have calculated our consolidated water footprint for 2023 and 2024 in order to take our environmental performance to a higher level, thus reinforced our sense of transparency and responsibility not only in terms of energy management, but also in terms of water management

The EPD certificates that we have published for 12 of our product groups clearly demonstrate the environmental impacts of our products throughout their life cycles. This year also marked our first time in the independent EcoVadis ESG rating platform, which assessed where our sustainability performance stands in the international arena.

These practices not only help us reduce our environmental footprint, but also assist us in increasing the welfare of our employees, as well as fostering stakeholder confidence and ensuring customer satisfaction. Because we know that sustainability is not just about managing the environmental risks, but is also an approach that helps increase social benefits, reinforce financial resilience, and leave a habitable world for future generations.

Today we continue our journey by adding to our current position through a stronger team of sustainability professionals, as well as a more analytical business mechanism and more ambitious goals. In realising our net zero vision that extends to 2040 and 2050, we prioritise carbon reduction, circular economy, people-oriented designs, and digitalisation throughout our value chain.

Savaş UYANIK
EAE Lighting
General Manager

EAE LIGHTING AT A GLANCE

3. EAE Lighting at a Glance

7

3.1. EAE Lighting in Numbers

8

3.2. Milestones

9

3.3. Highlights from 2024

10

3.4. Corporate Profile

11

3.5. Mission, Vision and Goals

12

3.6. Products and Services

13

3.7. Light Engineering:

14

An Engineering Art That Sheds Light on the Future



EAE Lighting with Numbers

Year of
Foundation

1983

Number of
Countries
Exported to

40

Rate of Export
to Europe
(EU 27)

62%

R&D and P&D
Investments
Ratio

18,1%

Renewable
Energy
Investments
Rate

11%

Annual
Renewable
Energy (SPP)
Capacity

2,72

GWh

Renewable
Energy
Consumption
Rate

%90

Packaging
Waste
Recovery Rate

100%

Amount of
Waste
Prevented
from Disposal

1003

TON

Rainwater
Storage
Capacity

556

m³

Occupational
Health and
Safety
Training

5968

(Person x Hour)

Total Number
of Training
Hours

7833

(Person x Hour)

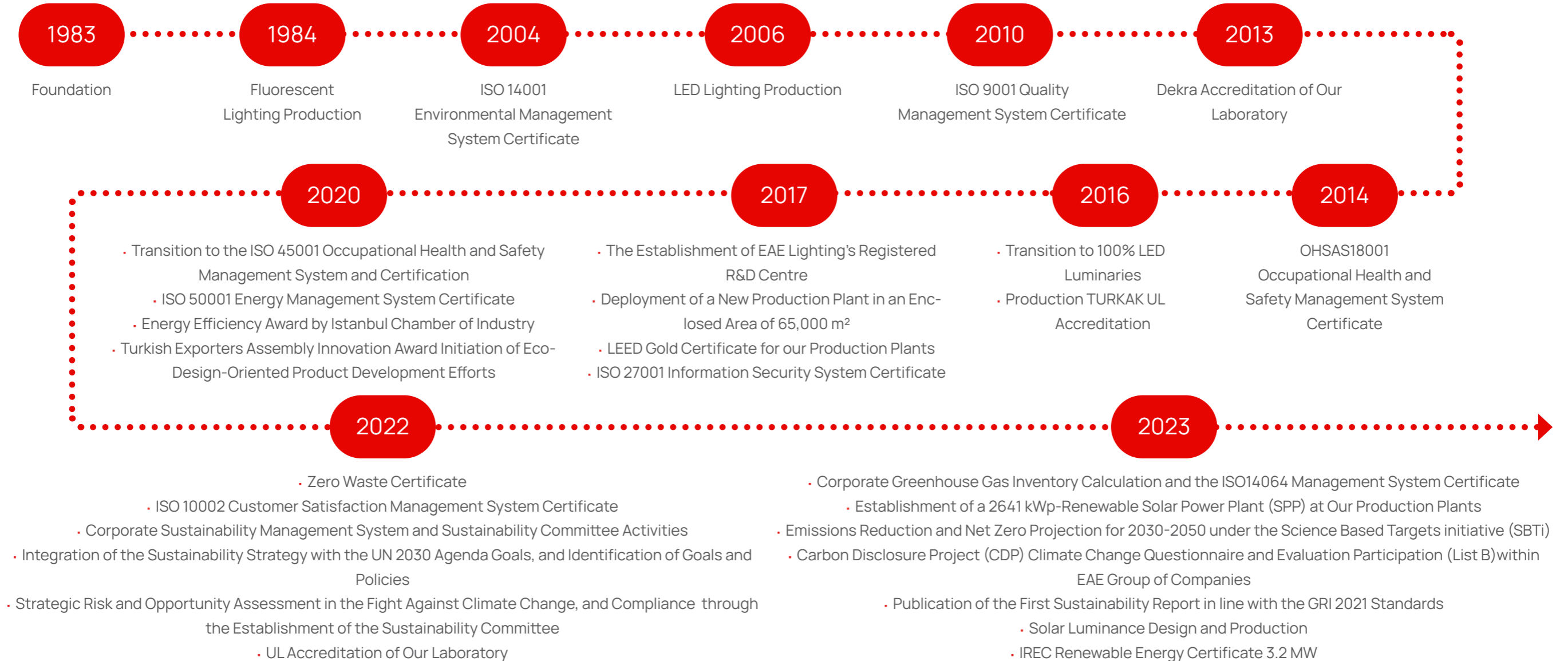
Customer
Satisfaction
Rate

82%

Number of
Employees

373

Milestones



Highlights from 2024

Social Responsibility

- Successfully completed the SEDEX social compliance audit.
- Released our Responsible Purchasing and Supply Chain Policy.
- Provided each of our employees with a 7,833 hour-sustainability training session.
- Initiated advanced training sessions in 2024 for compliance with regulations including CSRD, CSDDD, and TNFD.

Products, Services and Technologies

- Our 2030-2050 roadmap for reducing emissions made official following its certification by the Science-Based Targets Initiative (SBTi).
- Increased our product transparency by publishing EPD certificates for 12 of our product groups.
- Improved the lm/W efficiency in Galis products by 18%, increasing it from 140 to 170.
- Integrated customer feedback into our processes of product development through the "Voice of Customer" application.



Environment and World

- Significantly reduced our Scope 2 emissions by meeting 89.9% of our electric needs from renewable energy sources.
- Released our Biodiversity Policy to demonstrate our commitment to protecting natural assets.
- Calculated our consolidated water footprint for 2023-2024.
- Reduced our water consumption by 54% compared to 2022.
- Recovered 100% of our packaging waste.

Organisational Development

- Achieved the ISO 28000 certificate, which certified our supply chain security at international standards. Our first-time assessment in the EcoVadis ESG rating platform..

Corporate Profile

EAE Group of Companies began its journey in the electronics and electrical equipment sector with EAE Electric founded in 1973 with 100% domestic capital. Then in 1983, the Group's second largest building block, EAE Lighting, participated in the operations. This was followed by EAE Machinery in 1996, EAE Electrotechnics in 2004, and EAE Technology in 2009 - all of which led us to steady growth by helping us constantly expand our production capacity and our areas of activity.

Since 1973, we have been generating value for all our stakeholders by putting customer satisfaction and quality at the heart of everything we do, while at the same time remaining true to our goal of becoming the symbol of reliability, sustainability and prestige in all our areas of activity. Throughout our industrial journey of half a century, we have always been inspired by our long-established values.



We continue our journey in the lighting sector with our **“Light Engineering”** approach, in light of our vision of becoming a leading and exemplary company in our market by constantly adding to our brand value.

Mission, Vision and Goals

At EAE Lighting, we offer professional lighting solutions and highly energy-efficient, next-generation technologies, through our “Light Engineering” approach matching with contemporary designs. Our goal is to use our products and services to create eco-friendly, safe, efficient, and comfortable working areas that are low in investment costs. Our team of experts also help us maintain efficient after-sales support services that start with the pre-sales project design phase to preserve the design value.



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.

Our project departments with their expert engineers, architects, and electrical technicians

work in integration with the R&D and P&D units, offering a multi-disciplinary approach in all projects. With over 40 years’ of experience, we have been developing innovative solutions in the fields of energy saving and lighting automation for architectural interior lighting, green building applications, exterior applications, sports areas and road lighting.

Operating with a customer-focused mindset, and aiming to provide all end users with the highest level of benefits, our sales teams always create added value at every stage of our operations, including projects, sales and marketing processes that are carried out in coordination with EAE Group of Companies.

In light of our goal of fully meeting all customer requirements, we analyse potential risks beforehand as required by our environmental and social responsibilities, and generate rapid, sustainable, and effective solutions at our modern LED production plant where we adopted the lean production model.

Products and Services

Industrial Lighting

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



Exterior Lighting

Projectors
Road and Vicinity Lighting Canopy
Lighting

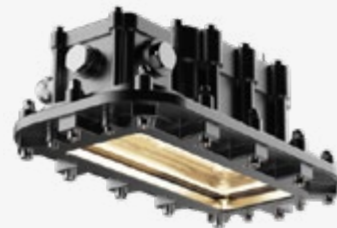


Emergency Lighting



Ex-Proof Lighting

Lighting for Explosive Atmospheres
Industrial Lighting



Architectural Lighting

Interior Lighting
Exterior Lighting



Click here for detailed information, technical properties, and advantageous use performances related to our products, check out **here** for our sector-specific solutions catalogues.

Light Engineering An Engineering Art That Sheds Light on the Future

Our company was founded by Yusuf Hikmet Kaya, who also serves as the Chairman of the Board of Directors. Holding an Electronic Engineering degree from Istanbul Technical University, Yusuf Hikmet Kaya improved the company with his engineering expertise and innovative vision, while at the same time guiding the sector through his leadership skills. As a result, our company secured a leading position in the lighting sector in 2009 as the first partner of Dialux in Türkiye.

Thanks to our specialisation in the fields of industrial lighting and raised ceiling lighting, we have developed engineering-oriented solutions that ensure light is provided in the desired efficiency, homogeneity, and quality standards even at heights of up to 40 metres. This level of success in raised ceiling lighting requires the meticulous design of several technical parameters including luminous intensity, entrance angle, reflection control, energy efficiency, and maintenance requirements.

Likewise, maintaining proper working and temperature conditions at industrial plants, as well as elements including the optimisation of light direction and entrance angle are results of comprehensive R&D and engineering processes.

For us, lighting is more than just illumination; it's about creating systems that involve the engineering discipline and that can work in a sustainable and efficient manner for many years without any problems. This is the story of how the concept of "Light Engineering" became the fundamental philosophy of our company.

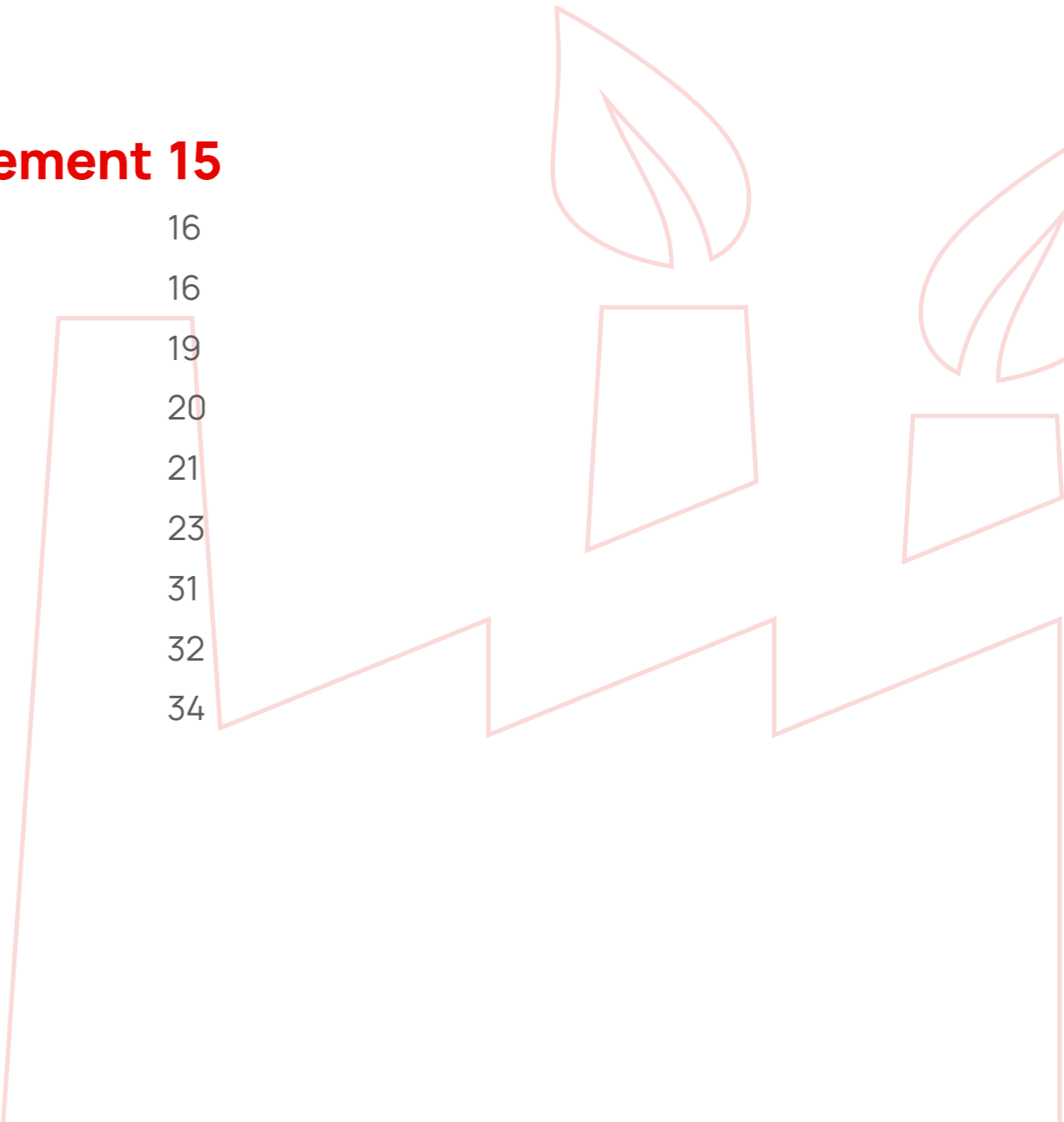
Every project we develop in line with our sustainability vision not only meets today's needs, but also carries a responsibility to protect tomorrow's resources. We will continue to pursue "Light Engineering" for a brighter, more efficient, and more sustainable future.



Sustainability Management

4. Sustainability Management 15

4.1. Corporate Management	16
4.2. Economic Performance	16
4.3. Ethics and Compliance	19
4.4. Sustainability Policy	20
4.5. Sustainability Governance	21
4.6. Corporate Risk Management	23
4.7. Sustainability Strategy	31
4.8. Prioritisation Analysis	32
4.9. Trends and Developments	34



Sustainability Management

As required by its commitment to supporting sustainable development and green transformation, EAE Lighting makes it a fundamental governance priority to measure, evaluate, and efficiently manage the economic, environmental, and social impacts of our activities.

We manage both our national and global operations with a sustainability-focused approach by analysing all impacts and risks throughout the value chain. Our aim is to continuously improve our environmental, social, and governance (ESG) performance by placing sustainability at the heart of all our business processes and decision-making mechanisms. In 2022, we began making our corporate strategies compliant with the sustainability principles, and it was in 2023 that we put these strategies into practice by integrating them into the entire value chain to create a long-term impact.

Corporate Management Economic Performance

At EAE Lighting, we measure economic success not only by financial growth figures, but also by the long-term values we create for all our stakeholders and the society by remaining true to our “**Light Engineering**” approach.

The integration of our operational excellence and productivity approach into sustainability-focused investments and innovative solutions takes our competitive power to a higher level with each passing year.

In addition to our key performance indicators including annual income and operating profitability, we also report our direct and indirect economic impacts. We contribute to local economy through our strong collaborations with local suppliers, while at the same time creating a significant added value in investments, production and employment.



Sales

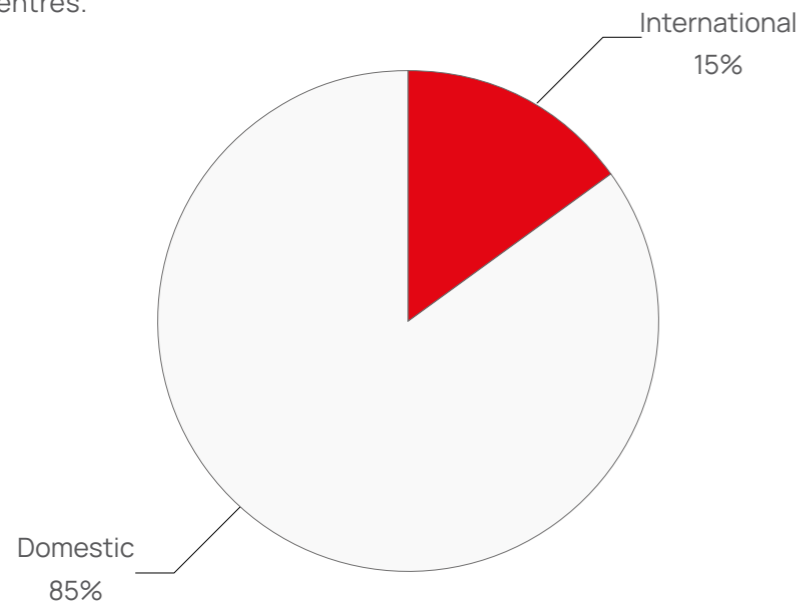
40

Number of Countries Exported to

%15

Proportion of Consolidated International Net Sales to Total Sales

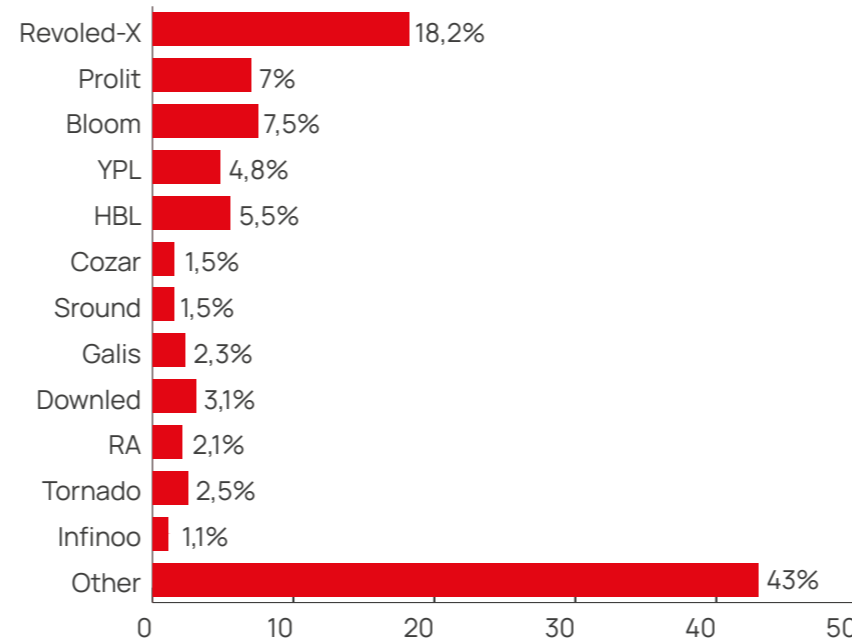
Our production capacity springs to life at our modern LED production plant, located in the Organised Industrial Zone for Machinery Expertise in Kocaeli, with a total enclosed area of 65,000 m². We are constantly developing our local production capabilities at the same time with the sustainable development of our products at our TUBITAK-approved R&D centres.



Our Products and Consolidated Net Sales, USD

At EAE Lighting, we are reinforcing our sustainable and innovative technology-driven investments with intellectual property rights, including over five patents, nearly 200 registered trademarks, and more than 50 industrial designs.

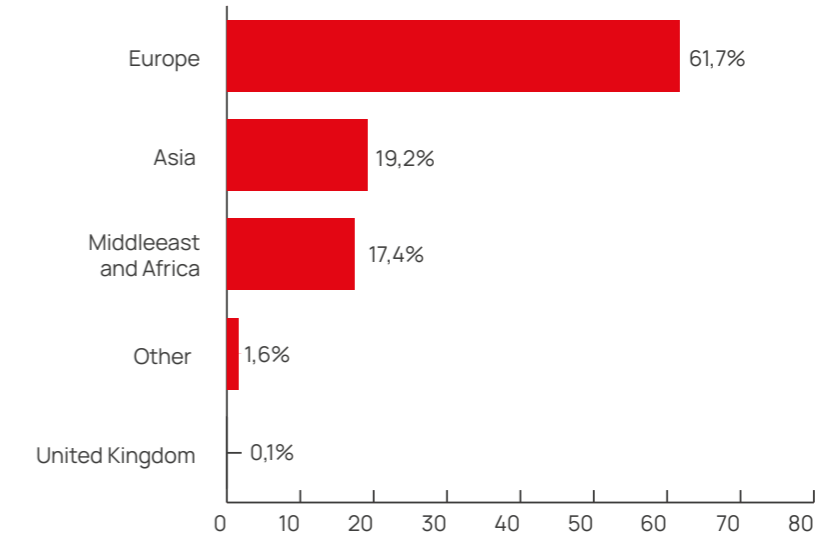
We address our global growth not only in terms of commercial expansion, but also in terms of a value chain management made complete with the principles of environmental and social responsibility, taking strategic steps in accordance with the sustainable development goals.



Consolidated Net Sales Domestic + International by Product (% , dollars)

EAE Group of Companies is actively present in over 100 countries with its products and services, helping us expand our global growth in integration with our sustainability vision.

EAE Lighting, on the other hand, plays a part in 15% of our consolidated net sales thanks to exports to 40 countries, demonstrating our constantly growing international sphere of influence.



Regional Markets and Consolidated Net Sales, USD

As part of our international operations, we founded EAE Italia in Milan in 2007, and this company now offers our Group products to the Italian market via its 18 local dealers, providing direct services in marketing, sales, and after-sales processes. Then in 2019, we established EAE Germany, EAE Australia, and EAE America - all of which paved the way for us to increase our representation capacity in the European, Oceanian, and North American markets.

EAE America, the most recent international operation of our Group, was founded in Atlanta, Georgia in 2019 to promote and sell our product portfolio across the US, including, in particular, busbar systems, cable ducts, and lighting solutions. With its qualified, flexible, and rapid solutions in electrical distribution systems, it provides high added value in many sectors including data centres, hospitals, subways and tunnels, oil and gas, automotive, textiles, and food. EAE America operates with an excellence-focused mindset in delivering sales, service, and engineering support by remaining true to the highest management system standards.

[Click here](#) for our Group's global distribution network.

Organisational Chart of the Board of Directors

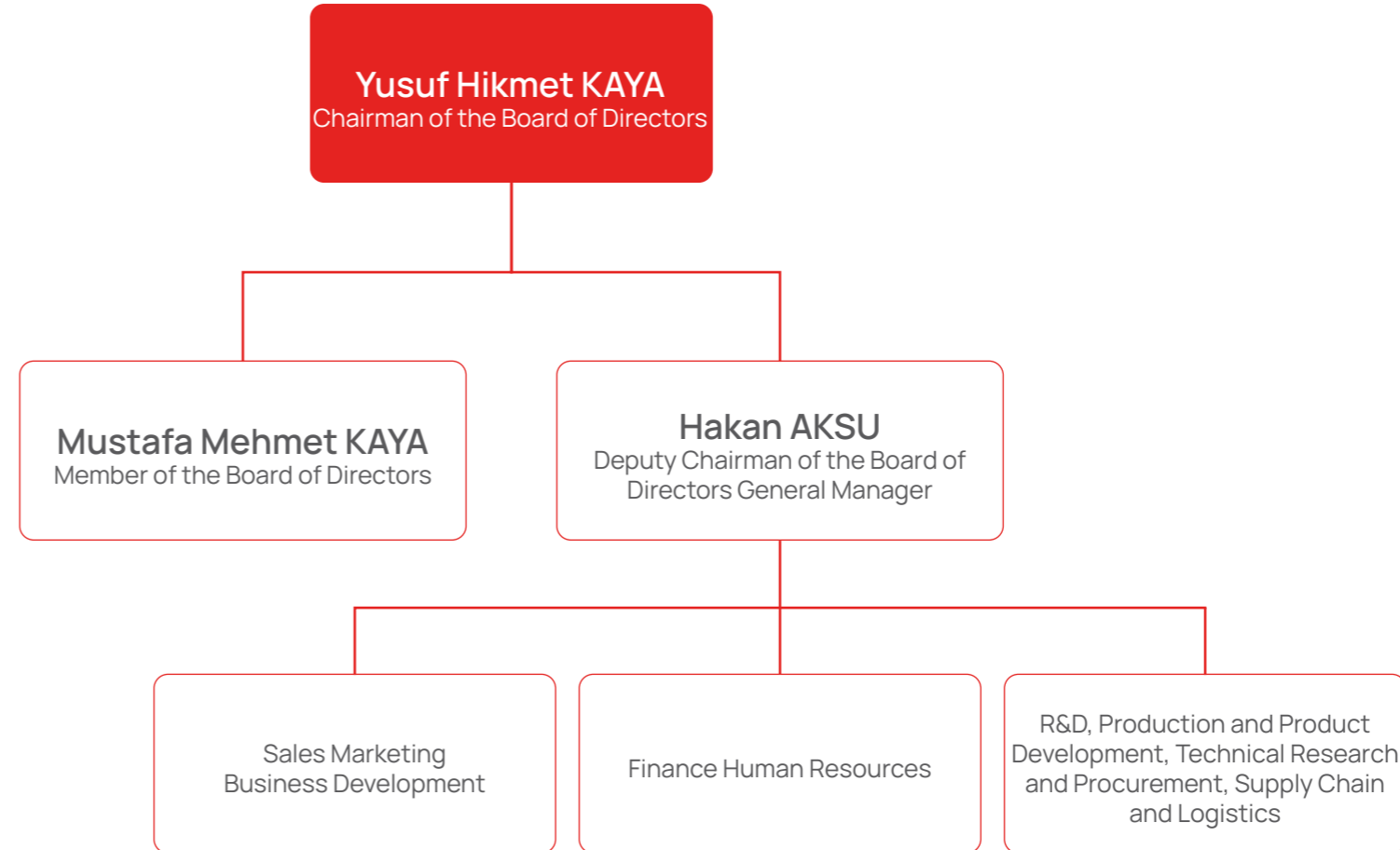
Our board of directors has created the perfect balance of authority, power, and responsibility in decision-making processes by clearly identifying the limits in roles and responsibilities for each position in line with the corporate structure and areas of activity of the EAE brand. As required by the management structure of our group companies, we act responsibly towards all our stakeholders in accordance with the principles of financial discipline, ethics, performance orientation, transparency, and accountability, managing our resources and assets with an awareness of the importance of saving and efficiency.

The Energy Committee, the Information Security Committee, the Ethics Committee, the OHS Committee, and the Sustainability Committee, all of which operate in accordance with our corporate development and transformation approach, continue their work by directly reporting to the board of directors.

Our Sustainability Committee, together with its task force responsible for managing strategic risks and opportunities, informs the top management of decisions related to the realisation of our long-term goals, thus helping our general manager and board members closely follow the investment, performance, and monitoring processes.

At EAE Lighting, the priority areas of responsibility of our board of directors consist of developing a corporate culture based on ethics and transparency and fully complying with the ethical principles and human rights standards that lie at the heart of all our policies.

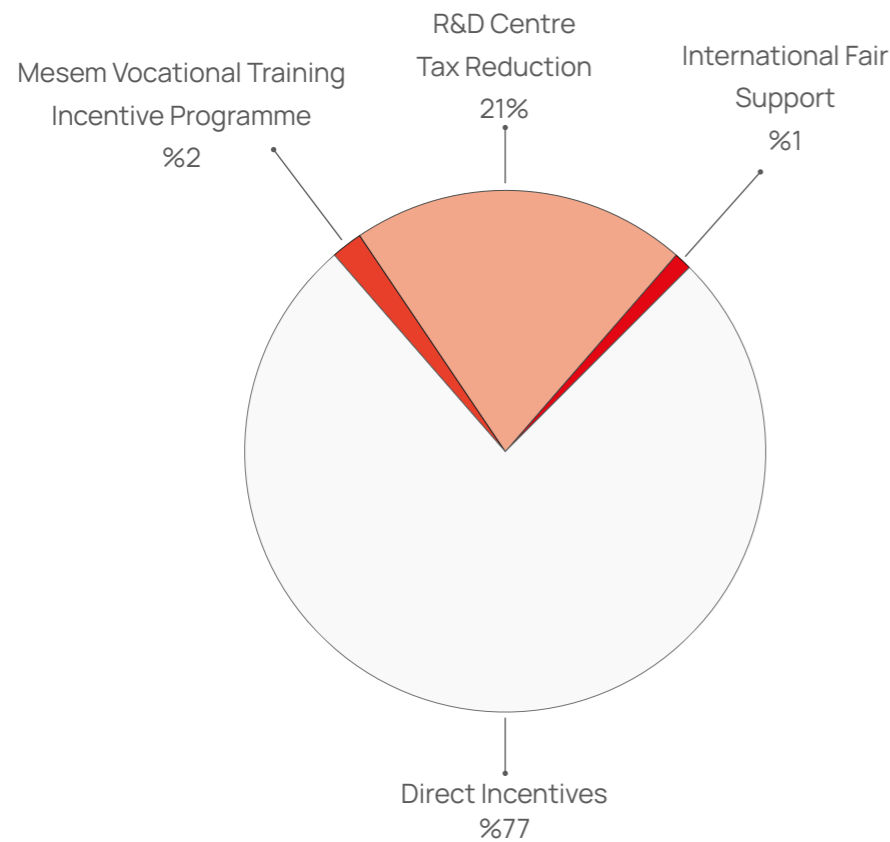
Our Sustainability Committee has been reinforced with active support from our board members and general manager so as to ensure that our sustainability vision is strongly represented within our corporate identity. This helped us effectively position the sustainability leadership in our decision-making mechanisms.



Taxes and Incentives

EAE Lighting fulfils all its tax obligations in an ethical and transparent manner and in full compliance with laws. Our financial statements are subject to full certification and independent auditing every year, with all relevant payments being made in a timely manner via digital systems.

At EAE Lighting, we show ultimate attention to our tax obligations with a sense of responsibility to contribute to the development of our national economy. As of 2024, we do not have any outstanding or restructured tax debt.



Distribution of Earned Incentives and Support Programmes

Ethics and Compliance

At EAE Lighting, remaining true to high ethical standards in all our business operations is a core principle of our corporate culture.

Our ethics rules serve as a framework for us in matters including the prevention of bribery and corruption, the avoidance of conflicts of interest, and full compliance with data privacy principles and laws. Using company resources unethically or for personal interests is strictly prohibited. All reports of non-compliance, complaints, or ethical violations are evaluated in an objective and confidential manner.

Our ethics rules are not only in place for our internal operations, but also for our relationships with suppliers and business partners. Therefore, we expect all parties to act in accordance with the ethical principles in their business processes. To ensure the efficient implementation of our ethical values, we have produced all necessary policies and procedures and made communication channels accessible for all, not to mention that we are regularly updating our employees on this matter.

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.

No report was sent to the Ethics Committee in 2024. In addition, no public prosecution was initiated, and no donation or support was provided to politicians or political parties in 2024 as required by ethical principles.

Ethics/Violation Reporting Channel
ayd.etikkurul@eaegroup.com

Access

Our employees and all stakeholders can directly apply to the Ethics Committee via email.

Confidentiality

All ethics-related reports undergo an evaluation by the Ethics Committee in line with EAE Lighting's Policy on Personal Data Protection and Processing, and Confidentiality. We have a zero-tolerance policy for any behaviour that is contrary to the ethical principles and, where necessary, we take concrete actions through the disciplinary processes stipulated in our Disciplinary Management Procedure, covering written warnings, notices, and up to and including termination of the employment contract.

[Click Here](#) for our Anti-Bribery and Corruption Policy, [Click Here](#) for our Code of Business Ethics and Conduct, [Click Here](#) for our Policy on Personal Data Protection and Processing, and Confidentiality.



Sustainability Policy

We act on our investment decisions and perform our development activities with a focus on sustainability, taking into account environmental and social impacts. With sustainability lying at the heart of our business strategies, we are committed to contributing to the sustainable development of our nation, reducing all economic, environmental and social impacts and associated risks resulting from our activities, and creating long-term value for all our stakeholders.

Developed in accordance with our vision of transitioning to a low-carbon economy and ensuring green transformation, our Sustainability Policy identifies the fundamental rules and principles that guide our company on its journey to sustainability. Together with our other governance practices, this holistic Policy framework adds to the sustainability approaches in our sector with each passing year.

This Policy was published in 2022 upon its approval by the Board of Directors, and is reviewed by the Sustainability Committee at least once a year in line with operating conditions and current developments, and any necessary updates on the Policy only enter into effect if recommended by the Committee and approved by the Chairman of the Board of Directors.

Our Policy document is open to all our stakeholders and employees at **our sustainability website** and via our intranet system (QDMS).



Sustainability Governance

The Sustainability Committee of EAE Lighting started to operate in 2022, in order to ensure that our sustainability policy becomes a fundamental part of our corporate strategy and to accelerate our green transformation process. Working in coordination with all our affiliates, the Committee has been structured in accordance with sector-specific dynamics, global trade conditions, product ranges, and international sustainability expectations.

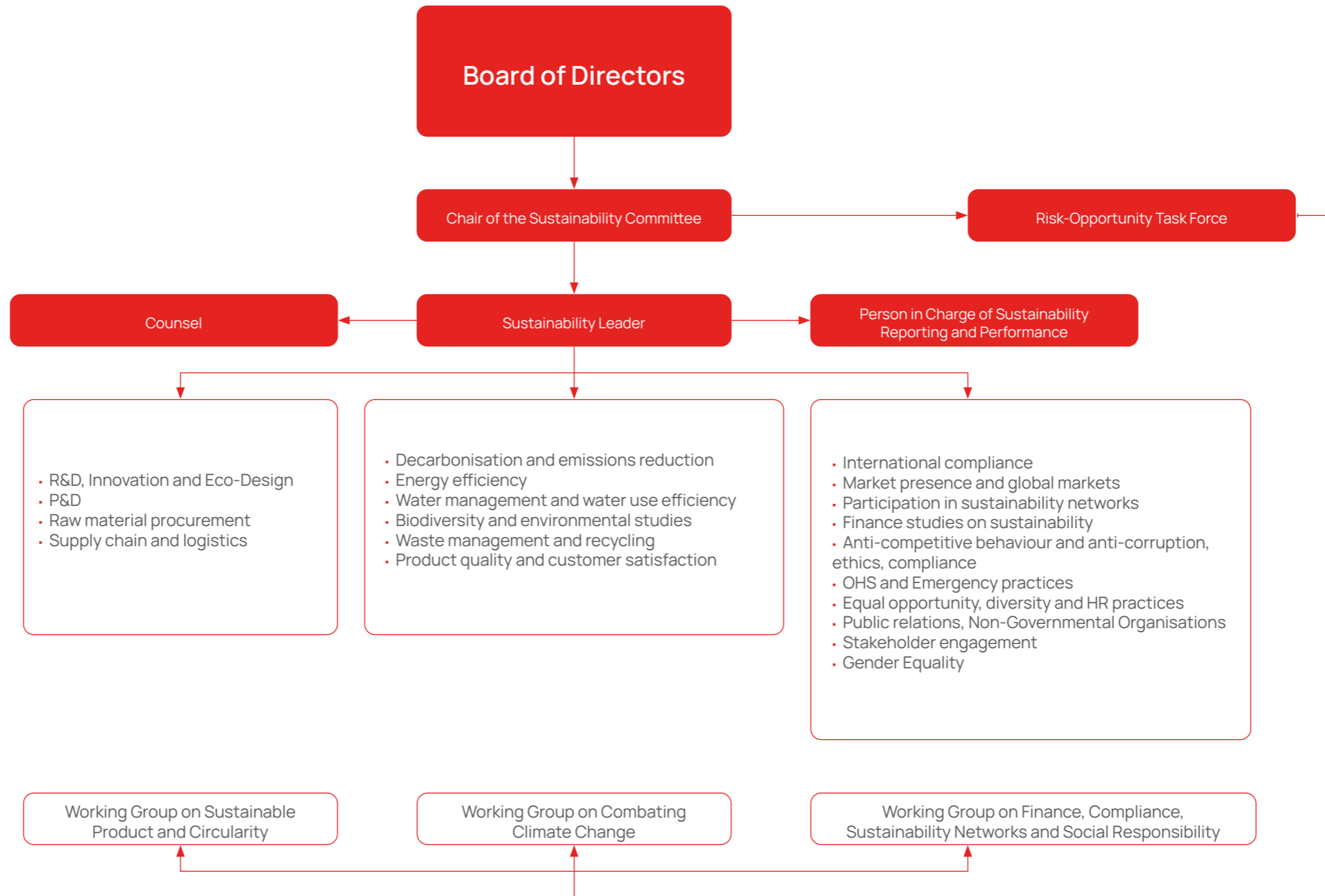
As part of its role as a strategic decision-making mechanism under the supervision of the Deputy Chairman of the Board of Directors, the Committee focused on increasing its impact on internal and external stakeholders upon the establishment of sub-working groups and the publication of the second sustainability report in 2024. This led to the planning of “stakeholders’ day” events, in addition to the start of the procedure of requesting ESG scores from suppliers.

Having a multi-layered structure as it includes employees selected based on varying expertise and education criteria, the Committee is responsible for conducting our sustainability strategy in accordance with our 2023-2050 goals, as well as measuring, evaluating and checking the environmental, social, and economic impacts, and ensuring an uninterrupted flow of information.

Our Sustainability Committee Meetings, on the other hand, draw active participation from different departments, mainly focusing on analysing the implementation of roadmaps designed in line with our sustainability strategy and ensuring that good examples are widely adopted across the company.

Click here for details about the duty, responsibility and working principles of our Sustainability Committee.

Sustainability Governance Structure



Corporate Risk Management

We recognise the importance of implementing a more resilient and more successful growth model through considering all sustainability-related risks and opportunities together with their financial impacts.

We analyse our risks in a systematic manner and as per their probability and impact levels, using the risk matrix methodology based on the formula $R = \text{Probability} \times \text{Impact}$. We respond to risk scores that are over acceptable limits with corrective actions and improvement plans. Risks are reviewed in all aspects including environmental impacts, occupational health and safety, information security, and operational and financial processes. In case of new machinery and equipment investments, process changes, updates in legal requirements, or warnings from external stakeholders, we revise our analyses to keep things up-to-date.

We perform our corporate risk management in integration with sustainability-focused risks. This helps us consider financial, operational and legal risks that threaten business continuity, as well as sustainability risks, including climate change, resource utilisation, and environmental compliance, within a single framework, and prioritise them by taking into account their economic impacts. This way, both minimising the risks and leveraging new opportunities become integral parts of our corporate management.

The Risk and Opportunity Task Force was established in 2022, in coordination with our sustainability committee, as a top corporate organisation to address, design, and monitor sustainability investments in a strategic level. In 2023, our task force started to directly contribute to the updating of our sustainability strategy, taking into account the short-, mid-, and long-term financial impacts. In addition, almost every unit across EAE Lighting has an analysis table that is in line with the risk and opportunity procedure. Clear identification is ensured related to the definition of risk, its impact on our company and operations, its probability, and the actions to be taken accordingly.

This organisation analyses climate compliance, fair transition, and sustainability practices, together with their financial impacts, and works in collaboration with the leadership of the Sustainability Committee to support the process of reviewing the strategy and action plans of relevant working groups from a financial perspective.

[Click here](#) for details about the working principles and responsibilities of the Risk and Opportunity Task Force, as well as the incentive mechanism system evaluated at the sustainability committee.

Internal Audit and Control

We perform internal audits twice a year, inspecting the function of all units in line with the ISO management systems. The audits guarantee the effective management of both legal compliance and sustainability risks. Internal audits function as a fundamental control mechanism in identifying problems and taking the necessary actions to improve processes. Risk assessment and processing activities are recorded and monitored via the CRM system. The implementation of the identified actions and the measurement of their effectiveness are performed in accordance with the "Corrective Action Procedure" and the "Records Control Procedure". This organisation ensures that risks are kept under control in a systematic manner and that improvement actions are reported in a transparent manner.


Risks and opportunities are addressed at the Management Review meetings, which are held at least once a year. These meetings analyse the effectiveness of actions taken for high-priority risks, and submit any residual risks for the approval of the top management. In addition, any sustainability-related risks and opportunities are reviewed together with their financial impacts so as to contribute to the updating of our company strategies.


Risks and Opportunities


We integrate sustainability-related risks and opportunities into our strategic decision-making processes, analysing the same together with their financial impacts. In 2023, we reviewed our short-, mid-, and long-term risk-opportunity analysis together with the relevant financial impact levels, and initiated the efforts to ensure compliance with the Turkish Sustainability Reporting Standards. The following time intervals were considered when identifying the financial impacts:

- Short-term (2024-2026): Encompasses a three-year term.
- Mid-term (2030): Refers to the period up until 2030.
- Long-term (2050): Covers a long-term perspective that is valid up until 2050.

Risks and Opportunities Sustainability Risks

Strategy Focus Area	Risks	Financial Impact			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-term	Mid-term	Long-term				
 <p>Products, Services and Technologies</p>	Problem of Rapidly Adapting to New Technological Developments	Medium	Medium	Medium	Stable	Product Quality and Customer Satisfaction	Production/Assembly Customers Sector-specific Use in the Industry	Technology, Innovation and R&D-Oriented Product Development Responsible Purchasing and Value Chain Customer Satisfaction Practices Integrated Management System and Certificates
	Inability to Develop Products/ Services for Changing Customer/Consumer Habits	High	Very High	Medium	Fluctuating	Sustainable Purchasing,		
	Quality and Reliability	High	High	Very High	Increasing	Traceability and Supply Chain Practices		
	Loss of Competitiveness	Medium	High	Very High	Increasing			
	Cybersecurity Concerns	Very High	High	Medium	Decreasing			
	Data Confidentiality and Negative Impacts of Artificial Intelligence	High	Very High	Very High	Increasing	R&D, P&D, Innovation and Eco-design		
	Inequalities in Digital Rights and Access Risks	Medium	Medium	Low	Decreasing	Information Security, Artificial Intelligence and Digitalisation Practices		
	High Costs of Technological Investments	Medium	High	Very High	Increasing			
	Information Pollution and Social Media Effect	Low	Low	Low	Stable	Emergency and Disaster Management, Resilience Practices		


Strategy Focus Area	Risks	Financial Impact			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-term	Mid-term	Long-term				
 <p>Environment and World</p>	Failure in the Process of Compliance with and Fight against Climate Change	Low	Medium	High	Increasing	Raw Materials and Natural Resources Management	Material/Service Supply Global Distribution Points Production/Assembly Customers Sector-specific Use in the Industry	Our Decarbonisation Vision Raw Materials, Natural Resources and Waste Management Biodiversity Policy Responsible Purchasing and Value Chain Sustainability Policy
	Extreme Weather Events and Acute Regional Natural Disasters	High	High	High	Stable	Emissions reduction, Energy Management and Fight Against Climate Change, and Compliance		
	Loss of Biodiversity in Basins and Areas of Activity	Low	Medium	High	Increasing	Zero Waste, Recycling and Circular Economy Practices		
	Scarcity in Natural Resources and Raw Materials	Medium	High	Very High	Increasing			
	Water Scarcity and Water Use Efficiency, Water Stress in Basins	Low	Medium	High	Increasing	Protection of Ecosystem at Source and in Basins, Biodiversity and Environmental Studies		
	Environmental Pollution/ Waste	Low	Medium	High	Increasing			
	Rise in Energy Markets-Emissions Trading	Very High	Medium	High	Fluctuating	Water Management, Water Use Efficiency and Efforts to Reduce Water Stress		

Strategy Focus Area	Risks	Financial Impact			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-term	Mid-term	Long-term				
 Organisational Development	New International Regulations	Low	Very High	Medium	Fluctuating	Economic Performance, Global Markets and Market Presence Fighting Anti-Competitive Behaviour and Anti-Corruption International Compliance and Participation in Sustainable Development Networks Stakeholder Engagement and Governance Practices	Material / Service Supply Product Distribution Dealers Global Distribution Points Employees Sector-specific Use in the Industry End user	Sustainability Policy
	Disruptions in Global Supply Chains	Medium	Medium	Medium	Stable			Responsible Purchasing and Value Chain
	Uncertainties Resulting From Economic Fluctuations	Very High	High	Medium	Decreasing			Ethics and Compliance Policies
	Financial Impact of Regional Disasters, Loss of Resilience	High	High	High	Stable			Our Decarbonisation Vision
	Changes in Customer Expectations and Market Dynamics	High	High	High	Stable			Communication with Stakeholders and Memberships
	Negative Events in Production Activities	High	High	High	Stable			Customer Satisfaction Practices
	Organisational Capability and Capacity	Low	High	Medium	Fluctuating			Employees and Development Management
	Working Styles and Labour Costs	High	Medium	High	Fluctuating			

Strategy Focus Area	Risks	Financial Impact			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-term	Mid-term	Long-term				
 <p>Social Responsibility</p>	Stakeholder Expectations	Medium	Medium	Medium	Stable	Diversity, Equal Opportunity, Human Resources Practices and Talent Management Occupational Health and Safety Public Relations, Social Policies, Civil Society and Local Practices Gender Equality Practices	Customers Dealers Product Distribution Employees Local Policymakers Sector-specific Use in the Industry	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
	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			
	Equal Opportunities and Possible Dissatisfaction with Diversity	Low	Medium	High	Increasing			
	Social Inequalities	Low	Medium	High	Increasing			
	Migration and Regional Wars	Very high	High	Very high	Fluctuating			
	Social Cohesion	Low	Low	Low	Stable			
	Damage to Corporate Image	Very high	Very high	Very high	Stable			
	Inability to Meet Customer Demands	High	High	High	Stable			
	Non-participation in Mandatory/Voluntary Initiatives	Low	High	Medium	Fluctuating			
Possible Problems Due to Social Disharmony Among Suppliers	High	High	Very high	Increasing				

Sustainability Opportunities

Strategy Focus Area	Opportunities	Financial Impact			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-term	Mid-term	Long-term				
 <p>Products, Services and Technologies</p>	Digital Transformation	High	Medium	Medium	Decreasing	Product Quality and Customer Satisfaction	Material/Service Supply Production/Assembly Sector-specific 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 Practices in Production Processes	Medium	High	High	Increasing	Consumer Health and Safety		
	Adaptation to the Use of Artificial Intelligence	Medium	High	Very High	Increasing	Sustainable Purchasing, Traceability, and Supply Chain Practices		
	Automation-Industry 4.0 applications	Medium	High	Very High	Increasing	R&D, P&D, Innovation and Eco-Design		
	Big Data Analytics-Estimation Methodologies	Low	Medium	Low	Fluctuating	Information Security, Artificial Intelligence and Digitalisation Practises		
	Social Media Management, E-commerce and Modern Marketing	Medium	Medium	Medium	Stable	Emergency and Disaster Management, Resilience Practices		
	Strong R&D Infrastructure Eco-design Investments	Low	Medium	High	Increasing			

Strategy Focus Area	Opportunities	Financial Impact			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-Term	Mid-Term	Long-Term				
 Environment and World	Transition to Low-Carbon Economy	Low	Very High	Very High	Increasing	Raw Materials and Natural Resources Management Emissions Reduction, Energy Management and Fight Against Climate Change, and Compliance Zero Waste Recycling and Circular Economy Practices Protection of Ecosystem at Source and in Basins, Biodiversity and Environmental Studies Water Management, Water Use Efficiency and Efforts to Reduce Water Stress	Material / Service Supply Sector-specific Use in the Industry Production/Assembly Customers Global Distribution Points Dealers	Our Decarbonisation Vision Raw Materials, Natural Resources and Waste Management Responsible Purchasing and Value Chain Sustainability Policy
	Eco-friendly Operations	Medium	Very High	Very High	Increasing			
	Renewable Energy Transformation	High	Very High	Very High	Increasing			
	Raising Environmental Awareness/Training Sessions	Low	Medium	Low	Fluctuating			
	Energy and Resource Efficiency	High	Very High	Very High	Increasing			
	Circular Economy	High	Very High	Very High	Increasing			
	Reduction in Costs	High	Very High	Very High	Increasing			
	Decarbonisation of the Supply Chain	Medium	Very High	Very High	Increasing			
	Sustainable Packaging	Medium	High	High	Increasing			

Strategy Focus Area	Opportunities	Finansal Etki			Trend	Priority Issues	Value Chain Impact Area	Management Approach
		Short-term	Mid-term	Long-term				
 <p>Organisational Development</p>	Interest in Sustainable Financing, Regulations and Credibility Advantages	Low	Medium	High	Increasing	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 Communication with Stakeholders, and Memberships Customer Satisfaction Practices Employees and Development Management
	Strategy Development, Monitoring, and Reporting in Sustainability, and Corporate Sustainability Practices	Low	Medium	High	Increasing	Fighting Anti-Competitive Behaviour and Anti-Corruption		
	Diversity, Inclusion, and Corporate Belonging/Citizenship	Medium	Medium	Medium	Stable	International Compliance and Participation in Sustainable Development Networks		
	Creating Competitive Advantage in the Sector Through Next-Generation Governance, Collaborations, and Stakeholder Capitalism	Low	High	Medium	Fluctuating	Stakeholder Engagement and Governance Practises		
 <p>Social Responsibility</p>	Next-Generation Labour Skills	Low	Medium	Low	Fluctuating	Diversity, Equal Opportunity, Human Resources Practices and Talent Management Occupational Health and Safety Public Relations, Social Policies, Civil Society and Local Practices Gender Equality Practices	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
	Moral Development, Ethics and Transparency Policies	Low	Medium	Medium	Increasing			
	Regional Social Benefits Modelling	Low	Low	Low	Stable			
	Urban Agenda, Durability and Resilience	Low	Low	Low	Stable			
	Increasing the Employee Satisfaction	Low	Medium	High	Increasing			
	Human Rights Practices Throughout the Value Chain, Responsible Supply Principles	Low	Very High	Very High	Increasing			
	Compliance with the Sustainable Development Goals	Low	Very High	Medium	Fluctuating			
	Customer Satisfaction-Focused Efforts	High	High	High	Stable			
	Participation in New Corporate Memberships	Low	Medium	High	Increasing			
	Corporate Social Responsibility Projects	Medium	High	Medium	Fluctuating			

Sustainability Strategy

With a particular emphasis on stakeholder expectations, sector-specific dynamics, and global trends, we always take realistic, feasible, and effective steps in line with our strategic focus areas and top priorities.





Our inclusive approach that values the expectations of all our stakeholders guides us in the process of identifying our sustainability-related strategies and prioritising the impacts of our operations. We enhanced our analyses with a multi-dimensional perspective through the integration of our prioritisation efforts into our business strategies in 2022. In 2023, we updated these analyses and reshaped our sustainability strategy for 2024-2050.

We further develop our sustainability strategy, shaped around our “Light Engineering” approach, based on a materiality assessment supported by national and international research, sector-specific benchmark ratios, and stakeholder opinions.

Acting on opinions from our employees, top management, and strategic external stakeholders, we analysed sustainability issues by impact and significance. In addition, we identified the sustainability-related priority issues for the coming period by addressing stakeholder expectations, sector-specific dynamics, and global trends together with our company's business strategies. This brought along a sustainability approach that is both highly analytical and balanced.

The sustainability strategy we have developed is based on four fundamental focus areas. These focus areas exhibit our company's sustainability vision and create the building blocks of our strategic priorities.

The Building Blocks of Our 2050 Strategy

 Products, Services and Technologies	 Environment and World	 Organisational Development	 Social Responsibility
Develop sustainable products and technologies in compliance with the decarbonisation vision in order to take the circularity ratio to the highest level possible together with the value chain	Reduce our ecological footprint to create sustainable living spaces, securing the future of humanity and our planet	Develop ethics and transparency practices and transform them into a corporate culture with a view to ensuring full compliance with the next-generation corporate governance vision required by global markets	Support social development by promoting an inclusive and egalitarian culture of life so as to create fair transition mechanisms, together with our value chain, wherever we have operations

Prioritisation Analysis

As sustainability transformation increases in importance in our sector with each passing day, it has now become an inevitable requirement across the globe. In response to this transformation, we identified our sustainability priorities in 2022 and reviewed them in 2023 in accordance with the principle of duty of care by taking into account our economic, environmental, social, and governance impacts on all our stakeholders, following the lead of the GRI 2021 Standards and the EU Directive on Corporate Sustainability Reporting (CSRD) draft guidelines. As for our 2024 operations, these have been shaped around our priority issues.

Determination of Priority Issues

1

We identified our priorities considering our corporate structure, quality assurance approach, innovative product portfolio, sustainable product development capabilities, global distribution network, and regional advantages. In addition, we used a multi-dimensional and analytical perspective to develop sustainability components which served as the basis for our prioritisation analysis through the employment of national and international benchmark ratios and current analyses of global sustainability networks.

2

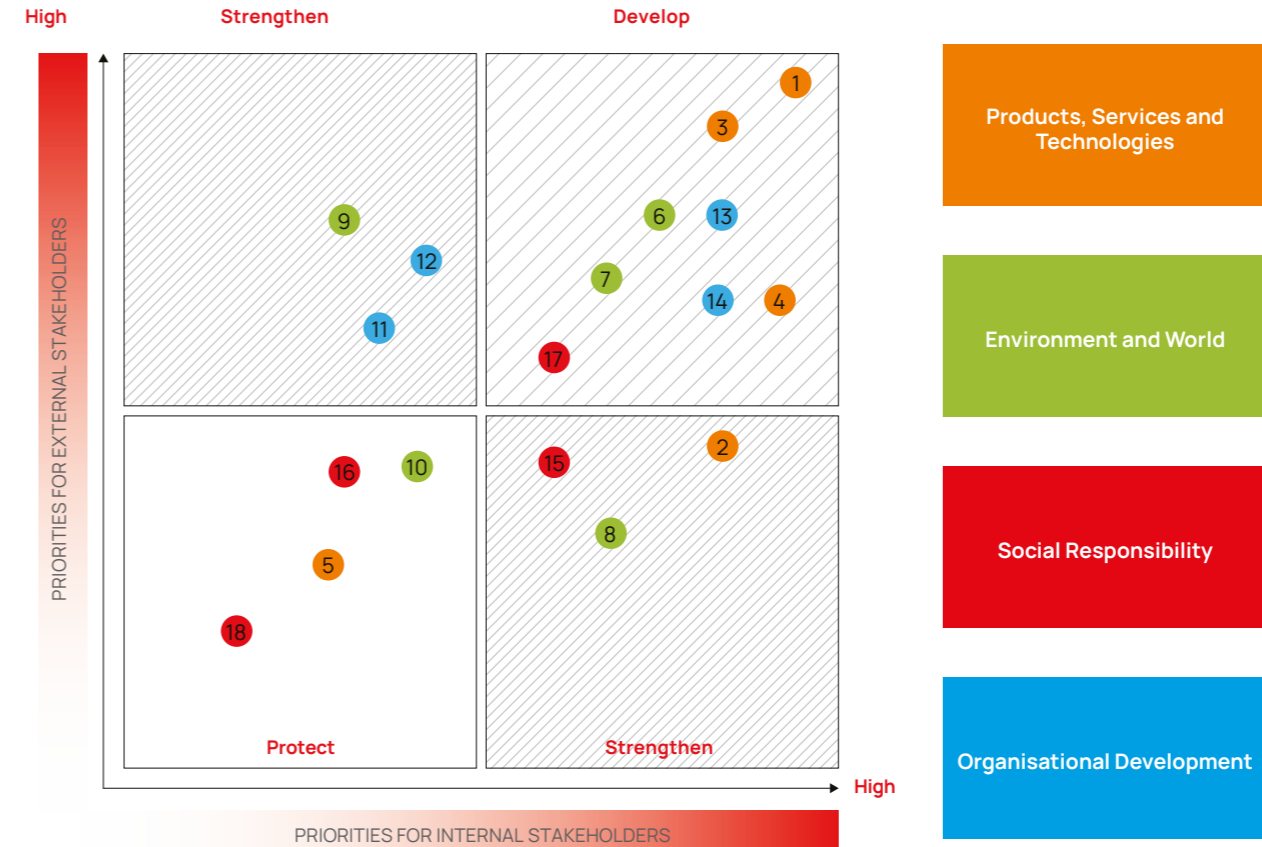
We focused on a comprehensive literature search in the process of identifying sustainability priorities. The World Economic Forum's (WEF) Global Risks Report 2023, the United Nations Global Compact (UNGC), the World Business Council for Sustainable Development (WBCSD) financial impact analysis guidelines, and the draft regulatory frameworks shaped around the European Green Deal (EU CSDDD, EU CSRD, EU CBAM, EU ESPR) were all included in the process in this respect.

3

In addition, we took into account outputs from the GRI sector standards working groups, and advisory approaches of global task forces that support transition to Green Development, such as TCFD and TNFD, as well as national and international sector-specific benchmark studies.

4

Upon the collection of sustainability themes from current literature, we presented them to internal and external stakeholders for evaluation, and then analysed them altogether according to impact and significance. These evaluations led to the design of a prioritisation matrix. Finally, the analysis process was integrated into the strategic framework in line with the opinions and guidance of our top management.



1	Product/Service Quality and Customer Satisfaction	6	Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance	11	Fighting Anti-Competitive Behaviour and Anti-Corruption	15	Occupational Health and Safety
2	R&D, P&D, 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 Digitalisation 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				

Very High Priority Issues

Sustainability Impact Area Products, Services and Technologies

- Product Quality and Customer Satisfaction
- Sustainable Purchasing, Logistics and Supply Chain Practices
- Information Security, Artificial Intelligence and Digitalisation Practises

We focus on the following UN Sustainable Development Goals as part of our priority issues:



Sustainability Impact Area Environment and World

- Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance
- Zero Waste, Recycling and Circularity Practices

We focus on the following UN Sustainable Development Goals as part of our priority issues:



Sustainability Impact Area Products, Services and Technologies

- Economic Performance, Global Markets and Market Presence
- International Compliance and Participation in Sustainable Development Networks

We focus on the following UN Sustainable Development Goals as part of our priority issues:



Sustainability Impact Area Social Responsibility

- Diversity, Equal Opportunity, Human Rights, Human Resources Practices and Talent Management

We focus on the following UN Sustainable Development Goals as part of our priority issues:



Although we have identified several priority issues as a result of the prioritisation analysis, we only include the very high priority issues in the report so that our sustainability strategy can progress in a more focused manner. As for our progress related to the remaining priority issues, we monitor our performance within the company and perform relevant annual reviews on a regular basis.

Trends and Developments

By closely following all trends and developments in our sector and combining them with our light engineering approach and smart lighting integrations, we are introducing the lighting solutions of the future to today's world.

The lighting sector is undergoing a profound transformation influenced by trends including energy efficiency, digitalisation, urbanisation, carbon neutrality, and user-centred design. Now that the transition to LED technology has been completed, smart systems, sustainable products, and high quality standards are setting new competition rules for the sector. This transformation is not only technological as it also reidentifies all production and marketing processes in line with the European Union regulations and environmental standards.

At EAE Lighting, we are not just adapting to these changes; we are also aiming to lead the sector through our innovative, eco-friendly, and user-centred solutions. As of 2024, we are continuing to prepare for sustainability- and digitalisation-focused investments, with a view to soon becoming an active player in the sector's transformation through net-zero goals, a circular design approach, and smart lighting systems. Please see below a summarised version of our responses to megatrends, sector-specific trends, and the regulatory framework in this respect.



Megatrends

Climate Change and Energy Efficiency

Global carbon neutrality goals are making energy efficiency the fundamental priority in the sector. As a result of EU's climate strategies for 2030 and 2050, energy-efficient products are now advantageous not only in terms of the environment, but also in terms of business. This transformation results in LED technologies rapidly becoming widespread and traditional lighting systems being pulled out of the market.

Companies are now focusing not only on product performance, but also on the energy consumed throughout the product's entire life cycle. Long-lasting products with low energy consumption and low maintenance requirements play a key role in carbon reduction strategies.

Digitalisation and Smart Technologies

Thanks to IoT, artificial intelligence, and sensor technologies, lighting systems go beyond being just a light source and transform into data-generating, self-managed systems. Smart luminaires make it possible to monitor energy consumption in real time, remotely manage it, and identify possible breakdowns beforehand. This reduces maintenance costs and increases operational efficiency.

Solutions that work in integration with building automation systems are particularly becoming standard in many structures ranging from offices to industrial plants. New business models, such as "lighting-as-a-service", attract attention as one of the new facilities offered by digitalisation.

Urbanisation and Demographics

Increased urbanisation is transforming infrastructure needs and user expectations. While energy efficiency, safety, and remote control are in high demand in public areas, people-oriented designs that go with the flow of biological rhythms attract attention in indoor spaces.

People-oriented lighting directly affects user health and efficiency especially in offices, schools, and healthcare facilities. These applications create competitive advantage when integrated into user-controlled systems, along with other aspects related to visual comfort and flexible colour temperature.

How do we respond to megatrends?

We place sustainability at the heart of every product we develop so that we can achieve the goals related to energy efficiency and the fight against climate change. Thanks to our LED-based product portfolio and our DIMKO smart dimming system, we are able to achieve energy savings at levels ranging from 60% to 80%, reducing operating costs and contributing to carbon neutrality goals. DIMKO helps dim the luminaires gradually from 0% to 100%, and thanks to daylight sensors and time-adjusted scenarios, we only consume as much energy as we need. For example, we automatically reduce the light levels by 50% after 2:00 am, which reduces energy consumption while at the same time maintaining visual comfort.

We integrate all the opportunities offered by digitalisation into our products, turning lighting into data-generating smart systems by leveraging IoT-based solutions, sensors, and remote access modules. We monitor energy consumption in real time and remotely identify any breakdowns, thereby reducing maintenance costs and increasing operational efficiency. As our products are in compliance with the DALI and SCADA standards, they are easy to integrate into building automation systems, thus offering our customers more than just a mere lighting experience, but also smart energy management solutions.

In response to the needs created by increased urbanisation, we place particular importance on safety, energy efficiency, and remote control in our lighting projects for parks, gardens, roads, and industrial zones. In line with our people-oriented lighting approach, we offer different colour temperatures and dimming scenarios in order to provide users with solutions that go with the flow of their biological rhythms. Thanks to DIMKO's easy-to-program structure and its capability to adapt to existing infrastructures, we perform our installations without the need for any cabling or excavation, and develop flexible solutions that are suitable for new business models such as "lighting-as-a-service".

Sector-specific Trends

LED Transformation

Following the prohibition of fluorescent and halogen lamps as per both EU regulations and Turkish regulations, LED technologies have become standard in the sector. LED systems not only consume less energy, but also offer a longer lifespan, while at the same time requiring less maintenance, providing higher light quality, and causing less environmental impact.

In order to achieve competitive advantage in LED products, companies are trying to distinguish themselves in many other areas in addition to efficiency: modular structures, integrated smart properties, and private area applications, etc.

Smart Lighting and IoT

R&D activities in the sector focus on high technology.

- R&D activities in the sector focus on high technology.
- High-definition pixel LEDs
- Luminaries that are personalised through 3D printing
- UV-C and grow LEDs
- AI-assisted light algorithms

The above are just a few examples that create new opportunities in terms of both performance and sustainability. Companies are now investing not only in mass production, but also in niche applications and customised solutions.

Design Priorities

Design affects both user experience and product performance. While flexible colour temperatures add to visual comfort, modular and space-specific solutions serve aesthetic appeal. People-oriented designs are in demand especially in offices, schools, and hospitals

New Technologies

Niche applications such as AI-assisted lighting algorithms, high-definition pixel LEDs, luminaries that are personalised through 3D printing, and UV-C and grow LEDs demonstrate the sector's focus on R&D. Companies are trying to achieve competitive advantage in new areas of application.

How do we respond to sector-specific trends?

Upon the ban imposed on fluorescent and halogen products, LED technologies are now considered a sector standard, and we comply with this novelty through our highly-efficient LED solutions. We are not only offering energy savings, but also smart control and modularity, thereby providing a longer-lasting and sustainable utilisation thanks to the protective components we use in our LED modules. The luminaries we equipped with standardised connections and interfaces provide our customers with a long-term assurance in the field of LED transformation.

With our R&D efforts being focused on smart systems that boast high technology, we offer central energy management, scenario building, and remote access opportunities. Our wireless IoT-based solutions help us develop flexible and quick-to-deploy lighting infrastructures, while our standard module and sensor interfaces provide us with the opportunity to integrate our systems into smart urban applications.

Our design approach addresses user experience and technical performance together, offering customised dimming options through flexible colour temperatures and visual comfort-oriented scenarios. Using standardised interfaces, we transform our products into modular and measurable products that can meet the requirements of the future, resulting in solutions that support human health in interior areas and offer aesthetic appeal in exterior areas.

For data security, we work with suppliers that can provide us with products that include AES-CCM (128-bit)-based message encryption and authentication properties (network/app/device keys). During the provisioning process for these products, keys are securely transferred to the devices via an authorised commissioning tool (mobile phone/tablet), and after the completion of this transfer, network keys start to be used. Dividing Bluetooth Mesh networks into subnets as part of key management and subnetting creates a network segmentation, with a different network key becoming operational for each subnet. In addition, key refresh and replay protection mechanisms refresh the keys over time and implement the counter/nonce structures to prevent messages from being replayed. For gateway security, functions such as secure boot, encrypted file system, TLS communication, and automatic security updates come into play.

We are closely following technological developments and directing our R&D investments into areas of innovation accordingly. We provide automated light management systems based on user needs through our AI-assisted control algorithms, and develop effective solutions in exclusive projects through high-definition LED technologies. What's more, we offer sustainable applications in niche areas such as personalised 3D print luminance designs, as well as UV-C and grow LEDs. Combining all these technologies with our light engineering approach and smart lighting integrations, we are introducing the lighting solutions of the future to today's world.

Regulations and Standards

Eco-design and EU Legislation

The EU Eco-design Directive stipulates minimum efficiency and environmental performance criteria for all energy-driven products in the market. These criteria for lighting products include many sustainability metrics including:

- Energy consumption
- Lumen/Watt efficiency
- Expected life
- Repairability and recyclability

This directive has caused a gradual withdrawal of low-efficiency products, other than LEDs, from the market and is now rapidly transforming the sector

RoHS Directive

The RoHS (Restriction of Hazardous Substances) directive banned fluorescent lamps, especially those containing mercury, from the EU market. This ban is one of the most important steps in legislation that has triggered the transition to LED technologies. The directive also restricts the use of components that cause environmental toxicity in products.

CE, ENEC, UL, IP/IK Certifications

Lighting products must have certain standards in terms of including safety, electromagnetic compatibility, mechanical strength, and suitability for external conditions.

- CE: Main safety marking for the EU market
- UL: International safety standard (especially in the US)
- IP/IK: Resistance to water, dust and impact
- ENEC: Quality approval in European standards

Data Security in Smart Products

With digitalised products becoming widespread with each passing day, issues such as cybersecurity and data privacy are becoming hot topics. Especially for IoT-assisted luminaires, the EU GDPR (General Data Protection Regulation) sets several rules with regard to the collection, storage, and transfer of user data. This makes software security a must in product design, just like hardware security.

Carbon Neutrality Goals and LCA

In line with the EU's net-zero goal for 2050, companies are expected to decarbonise not only their products, but also their operations. Therefore, the life cycle analysis (LCA), the use of recyclable materials, carbon footprint calculations, and supply chain traceability, etc. are on the radar of the regulations.

How do we respond to regulations?

In compliance with the Eco-design Directive, when designing our products, we ensure that they maximise energy efficiency, are recyclable, and are easy to maintain and repair. By constantly increasing our lumen/watt ratios, we achieve both sustainability and competitive advantage.

We never use any prohibited chemicals in our products, we fully comply with the RoHS Directive, and we replace mercury-containing fluorescent products with highly-efficient LED solutions. We obtain the CE certificate, which is mandatory for exporting to the European market, through tests performed as per the TS EN 60598-1, TS EN 60598-2, TS EN 62471 and TS EN 62031 standards, and we make sure that our products are in full compliance with the 2014/35/EU Low Voltage Directive.

In addition, we are also in full compliance with all relevant EU legislation in the fields of product safety and environmental responsibility, including the 2001/95/EC General Product Safety Directive (GPSD), the REACH Regulation (EC) 1907/2006 and the WEEE Directive 2012/19/EU.

The performance and durability criteria for our products are certified through regular tests that are performed according to internationally accepted standards, including IESNALM-79, EN 13032 / CIE photometric measurements, EN 60529 (IP), EN 62262 (IK) and EN 60068-2-75 impact tests.

Most of our products are ENEC certified - a certification that is provided only upon successfully passing relevant independent audits. We also have internationally recognised CB certificates. Our Exproof products for explosive environments, on the other hand, have certification from TSE (Turkish Standards Institution) as per the 2014/34/EU Directive.

In line with the EU's carbon neutrality goals, we focus on reducing our environmental impact not only in our products, but also in our operations. Finally, by integrating practices such as the Life Cycle Analysis, carbon footprint calculations, the use of recyclable materials, and supply chain traceability into our processes, we offer long-term sustainability solutions to our customers.

Products, Services and Technologies

5. Products, Services and Technologies

- 5.1. Technology, Innovation and R&D-Oriented Product Development
- 5.2. Digitalisation and Information Security Practices
- 5.3. Responsible Purchasing and Value Chain
- 5.4. Customer Satisfaction Practices

38

40

43

44

47

Products, Services and Technologies

At EAE Lighting, we build our product, service, and technology approach on strategies focused on sustainability, customer satisfaction, and digital transformation. We identify our product, service, and technology approach through long-term roadmaps with a focus on sustainability. In this respect, we provided below our strategic goals for 2026, 2030, and 2050, and our progress in these goals.

Relevant Priority Issues	2024-2026 Goals	2026-2030 Goals	2050 Goals	Progress in 2024
Product Quality and Customer Satisfaction	Perform feasibility studies for sustainable products through innovative energy technologies and optimal resource utilisation by engaging in life cycle and carbon footprint analyses Increase customer satisfaction by establishing the ISO 10002 system and provide information about sustainability efforts via digital tools.	Enhance the volume of exports by 50% and increase the share of sustainable products in turnover to 50% by developing a product and service range that complies with the sustainable products and product passport legislation	Ensure that the national and international turnover share of the revenue from the category of sustainable products-services reaches at least 70%	We continue to work on sustainable product designs. We produce energy-efficient products by increasing the lumen/watt ratios of our luminaries. With the "Voice of Customer" project having been brought into being as part of our ISO 10002 Customer Satisfaction Management System, we are now able to make improvements in our products in line with feedback from customers.
Information Security, Artificial Intelligence and Digitalisation Practises	Support growth in digital marketing Improve SaaS platforms; Strengthen the processes with artificial intelligence, big data, and traceability efforts; Increase the rate of digitalised processes and services through ISO 27001, RPA, and OEE practices. OPEX operations integration	Achieve an annual inflation-adjusted operational cost reduction of 4-8% in all processes Popularise the Industry 4.0 and digitalisation applications throughout the value chain. Develop proactive activities to prevent AI-induced risks as defined by the World Economic Forum	Increase the success rate of artificial intelligence and machine learning processes through technology and investment analyses; Popularise AI assistance in production units through sustainability-focused algorithms	We reinforced our digital transformation infrastructure by renewing our production machinery system room, servers, storage units, and firewall. As part of the ISO 27001 standard, our information security practices now undergo a verification process carried out by an independent authority.
Sustainable Purchasing, Logistics and Supply Chain Practices	Rate suppliers using ESG scoring (e.g. EcoVadis) to reduce ESG risks in the supply chain, keep performance rate above 80%, renew purchasing procedures with sustainability principles and improve supplier risk analyses	Become the sector leader by contributing positively to ESG criteria throughout the value chain; include more than 60% of suppliers in ESG audits, performance monitoring, and the Code of Conduct; Increase the rate of purchasing from responsible sources to over 50% Lead the value chain as a company that provides a positive ecological impact in its sector and adapt to external audit processes according to the EU CSRD-ESRS and IFRS-ISSB standards.	Create 'sustainable by nature' brands by transforming all components of the supply chain into a sustainable value chain	We released our Responsible Purchasing and Supply Chain Policy in 2024. We successfully completed the ISO 28000 Supply Chain Security Management System audit and certification process. We started to contact our suppliers with regard to their registration status in the ESG rating system

Technology, Innovation and R&D-Oriented Product Development

Our R&D activities have been the keystone of our business mentality since 1983. With a focus on all areas of lighting, we aim to stand out in the industrial lighting area by developing products that comply with contemporary techniques.

We prioritise R&D, P&D and innovation to develop sustainable and high-quality products. This enables us to increase our competitiveness in both national and international markets. By remaining true to our “Light Engineering” approach, we are leading the sector as a result of carrying out original designs and innovative projects in our R&D centre while offering products with high added value.

Together with our team of 25 experts, we continue our R&D activities in an area of 1,840 m².

Our centre is approved by the Turkish Ministry of Industry and Technology and develops high-technology products through science-based research studies. In identifying our short-, mid-, and long-term strategies, we mainly focus on climate crisis-related projects. Reducing our carbon and water footprint resulting from production and market operations, and developing products that fit the “Net-Zero” vision constitute the aim of our R&D centre to contribute to a sustainable future.

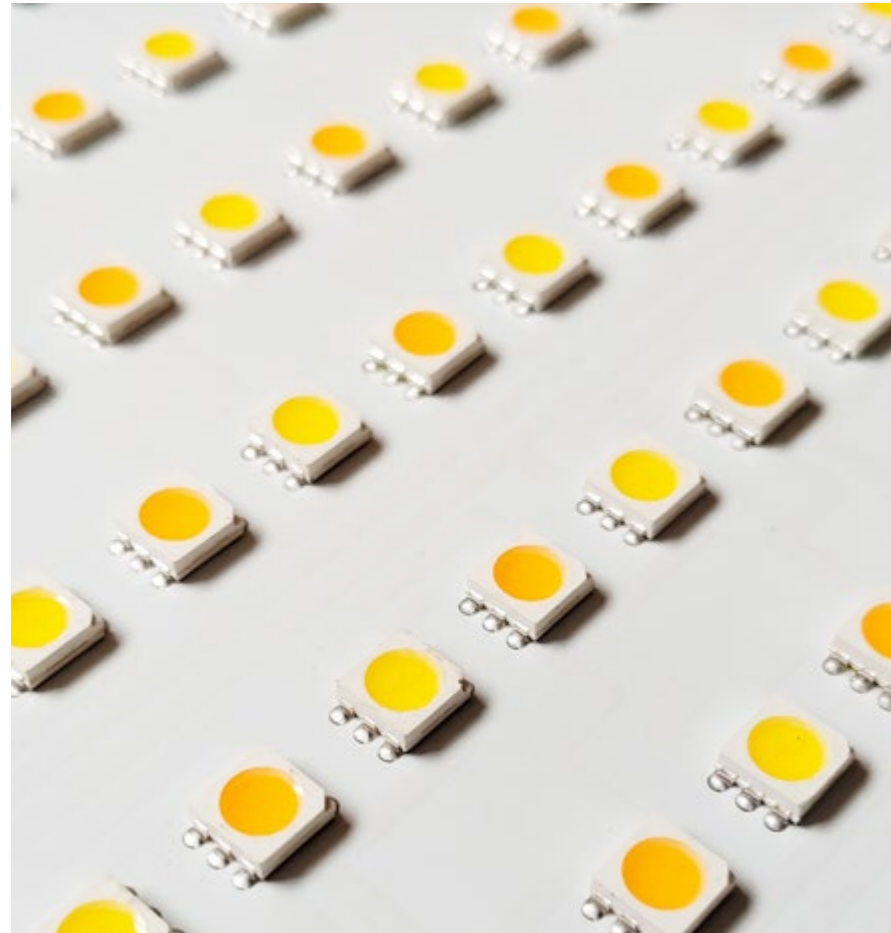
In 2024, we spent 231,971,249 TL for our ongoing, newly-started, and project-phase R&D projects, and earned 743.9 million TL in revenue from these projects.

The share of R&D and P&D investments in total capital expenditures: 18.06%

We develop products and innovative business methods with high-performance to ensure energy efficiency. With our team of expert project engineers and technicians, we are preparing for new projects while at the same time constantly improving the current ones. We aim to maximise our efforts by being aware of the fact that effective project management is essential for strong results.

In this respect, we achieved significant efficiency increases in our product families in 2024. In the Galis Glass Lens Product series, we increased the lm/W ratio from 140 to 170 by enhancing the light transmittance of the glass lens and optimising the current per LED in low-power models. In addition, we managed to increase energy efficiency by about 18% in the Galis MEGA Product series through changes to the lens geometry and LED structure.





Amber LED and lens technology significantly contributes to environmental sustainability by reducing light pollution through low blue light emissions. Suitable for use in residential areas, natural habitats, and historical areas, this technology helps protect biodiversity. In accordance with colour temperatures below 2700K as required in projects such as DarkSky, we developed products that have a colour temperature of 1700K by using optical lenses and LEDs. This resulted in a more efficient, eco-friendly, and sustainable lighting alternative compared to traditional sodium-vapour lamps.

In another significant project, we optimised the lens design considering BUG (Backlight, Uplight, Glare) rating values. By doing this, we managed to provide glare control, reduce uplight ratio, and restrict backlight distribution in luminaries. Also by directing the light with a dedicated optical block component being added on the lens, we achieved a comfortable lighting that complies with the standards. This solution, in turn, brought along a robust approach that both increases visual comfort and provides light control in the most accurate and efficient way.

We focus on recyclable materials in the production of luminaries to offer high price-performance through energy efficiency and production automation. Our customised lighting solutions are produced with coating technologies that can withstand temperatures of up to +70°C and perform in chemical and salt-based environments. We also offer healthy lighting solutions through our visual comfort-focused designs.

Developed in line with the eco-design principle, these products add value not only to the environment, but also to business processes. Our R&D centre continues to lead the sector's transformation through innovations that reduce environmental impact.

Armed with the awareness of the fact that science is one of the main components of R&D activities, we continue our work in collaboration with academics and analysis organisations. We are open to all opportunities that will guide us in contributing to improvement projects both at home and abroad and, in this respect, we closely follow all incentive and support programmes.

Stakeholder Feedback

Onur Çelik, Technical Research and Technical Procurement Specialist at EAE Lighting

Our R&D activities focus on sustainability criteria right from the onset of a design. We are committed to increasing the energy efficiency in all optical design processes, while at the same time ensuring the right light distribution to achieve the same level of lighting with fewer luminaires, thereby reducing carbon emissions and energy consumption. By avoiding unnecessary volumes in lens and reflector designs, we ensure the use of less plastic, and by reducing the need for prototypes through simulation-based efforts, we aim to save on resources.

Future opportunities include making recyclable materials with high environmental durability more efficient, expanding the product lifespan through modular optical solutions, and providing smart control systems integrated with sensor/dimming technologies. DarkSky-compliant optics are beneficial to the society as they reduce light pollution in designs with high glare control. Having adopted this mindset, our company conducts all its optical design processes within a structure that directly serves our sustainability goals.

Our Accredited Lighting Testing Laboratory

EAE Lighting, which has grown rapidly since its establishment, continues to offer services with the accredited Testing Laboratory of EAE Lighting. We boast a qualified and friendly staff who are well aware of our national and international responsibilities. Our quality system that is in compliance with the TS EN ISO/IEC 17025 standard demonstrates this commitment. It aims to increase product reliability and quality in line with the principle of achieving high accuracy as per the standards set for luminaires and photometric measurements.

In addition, our laboratory, accredited by TURKAK in 2016, is fully equipped to perform all tests related to photobiological safety, photometric measurements, electricity, temperatures, mechanics, performance, and IP protection ratings with the highest accuracy and reliability. Our products also achieve accreditation in ENEC and UL certification tests. Our young and dynamic team always focuses on customer satisfaction, ensuring ceaseless traceability and quality in all processes.

Accreditation Body	Current Level	Audit Process and Validity
	Level 1	Audits have been conducted on an annual basis since 2013. Unless anything requires otherwise, the declaration of conformity remains valid.
	Level 2	Audits have been conducted on an annual basis since 2022. The declaration of conformity continues to be valid after the audits.
UL Amerika (WDTP)	-	In 2024, UL Amerika Certification tests were performed by UL auditors for the RevoledX product.
	-	Accreditation date: 08.06.2016 Valid until: 06.06.2028.

Digitalisation and Information Security Practices

At EAE Lighting, we consider digitalisation a strategic focus area that increases efficiency and sustainability at all stages of our business processes. To this end, we aim to reinforce our digital capacity in both managerial and operational processes.

As required by our strategic sustainability goals, we aim for transformation in several areas from using AI-assisted analyses and big data to developing SaaS platforms and expanding our digital marketing activities by 2050. We also aim to accelerate decision-making processes and reduce the margin of error through the deployment of Robotic Process Automation (RPA) applications in managerial processes including sales, supply chain, human resources, and customer relationship management. In production processes, on the other hand, we plan to implement digital infrastructures through which we will be able to monitor the Overall Equipment Effectiveness (OEE) in real time. In this respect, we reinforced our digital transformation infrastructure by renewing our production machinery system room, servers, storage units, and firewall in 2023. In addition, in 2024, we started to offer our product assembly manuals via QR code for certain product groups so as to reduce paper use. Transition efforts for other product groups are also underway.

Our goal is to achieve an annual inflation-adjusted operational cost reduction of 4-8% thanks to the digitalisation-supported OPEX integration in all processes.

At EAE Lighting, we address digitalisation and information security in line with our Policy on Personal Data Protection and Processing, and Confidentiality. We act in full compliance with the Constitution of the Republic of Türkiye, relevant international contracts, Law No. 6698 on the Protection of Personal Data (KVKK), and other applicable as it is our priority to ensure data security

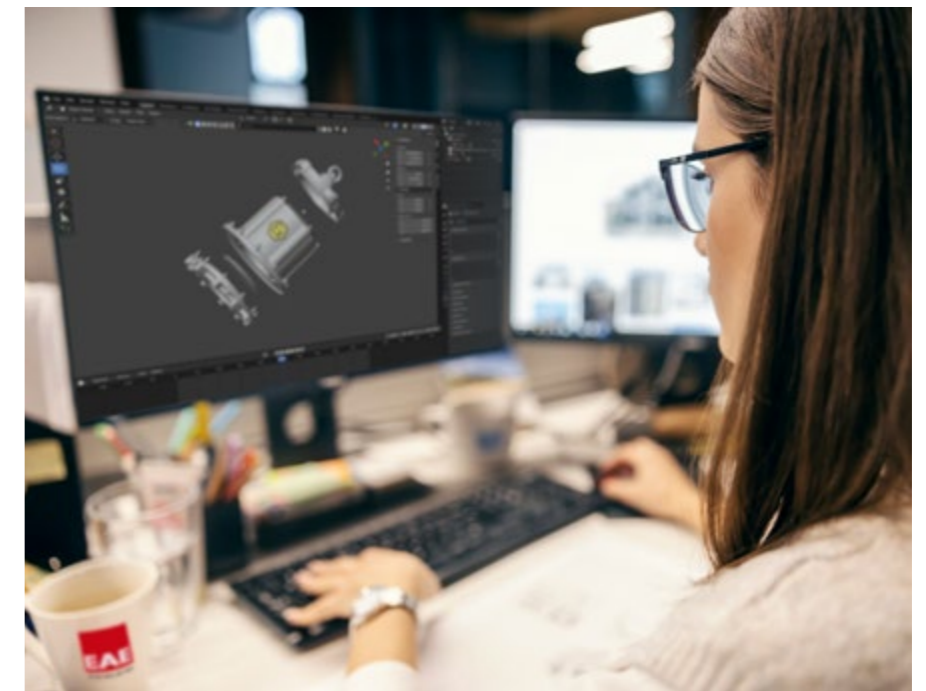
when it comes to personal data of all our customers, suppliers, employees, and all other stakeholders. We conduct data processing, storage, transfer, and deletion activities in accordance with the law, principles of honesty, and certain purposes, while at the same time taking all necessary administrative and technical measures against unauthorised access and protecting data with up-to-date technological infrastructures. We are also committed to protecting both our corporate information assets and the fundamental rights and freedoms of data subjects as we develop solutions to reinforce data security in all our digitalisation efforts.

By increasing the number of digitalised processes and services, we are strengthening our corporate agility while also maintaining the security of our digital infrastructure in line with the international standards as evidenced by our ISO27001 information security certification.

It is also a priority for us to be aware of any AI-induced risks, as defined by the World Economic Forum (WEF), in addition to those brought along by sector-specific trends, so that we can develop preventive implementations in these fields.

With the integration of the Industry 4.0 approach into our entire value chain, we aim to ensure the adaptation of our production units to AI- and machine learning-based systems and achieve a production structure that is supported by AI assistance and works in harmony with sustainability-focused commands and algorithms.

Currently, our ERP-SAP system works in an integrated manner, while the CRM system is managed on a separate platform. We are carrying out research studies on new applications that will ensure integration between CRM and ERP-SAP. As for SaaS, we are currently using only Microsoft Office 365 and the Azure cloud system. As we have yet to decide on a budget for information technology investments, we continue to work on a project basis in making improvements to infrastructures. The fact that no cybersecurity breach occurred in 2024 demonstrates the effectiveness of our current security measures.



Responsible Purchasing and Value Chain

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

As required by our Sustainability Policy, we ensure a balanced supply chain management by considering all environmental, social and economic responsibilities. We develop alternative risk management approaches for an uninterrupted flow of our supply chain. For the entire process of our products from raw material sourcing to end-user delivery, we are improving our practices with a view to including the entire supply chain in this process.

Also with our approaches based on respect for human rights, equal opportunities, and social justice, we aim to increase awareness among our suppliers, customers, and stakeholders.

194

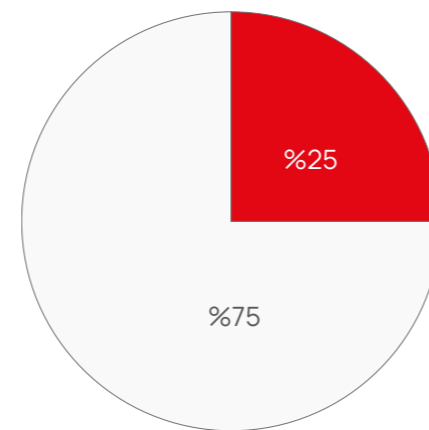
Number of Supplier Companies in 2024

%85

Ratio of Local Raw Materials Supply in the Total Purchasing Budget in 2024, USD

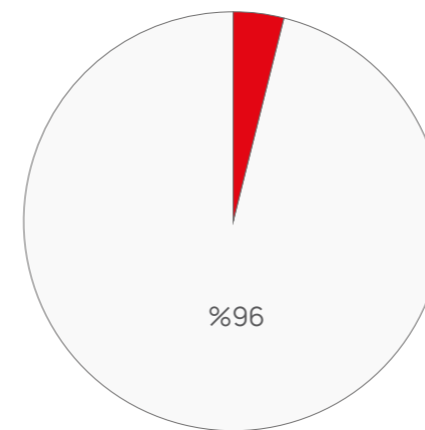
In 2024, we allocated 85% of our total purchasing budget to local raw materials supply, which allowed us to reduce the environmental impacts of our supply chain and directly contribute to the development of the local economy. In this respect, 75% of our supplies were from local sources while 25% were from international sources.

Supplier Percentage in 2024



International
Domestic

Regional Distribution of Our Suppliers in 2024



Other Regions
Marmara Region

In 2024, we worked with 194 local suppliers in total, of which 96% were from the Marmara Region. This regional density not only increases logistics efficiency, but also reduces carbon footprint and contributes to operational continuity.

We evaluate our suppliers in accordance with sustainability criteria including environmental management systems, energy and waste management, greenhouse gas reduction goals, OHS practices, ethics rules, and human rights. We regularly monitor their compliance with the standards we have set in the fields of environment, energy, occupational health and safety, social responsibility and circular economy, and encourage them to improve their shortcomings, if any.

In 2024, we released our Responsible Purchasing and Supply Chain Policy through which we aim to make sure that all the products, raw materials, and services we purchase, along with the business processes of all our suppliers, are in compliance with our sustainability vision. Our ultimate goals with this Policy is to evaluate our suppliers in accordance with the environmental, social and governance principles, encourage them to engage in sustainable practices, and strengthen collaborations to create value together.

[Click here](#) for EAE Lighting's Responsible Purchasing and Supply Chain Policy.

Our Value Chain

We are expanding our sustainability practices in all stages of our value chain through risk management, evaluation processes, audits and uninterrupted communication activities.

Supply

With over 250 active raw material suppliers, we provide a broad range of products:

- Basic materials such as aluminium, plastic, glass, and sheet metal
- Special components such as powder paint, screws, and rust-proof materials
- LED drivers, LEDs, cables, batteries, and other electronic components

At the same time, we are reinforcing our operational processes and increasing quality and efficiency with help from our service suppliers.artiriyoruz.

Production Assembly

Boasting over 350 employees, we provide a robust production capacity.

We are a leader in the production of LED luminaires by annually producing over 1.5M luminaires.

We develop our sustainable products, solutions, and services thanks to our annual R&D investments of over 200M

We are increasing our strength in global markets by exporting to 40 countries.

Distribution

EAE Lighting Sales Team

Dealers

Customers

- Industrial Lighting
- Architectural Lighting
- Exterior Lighting
- Ex-Proof Lighting
- Emergency Lighting and Direction



In line with our principle of responsible purchasing, we have completed our preparations for the integration of environmental and social factors into supplier performance evaluation processes. In 2024, we released our Responsible Purchasing and Supply Chain Policy through which we aim to make sure that all the products and services supplied are in compliance with our sustainability vision, in addition to encouraging and evaluating our suppliers accordingly.

At EAE Group, we evaluate the environmental, social, and governance risks of our suppliers through the EcoVadis ESG Rating System. In this respect, we ask our suppliers to provide their Ecovadis registration status and scores, and plan to determine their current status through supplier audits.

This evaluation includes certain sustainability criteria such as energy consumption, water use, biodiversity, waste management, occupational safety, and human rights. At EAE Lighting, we completed the survey inputs into the EcoVadis ESG Rating System for the first time in 2024 and expect to share our 2024 score in our 2025 report.

We plan to increase the weight of the sustainability factor in our supplier evaluation criteria from its current level of 10% to 25% by 2030 with the aim of performing sustainability-focused evaluations throughout our entire supply chain. We expect our suppliers to calculate their greenhouse gas emissions and engage in emissions reduction activities. In 2024, we started to request our suppliers to establish an Environmental Management System to reduce their environmental impacts, obtain ISO and other quality certifications, act in accordance with the net-zero emissions goal, and initiate intensive work on issues including natural resource efficiency, energy use, and chemicals management.

We also plan to more closely monitor potential risks that may result from minerals in the supply chain, including tin, tungsten, tantalum, gold and cobalt, by using the Conflict Minerals Reporting Template and the Cobalt Reporting Template provided by the Responsible Minerals Initiative.

Stakeholder Feedback

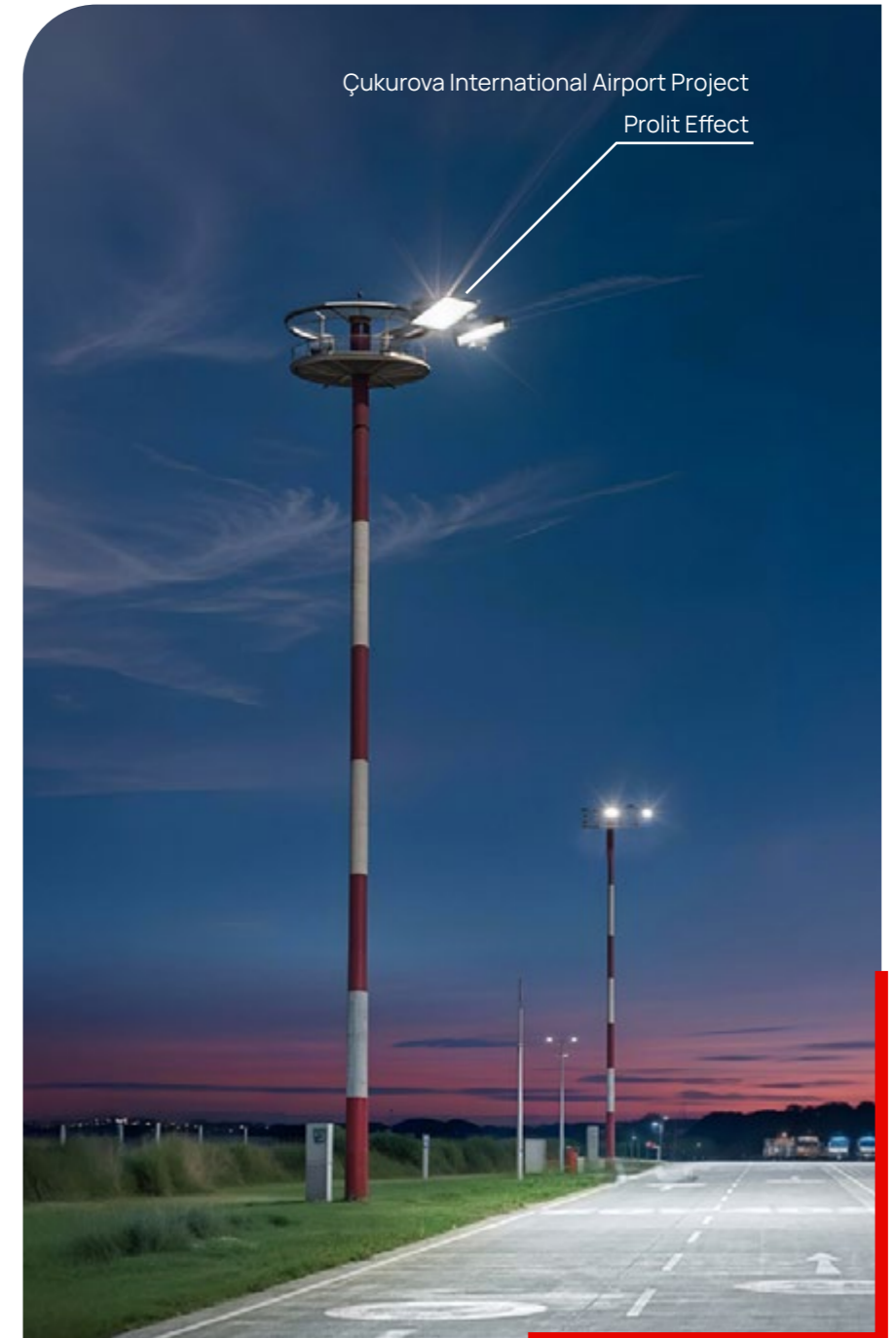
Mert İskender, Sales Manager at DRV Electrical Lighting Systems

Since 2016, we have been carrying out the design and sales processes for EAE Lighting's luminaries as a dealer for EAE Group of Companies. With a team of nine, consisting of four project managers, one internal sales specialist, and four field sales specialists, we offer both retail sales from stock and project-based solutions to investors and electric contractors.

EAE Lighting stands out in public investment, industrial plant and infrastructure projects in the region with its high quality standards, LED technology, and energy-efficient products. Its after-sales services also reinforce customer satisfaction.

Boasting a broad range of products, EAE Lighting provides the region with the right solutions in projects ranging from industrial plants and road and intersection lighting to offices and shopping malls and agricultural and logistics projects.

With its strong presence in Çukurova where it is known as an "innovative and reliable local brand", EAE reinforces its market position with each passing day through its extensive network of dealers, quick technical support, and participation in fairs



Customer Satisfaction Practices

We optimise and continuously improve customer interactions through the CRM platform by developing highly interactive tools and processes to effectively resolve and monitor any complaints regarding our products and services.

At EAE Lighting, we manage all our customer relations and operations with a sustainability approach that is focused on customer satisfaction so that we can take our brand value to the highest possible level in the global market. 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 processes.

For a perfect customer experience, we leverage our customer-oriented approach to offer high-quality and brand loyalty-boosting solutions. 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. To this end, we work round the clock to analyse the needs and requirements of our customers in the most accurate way possible in light of our Customer Relationship Management (CRM) principles.

In case of personalised customer requests, complaints, or breakdowns, we carry out supervising examinations and provide active feedback through our CRM application, in addition to designing the necessary improvement processes by performing a root cause analysis together with our production and R&D units.



A Customer Satisfaction Rate of 82%

Our Customer Satisfaction Application: the “Voice of Customer”

We started our Voice of Customer application in April 2024, which allowed for a direct communication with our customers throughout the year. Speaking in numbers, we contacted 968 customers by phone, visited 75 customers, and completed 144 customer surveys. Currently, the project is only available domestically, reaching customers from all regions in the country. This helps us assess our customers’ needs, expectations and feedback in a more comprehensive and effective manner.

The surveys offered an insight into several issues including product range, quality, pricing policy, delivery processes, technical support services, and after-sales communication. The data we obtain from our customers following their purchases is an important tool helping us update our customer-oriented strategies and take our service quality to the level.

We periodically conduct customer satisfaction surveys for both domestic and international customers to better see our experience level and areas for improvement. Listing the expectations of our customers by impact and significance levels and using numerical weighting methods in our surveys, we determine the most accurate satisfaction rates.

We received common thoughts from our customers and learned about their expectations from and experiences with EAE Lighting during the field visits we carried out in 2024 as part of our “Voice of Customer” satisfaction application.

Feedback from our customers demonstrated that the high lumen/watt ratio of their luminaries provided them with significant advantage in projects in terms of energy savings and performance. They also praised the technical properties and overall quality of the products, which highlighted the brand’s strong presence in the sector.

Customers visiting our factory were most impressed by the coordinated design of our production areas and the harmony between the units. In addition, the supportive and solutions-oriented approach adopted in after-sales processes created a significant element of trust for customers. On the whole, customer feedback revealed that EAE Lighting meets expectations not only in product performance, but also in communication and support processes.



Stakeholder Feedback BSH Ev Aletleri Sanayi ve Ticaret A.Ş.,

EAE Lighting's project solutions are extremely successful and professional, and they perfectly meet our needs. Especially the high lumen/watt ratio of luminaries provides us with significant advantage in projects in terms of both energy savings and performance. In addition, we consider the EAE brand a sector leader with its quality and technical properties. We appreciate EAE's leadership in this field.



Stakeholder Feedback Yapı Kredi Banking Hub

We observed that the luminaries provided by EAE Lighting have all the characteristics promised in the first place, and we are very happy with this. During our visit to their factory, we had the opportunity to closely see for ourselves how all units were working in a coordinated, organised, and efficient manner.

We would also like to underline that EAE Lighting's Customer Relations Department has a necessary and important role in meeting customer needs and managing communication processes, that the "Voice of Customer" project strongly demonstrates the company's customer-oriented approach, and that we were very pleased with our visit. Plus, we think that EAE Lighting provides sufficient after-sales services and that they are always there as a supportive, solutions-oriented, and reliable business partner.

We take all customer suggestions and expectations seriously and, in response, we take the necessary actions to meet customer needs in our products, in addition to developing new products in line with customer requirements.

Please visit the Products, Services and Technologies section of the report for details about products that are developed considering customer requirements and sector-specific developments.

Environment and World

6. Environment and World

49

6.1. 6.1. Our Decarbonisation Vision

51

6.2. Raw Materials, Natural Resources and Waste
Management

54



Environment and World

We are further strengthening our sustainable production approach through energy efficiency and the use of renewable energy, as well as the technologies with low ecological footprints. We aim to reduce our environmental impacts and achieve our long-term goals in the fight against climate change through resource efficiency, recycling, and circularity practices. In this respect, we provided below our goals for 2026, 2030, and 2050.

Relevant Priority Issues	2024-2026 Goals	2026-2030 Goals	2050 Goals	Progress in 2024
Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance	Prepare a comprehensive Corporate Greenhouse Gas Inventory in accordance with TSRS 1, identify climate-related risks and opportunities under TSRS 2, engage in preliminary preparations for emissions reduction strategies, carry out the ISO 14064 verification and the EU CBAM-compliant certification processes	Become a carbon-neutral company by implementing emissions projections that match the SBTi methodology (50% reduction in Scopes 1+2, 30% reduction in Scope 3), carry out carbon offsetting efforts, actively participate in national and international carbon markets to benefit from allocation opportunities and achieve the position of seller in carbon trading	Become a Net-Zero company with SBTi-compliant emissions reduction projections (90% reduction in Scopes 1-2, 90% reduction in Scope 3), make it to the CDP A+ list, achieve the position of seller who is a choice of preference in national and international carbon markets and boasts high volume of operations.	We calculate the Corporate Greenhouse Gas Inventory in accordance with the GHG Protocol methodology and have it verified by an independent authority in line with the ISO 14064 Greenhouse Gas Management system. Our Science-Based Targets (SBTi) commitment has been approved. At EAE Group, we answered the CDP's set of questions on Climate and Water and made it to the List C. We have published EPD certificates for 12 of our product groups. We met 90% of our energy consumption in the factory and headquarters from renewable energy sources.
Zero Waste, Recycling and Circularity Practices	Ensure compliance with the EU REACH, EU RoHS and Dodd-Frank Act in our product range, reduce the amount of waste for disposal by 50% by 2026 by increasing the use of zero waste practices in all operations, become a member of the Türkiye Circular Economy Platform and perform at least two transactions	Increase the use of the WBCSD CTI methodology in the corporate culture, declare the circularity rate through the A&M Foundation methodology, increase the share of circularity to 50% in revenue and develop circular business models in critical raw materials by integrating the circular approach into the product and service range	Increase to 95% the share of product and service range where the circularity approach is followed	We reduced the amount of our hazardous waste per product by 6.55% compared to the previous year.



Our Decarbonisation Vision

We are constantly carrying out improvement efforts in order to minimise energy consumption and carbon emissions throughout our entire value chain from raw material supply and production processes to distribution stages.

At EAE Lighting, we place our sustainability management approach at the heart of our corporate transformation strategy. Climate change and rising temperatures have become a crisis that threatens the whole world. Unless we take measures, environmental disasters and huge social problems will be inevitable. We are aware that the balance between nature and life is at risk. At EAE Lighting, we take the responsibility on our part to achieve decarbonisation goals while at the same time working decisively to reduce emissions.

We contribute to the expansion of the sustainable business models across the sector by directing our value chain to sustainable products and activities, and we develop globally-compliant products and technology solutions in line with our vision of decarbonisation.

At the heart of our decarbonisation vision lies the goal of "achieving zero emissions". To achieve this goal, we identify short-term targets and design our emissions reduction commitments accordingly. The approach we follow is based on a roadmap that is in accordance with the Paris Agreement's goal of keeping the global temperature rise 1.5°C below pre-industrial levels.

Our Journey to Decarbonisation

At EAE Lighting, we follow the lead of science-based approaches in the fight against climate change and guarantee our commitment to reducing our carbon footprint at a global scale. In this respect, our goals of reducing greenhouse gas emissions were certified by the Science Based Targets Initiative (SBTi) in June 2024. Compared to the 2021 baseline year, we are committed to reducing

- our Scope 1 and Scope 2 emissions by 50% by 2031 and
- our Scope 3 emissions resulting from the use of products sold by 30% within the same period.

In line with our SBTi-certified goals, we invest in energy efficiency-enhancing technologies in our production processes, increase the rate of our use of renewable energy, and transform our product designs into a low-carbon structure. This approach allows for both fulfilling our environmental responsibility and reinforcing our long-term corporate resilience.

In 2021, our total greenhouse gas emissions were at a level of about 3,500 metric tons of CO₂e. These emissions result from fuel, electricity and gas consumptions.

We planned the following two main actions to achieve the SBTi-certified goal of reducing emissions:

- SPP Panel Installation: Our aim is to contribute to reducing electricity-driven emissions.
- Energy Efficiency: Our aim is to reduce emissions resulting from the use of fuel and gas.

In this respect, we plan to reduce total emissions to a level of 1,700 metric tons of CO₂e by 2031.

In 2024, we continued our corporate greenhouse gas inventory efforts by calculating both direct and indirect greenhouse gas emissions in line with the ISO 14064 Standards. To this end, an independent external audit was performed to verify certain emissions data of our company, and the verified data is shown in this report in tables with a tick next to each piece of information.

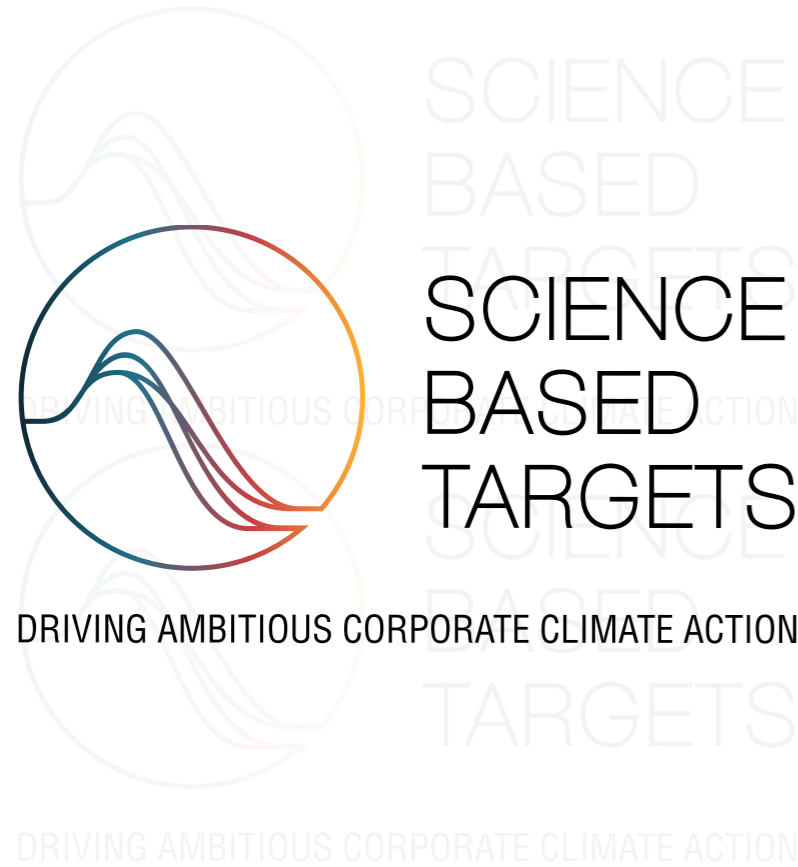
You can access our greenhouse gas verification statements for 2024 and previous years here.

Emissions Categories	2022 (tCO ₂ e)	2023 (tCO ₂ e)	2024 (tCO ₂ e)
Scope 1 emissions	✓ 1,522.52	✓ 1,614.00	✓ 1,768.00
Scope 2 emissions (market-based)	✓ 1,592.15	✓ 167.00	✓ 160.00
Scope 1 and Scope 2 emissions	✓ 3,114.67	✓ 1,781.00	✓ 1,928.00
Scope 3 Emissions	✓ 602,341.02	✓ 580,412.62	✓ 659,242.77
Total Greenhouse Gas Emissions	✓ 605,455.70	✓ 582,193.07	✓ 661,170.77

✓ Indicates verified data.

In 2024, our company's total greenhouse gas emissions were calculated as 661,170.77 tCO₂e. Although our total emissions increased (by 20% compared to 2023) in line with the increase in our production amount, our greenhouse gas emissions per unit of product decreased by 5.80% in 2024 compared to 2023.

The detailed analysis of our emissions inventory demonstrates that Scope 3 emissions, which cover indirect emissions, have a significant share in our total carbon footprint. In 2024, total Scope 3 emissions were at a level of about 659,242.77 tCO₂e.



Kapsam 3 Emisyonları

Categories	2024 (tCO ₂ e)
Purchased raw materials	9347.29
Purchased service	256.14
Waste management	7.41
Water use	1.21
Wastewater	1.17
Total	✓ 9,613.22

Categories	2024 (tCO ₂ e)
Transportation of the Products Purchased	1022.63
Transportation of the Products Sold	263.62
Business Trips	36.81
Employee Transportation	215.67
Upstream emissions	304.34
Total	✓ 1,843.07

Categories	2024 (tCO ₂ e)
Usage of the products sold	647.264,31
The end-of-life-cycle operations of the products sold	40,25
Rented assets	481,91
Total	✓ 647.786,47

This total almost completely consists of emissions that result from the use of products sold. According to data from 2024, this calculated item, valued at 647,786.47 tCO₂e, alone makes up about 98% of our Scope 3 emissions. Emissions from product use play a significant role in our company's indirect emissions profile and show that this area has the biggest potential for reduction. Increase in Scope 3 emissions in 2024 was in direct proportion to

increase in sales. Despite this, emissions per unit of product decreased compared to 2023.

This result demonstrates that our designs that are low in watt and high in lumen aim to reduce energy consumption and related emissions during product use.

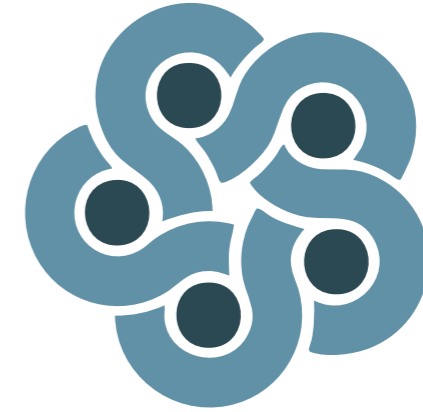
In 2023, we took an important step towards sustainability by starting to use IREC-certified renewable energy in our factory. I-REC (International Renewable Energy Certificate) is a global certification system that certifies that the electricity used is generated from renewable sources and that ensures the traceability of the energy source. This certificate is considered a key tool in sustainability efforts to achieve decarbonisation goals.

Thanks to the use of IREC-certified energy, our factory no longer produces any Scope 2 emissions.

In all our operations, we met 89.9% of our electricity consumption from renewable energy sources, thereby ensuring a significant reduction in emissions

In 2023, we performed a methodological improvement in calculations for emissions resulting from the transportation of raw materials and products. These calculations were carried out using secondary data in 2022, but with the reinforcement of our data collection system in 2023, we started to use an approach that is based on primary data. This led to a more precise and reliable calculation and reporting process with regard to emissions that are released during the transportation of purchased materials and finished products. This methodological update allows for a more transparent monitoring of our sustainability performance by increasing the accuracy of our emissions inventory.

As part of the 'Strategic Risk and Opportunity Task Force', which works in collaboration with our sustainability committee, we established scenario plans and carried out risk-opportunity analyses and assessments in order to improve our international environmental, social, and governance performance. In 2024, we reinforced our cooperation with all sub-working groups within our sustainability committee and planned the necessary eco-design activities and investments to expand our sustainable product portfolio.



THE INTERNATIONAL REC STANDARD

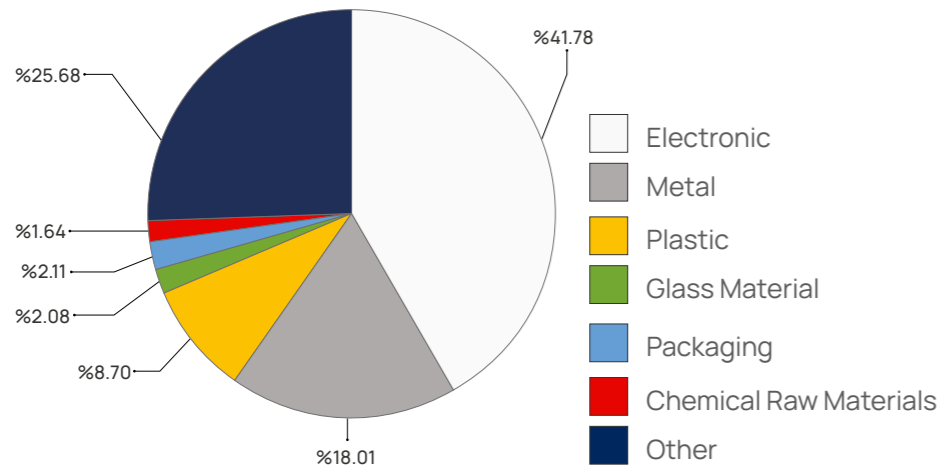
Raw Materials, Natural Resources and Waste Management

We accelerated our efforts in our sustainability journey to take more concrete and measurable steps in fundamental environmental areas such as raw material supply, natural resource use, and waste management.

We manage our entire environmental performance based on scientific data and in coordination with our R&D centre and the relevant sub-working groups of our sustainability committee. To this end, we do not limit our focus on efficiency to production processes, therefore continuing our preparations to integrate this focus into our entire value chain.

When it comes to supplying responsible raw materials from local and sustainable sources, we act with a continuous improvement approach and prefer production methods and materials that have lower environmental impact. We also aim to contribute to protecting and efficiently using natural resources by increasing the use of recyclable raw materials. Our goal with this approach is to reduce our environmental impacts through concrete measures, while also increasing resource efficiency.

Raw Materials Supplied



During the supply of raw materials, we prioritise not only product quality, but also the systematic analysis of environmental impacts. In this respect, in 2023, we broadened the scope of our Life Cycle Analysis (LCA) efforts, carried out by the sub-working group of our sustainability committee, to include 12 different product groups.

We completed the process by obtaining Environmental Product Declaration (EPD) certificates for 12 of our product groups in line with our LCA efforts in 2023. These documents demonstrate the environmental impacts of our products throughout their entire life cycle in a transparent manner and are published on national and international platforms.

The EPD approach indicates the environmental performance of each of our products in the form of an independently verified and registered inventory, based on

17 calculation criteria, and a total of 38 environmental impact indicators including the mandatory ones.

The documents obtained as a result of these efforts were made public upon their publication in approved databases in 2024. Therefore, we further strengthen our conscious and responsible production approach by supporting the environmental impacts of our products with concrete data.

The relevant EPD certificates can be found at the following addresses: [EAE Lighting's Sustainability Website](#), [EPD Turkey](#) and [Environdec](#).



Biodiversity

At EAE Group, we took an important step in 2023 to demonstrate our corporate approach to biodiversity conservation after considering the possible impacts of our operations. Guided by the sub-working group of our sustainability committee, we released the Biodiversity Policy in 2024 for adoption across the company

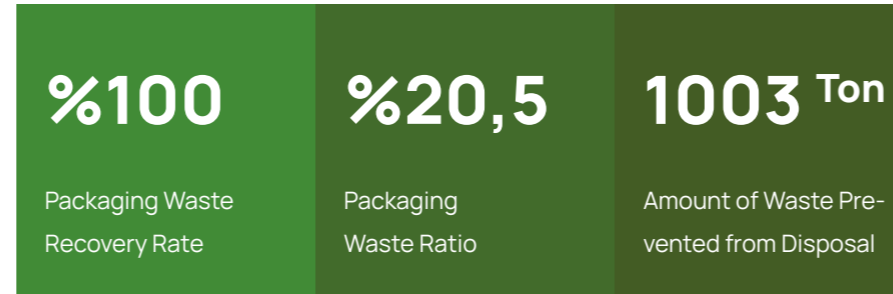
For EAE Lighting's Biodiversity Policy [please click here](#).

Our aim with this policy is to ensure that all our stakeholders, including, in particular, our managers and employees, gather around a common understanding and embrace the responsibility for biodiversity conservation. First and foremost in the preparation process, we are getting ready with our efforts to develop a comprehensive conservation approach that takes into account the presence of the flora and fauna in the licensed areas where we have operations. This way, we aim for a more systematic and conscious impact management in accordance with the sustainability of natural assets.

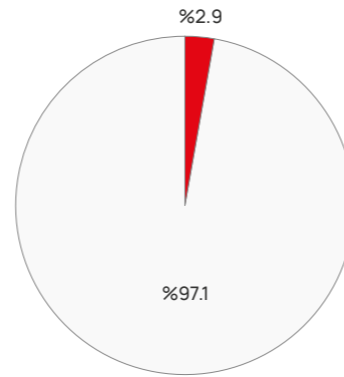
Waste Management

As part of waste management, we work on reduction, reuse and recycling with due diligence.

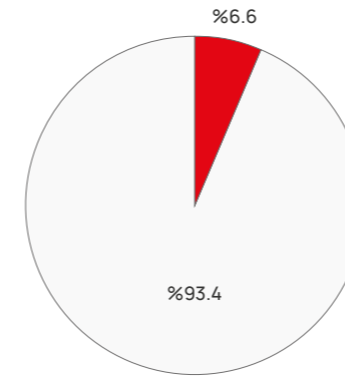
In 2024, we continued to reduce the amount of waste sent to landfills. We reduced our non-hazardous waste compared to the previous year (from 72 metric tons to 69.6 metric tons). As for hazardous waste, the amount of landfill waste decreased to 0.90 metric tons. On the other hand, we kept constant the amount of hazardous waste disposed of by combustion at a level of 0.01 metric tons. We ensure this reduction by increasing the use of recycling practices instead of disposal. This way, we reduce landfill especially in non-hazardous waste, while also reinforcing our resource efficiency and circularity contributions.



Ratio by Waste Type (%)



Types of Waste Management (%)



Non-Hazardous Waste
 Hazardous Waste
 Recovered Waste Ratio
 Disposed Waste

In 2024, 97% of our waste was disposed of through recycling. All non-hazardous waste was reused, recycled, or otherwise recovered before disposal. Only 3% of hazardous waste was sent for disposal.

Year	Hazardous Waste (Metric tons)	Non-Hazardous Waste (Metric tons)	Recovery Total (Metric tons)
2022	35.85	958.60	994.45
2023	26.16	924.74	950.90
2024	31.63	1,041.77	1,073.40

All production plants of EAE Lighting boast Zero Waste Certificates, and our offices and production areas are in LEED Gold-certified green buildings. In the short term, we aim to increase the amount of raw materials obtained through recycling, while in the long term our goal is to get raw materials from completely recycled resources.

Water and Wastewater Management

Water Management

We have a sensitive approach in place for water efficiency, as required by the increasing risk of drought. We meet our water needs through our water storage and collection system, which has a capacity of 1,679 m³ in total, including the mains water system and a rainwater system with a capacity of 556 m³, and we never use groundwater or surface water sources, nor do we discharge our wastewater into the natural environment.

Stored water	Percentage (%)
Rainwater Storage	33.11
Domestic Mains Water Storage	24.66
Fire Mains Water Storage	21.20
Process Mains Water Storage	21.02

Water consumption	Mains Water	Other (m3)	Total (m3)
2022	15,236	2,604*	17,840
2023	7,046	1,316*	8,362
2024	8,492	1,568*	10,059

*Indicates the amount of water consumed from the rainwater storage. In 2024, we continued to meet our water consumption from diversified sources. Our rainwater storage system reduced the need for mains water by comprising more than one third of our total capacity for water storage.

In 2024, our water consumption increased by 17% compared to the previous year. This increase can be attributed to the rise in water needs due to cleaning of the SPP panels which became active in 2024 and the increasing temperatures.

We plan to reduce our water consumption by 25% by 2030 by increasing the efficiency of our water resources on a regular basis. 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.

Water Footprint

At EAE Lighting, we calculated our water footprint for the first time in 2024, in accordance with the ISO 14046 standard for the years 2023 and 2024. As part of this calculation, blue (mains water usage), green (rainwater usage), and grey (polluted water) components are evaluated separately.

Water Footprint	Blue Water	Green Water	Grey Water
2023	7,641 m ³	1,316 m ³	4,239 m ³
2024	8,491 m ³	1,568 m ³	3,137 m ³

The results demonstrate that our blue and green water footprints increased in 2024, while our grey water footprint decreased. This shows that our water consumption increased in total, but wastewater was managed more efficiently.

Wastewater Management

In line with our goal of setting an example for our sector, we focus on R&D and innovation to develop new solutions that will increase resource efficiency in water and wastewater management, reduce water consumption, and increase reuse rates. With our vision of “A clean flow for the future”, we aim to create a permanent and measurable impact in sustainability through the efficient use of natural resources and improvements in water and wastewater management. At EAE Lighting, we employ an effective, controlled and environmentally responsible implementation model in wastewater management.

Wastewater discharge	Treated at a Treatment Plant (m ³)	Other (m ³)
2022	17,840	0
2023	8,362	0
2024	10,059	0

Our total wastewater has been completely disposed of in a controlled manner, and no direct discharge was made into natural water sources (sea, lake, river, etc.). The vast majority of this amount was directed to the OIZ treatment plant, whereas the remaining amount was safely disposed of through the sewage infrastructure.

Wastewater Amount (m ³)	2024
Receiving Environment After On-site Treatment	0
Municipal Treatment Plant Discharge	0
OIZ Treatment Plant Discharge	9,446
Sewerage System (Wastewater Duct) Direct Discharge	613
Discharge into Natural Resources such as Sea/Lake/River	0
Other	0
Total	10,059

Social Responsibility

7. Social Responsibility	57
7.1. Human Rights	59
7.2. Social Benefits and Activities	59
7.3. Employees and Development Management	60
7.4. Occupational Health and Safety Practices	62

Social Responsibility

Acting with a sense of social responsibility throughout all our operational activities and across our value chain is an essential and integral part of our corporate governance approach.

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. With the importance we attach to social development, we carry out our social responsibility activities in line with the principles of sustainability, transparency and participation, and we create an equitable and integrative social benefit.

At EAE Lighting, we design our social investments by establishing strategic collaborations in environmental and social issues, and evaluate all interactions within the same framework. As human rights lie at the heart of our ethics principles, we work to raise awareness among our stakeholders, guiding them to create social benefits and act in accordance with these principles. In this respect, we provided below our strategic goals for 2026, 2030, and 2050.

Relevant Priority Issues	Goals for 2024-2026	Goals for 2026-2030	Goals for 2050	Progress in 2024
Diversity, Equal Opportunity, Human Rights, Human Resources Practices and Talent Management	Obtain a SEDEX or BSCI Social Compliance Certificate, include 70% of employees in the talent management and performance assessment processes, increase dedication through hybrid working practices, popularise human rights and ethics training and reduce labour turnover rate.	Include 90% of employees in the talent management and performance assessment processes, perform awareness-raising implementations throughout the entire value chain in matters including fair transition, flexible working, human rights, inclusion, and ethics.	Invest in new job descriptions for the future by increasing the capacity during the fair transition process, thereby increasing economic productivity and the added value of social responsibility.	We successfully completed the SEDEX social compliance audit. We provided all our employees with training on human rights and ethics with a view to increasing their level of awareness.

Human Rights

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 is actively implemented throughout our entire value chain in accordance with the Code of Business Ethics, our 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 and to apply the procedures of EAE Lighting. We also take all necessary steps to ensure that all our stakeholders who provide us with goods and services act in accordance with the principles and rules stipulated in our human rights policy.

For EAE Lighting's Human Rights Policy [please click here.](#)



Social Benefits and Activities

At EAE Lighting, we establish strategic collaborations and interactions in environmental and social areas to support our social investments with the aim of creating social benefits and increasing our company reputation.

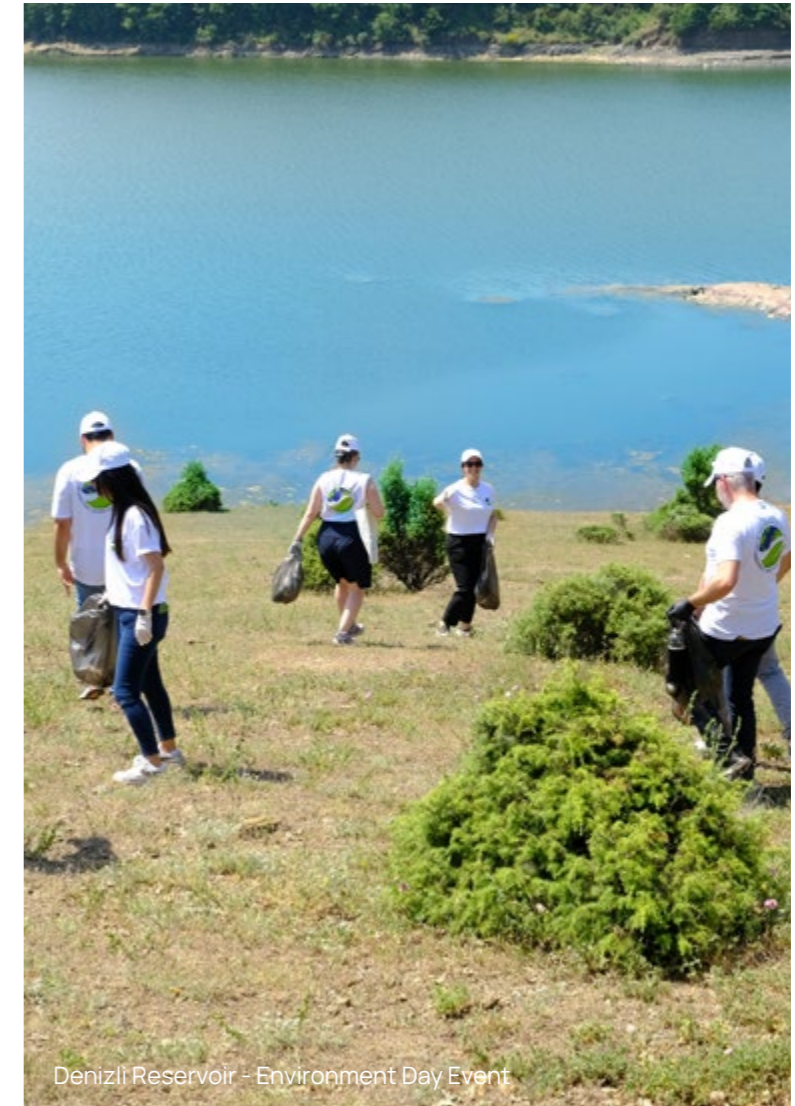
Driven by our desire to contribute to technological developments in the sector, we support our personnel's vocational training, in addition to supporting academic life through laboratory sponsorships and seminars.

The sub-working group of our sustainability committee regularly works to develop new ideas in collaboration with the OIZ management and social responsibility representatives from other companies within EAE Group.

Money spent on social benefit programmes: 101,680 TL Rate of employees engaged in voluntary activities in the fields of education, healthcare, disaster assistance, and the environment: 16%

We donate luminaries and provide potable water support to areas designated within the scope of social benefit responsibilities. Our social contribution projects are carried out under the lead of EAE Group, whereas donation and support activities are performed by EAE Electric.

We continue our vocational training-focused experiential development efforts in line with the cooperation protocol signed in 2022 as part of the CO-OP - Cooperative Education - a Yıldız Technical University initiative made possible with contribution from EAE Aydınlatma A.Ş. Project Manager Yalçın Akbay, Yıldız Technical University's Dean Prof. Dr. Nur Bekiroğlu and Head of the Department of Electrical Engineering Prof. Dr. İbrahim Şenol. As part of this cooperation, university students with a GPA above a certain score are provided with the opportunity to continue their education at the university while at the same time joining the business life. In 2024, one eligible student started as an intern at our company



Employees and Development Management

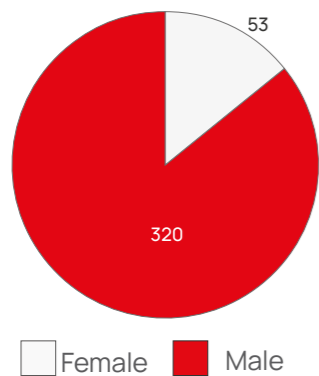
Prioritising employee satisfaction, we aim to create a working environment that supports dedication and happiness. In line with this goal, we are constantly improving our human resources policies.

We are well aware of the value of our human resources in making a difference in the sector and ensuring sustainable growth. We manage our recruitment, career planning, training, and development processes in accordance with sustainability-focused policies.

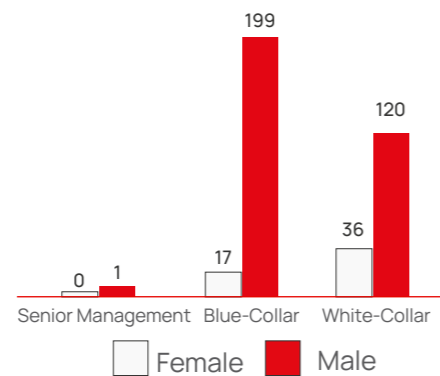
We adopt an inclusive, fair, and egalitarian approach in all processes related to our employees, never accepting any discrimination based on religion, language, race, gender, age, sexual orientation, etc. We consider this approach a fundamental principle in our corporate culture and policies.

Our goal is to manage our human resources, which we consider our cultural capital, in the most efficient way possible in line with our vision and mission so as to create an outstanding and dynamic team who will change the game in the sector while also ensuring competitive advantage. In order to attract qualified talents to our company and improve our existing personnel's professional knowledge and skills, as well as their personal capabilities, we always motivate our personnel and develop advanced practices to take their performance to the highest level possible, through continuous improvement and change processes.

Employees by Gender



Employees by Category



Distribution of Employees by Gender

2022		2023		2024	
Female	Male	Female	Male	Female	Male
56	306	58	324	53	320

%14

Rate of female employees

8

Number of female employees working in STEM positions

%25

Rate of female employees promoted in 2024

We provide our employees with fair and equal opportunities with a view to creating an inclusive and professional working environment. We also aim to establish long-term and sustainable business relationships within the framework of our human resources policy by ensuring their welfare and safety in accordance with legal regulations and practices.

We do not allow gender-based pay discrimination as we are strictly committed to the principle of "equal pay for equal work". As for decisions related to training, promotion, and appointments, we only refer to objective data when making such decisions.

Employees who give birth are granted maternity leave, with a certain period of this leave being paid. Those returning to work after birth are entitled to take their breastfeeding leave collectively on certain days of the week of their choice. Employees who have become fathers, on the other hand, are able to take five days of uninterrupted paternity leave as per legal regulations.

	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Parental Leave						
Employees who used parental leave	3	7	2	4	2	5
Employees who returned to work after using parental leave	3	7	2	4	2	5

We employ professional and integrated systems in recruitment, performance management, talent development, remuneration policies, career planning, and termination processes. To hire the right candidate for the right position, we actively implement next-generation methods that are supported by innovation-based and objective assessment tools specific to each position.

Increasing employee productivity, identifying areas for development, and ensuring job satisfaction are among our sustainability priorities. We create a strong corporate culture and build trust for the future through democratic suggestion and improvement mechanisms by making our personnel's ideas and suggestions a part of our corporate development. By regularly measuring employee satisfaction levels, we assess how well our working environment meets expectations. We carry out our research studies together with all our departments using engaging methods, and in line with the feedback we receive, we plan the necessary actions to increase employee dedication and satisfaction accordingly.

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. We added to this momentum in 2024 and took steps towards performing our social compliance and multi-dimensional employee satisfaction analyses, and we expect to share the results in the coming period.



Performance Assessments

As part of our performance assessment process, we calculate multi-dimensional assessments according to work outcomes and development goals determined by our managers, and share them with our employees every year in accordance with the principle of transparency. Our company managers designate titles, job descriptions, individual goals, and reward criteria before their announcement to employees.

We provide fringe benefits including maternity leave, paternity leave, holiday pay, moving and transportation help, rent pay, phone, car, social assistance and health insurance to enhance the living standards of our employees.

373

Number of employees who underwent a performance assessment

Training Activities

We place great importance on regular training activities as we consider them the key to sustainable success. We prepare needs-based training plans every year and ensure our employees' active engagement accordingly in order to support the professional, managerial, and personal development of our employees who are our most valuable capital.

Our training sessions are provided both one-on-one and online. Thanks to our online training platform called the LMS EAE Learning, we are making our training processes more efficient with each passing day, while also increasing employee engagement, reinforcing needs analysis, and constantly improving training performance.

Average Number of Training Hours Per Employee	42
Toplam Eğitim Saati (kişi x saat)	7.833
Entegre Yönetim Sistemleri Eğitimi (kişi x saat)	373
Sürdürülebilirlik Odaklı Eğitimler (kişi x saat)	373
Karbon Yönetimi (İklim Değişikliği) Odaklı Eğitimler (kişi x saat)	373
İnsan Hakları, Çeşitlilik ve Kapsayıcılık Odaklı Eğitimler (kişi x saat)	746

We provide all our newly hired personnel with onboarding training. Our training plan includes mandatory training and personal development training, as well as department-specific technical training.

Average hours of training per employee in 2024: 7,833 Person x Hour
Number of employees who attended training: 373
Environmental training: 923.5 person x hour

2024'te iklim değişikliği, ÇSY değerlendirme ve döngüsel ekonomi gibi konularda ileri düzey eğitimlerimizi yoğunlaştırdık. Bu kapsamda, ilgili departmanlardan çalışanlarımıza ISO 14046:2014 Su Ayak İzinin Hesaplanması, Raporlanması ve Yönetimi Eğitimi, ISO 14064-1:2018 Karbon Ayak İzinin Hesaplanması, Raporlanması ve Yönetimi Eğitimi ve ayrıca FMEA (Hata Türleri ve Etkileri Analizi) Eğitimleri verildi.

Occupational Health and Safety Practices

The health and welfare of our employees is one of our number one priorities in our global value chain. As part of our Occupational Health and Safety (OHS) activities, we develop proactive practices with the goal of achieving zero workplace accidents.

In the sub-working groups of our sustainability committee, we initiated planning and analysis efforts to reinforce the Behaviour-based OHS approach and implement the Bradley Curve OHS Model. We carry out our OHS processes in accordance with the ISO 45001 standard and legal requirements.

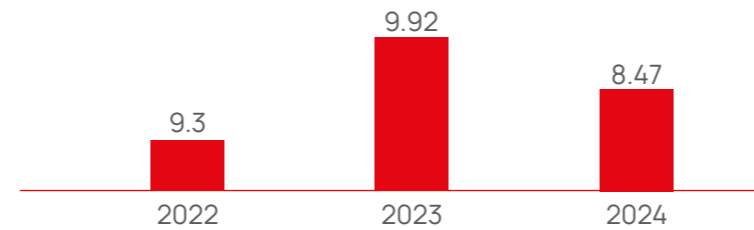
In order to ensure risk assessments, periodic checks, training sessions, and safe working environments, we continuously carry out improvement activities in collaboration with subcontracting companies. In addition, we enhance our supply and purchasing processes with stricter OHS criteria.

Occupational Health and Safety Training in 2024: 5,968 Person x Hour
Average Hours of OHS Training per Employee: 16 Hours

We identify key performance indicators to ensure a healthy and safe working environment, and regularly monitor these indicators and discuss relevant feedback in field meetings in a transparent manner. We monitor our Occupational Health and Safety performance on a monthly and annual basis, analyse the results in the sustainability committee's sub-working group, notify our top management of areas for improvement, and continuously make improvement plans to achieve our goals.

Accordingly, our accident frequency rate decreased from 9.92 in 2023 to 8.47 in 2024. This decrease demonstrates the improvement we achieved in our occupational health and safety performance.

Accident Frequency Rate



We use safety fences and other accident preventing equipment in our working areas to increase physical safety levels for our employees. 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 order to raise the awareness of our employees in Occupational Health and Safety. All suggestions and complaints were taken into consideration by the relevant committees, and resolved upon being included in development plans.

In 2023, we initiated the design process for a seismic restraint system to be implemented across all companies within EAE Group, starting with EAE Lighting's areas of activity. This system is designed to protect pipes, ducts, and other hanging installations in our production plants from lateral movement during seismic activity, preventing equipment from falling over or coming down, while also ensuring their safe attachment to structural components. In this respect, the busbar main power lines and busbars with boxes on them were reinforced with restraints, and the main ventilation line on the lower floor was provided with a restraint, as well as seismic restraints were implemented on panels of the SPP system in the energy room. With all these measures being in place, we aim to keep our main power lines operational at all times through seismic restraints to avoid energy cuts in case of any natural disaster.

We carry out risk analyses and establish Emergency Teams within the framework of Emergency Action Plans so that we are always prepared in case of an emergency. We refresh the knowledge of our teams through regular training, in addition to performing annual Emergency Drills in all shifts and production areas and taking the necessary measures to ensure business continuity in our value chain.



Organisational Development

8. Organisational Development **63**

- 8.1. Integrated Management System and Certificates 66
- 8.2. Communication with Stakeholders 67



Organisational Development

At EAE Lighting, we aim to create sustainable value not only in terms of product and service quality, but also in terms of corporate management organisation, stakeholder relationships, global market presence, and integrated management systems. Our presence at home and abroad is supported by our effective sales and service network covering more than 100 countries, along with our local production capabilities, and our TUBITAK-approved R&D centres.

We manage our corporate development through a multi-dimensional approach from customer satisfaction and information security to employee dedication and sustainable growth, and aim to always take this approach to higher levels through open communication and collaboration with our stakeholders. In this respect, we provided below our strategic goals for 2026, 2030, and 2050.

Relevant Priority Issues	Goals for 2024-2026	Goals for 2026-2030	Goals for 2050	Progress in 2024
Economic Performance, Global Markets and Market Presence	Release all sustainability-related policies Ensure full compliance with the green transformation and sustainable finance taxonomy, increase the share in international markets and the volume of exports while remaining within ecological limits.	Ensure full compliance with the EU ETS, CBAM, national ETS and global trade regulations to transform carbon-neutral advantages into competitiveness, use/ provide carbon offsetting credits, and diversify the export product range to increase stock exchange value and expand market presence to include all continents.	Become a sustainable company at global standards such as the EU Taxonomy by entering into the sustainable finance portfolio, ensure competitive advantage in global trading and green development, and become a centre of attraction for international investors.	We released EAE Lighting's Responsible Supply Chain and Biodiversity Policies. We continuously followed changes to regulations to identify our current and future impact areas.
International Compliance and Participation in Sustainable Development Networks	Prepare and release all sustainability policies and the first GRI report for EAE Lighting, ensure compliance with the EU CSDDD, actively participate in international initiatives such as UNGC and WBCSD, create a data framework for legislative follow-ups and compliance.	Adapt to an external audit process that is in full compliance with the EU CSRD-ESRS and IFRS-ISSB standards.	Increase the number of global partnerships for sustainable development and become a leading policy-maker in local and regional service areas.	Our Science-Based Targets Initiative (SBTi) commitment was approved in 2024. We closely follow the UNGC principles and the EU's CSRD and ESRS reporting standards.

International Compliance and Participation in Sustainable Development Networks

At EAE Lighting, we attach great importance to making sure that our sustainability efforts are equally in compliance with both national and international standards. In this respect, we act in line with globally recognised sustainability principles and initiatives including, in particular, the United Nations Sustainable Development Goals (SDGs).

Please refer to the “Prioritisation Analysis” section of the report to see how our sustainability priorities designated as part of our operations contribute to the Sustainable Development Goals.

With a view to continuously improving our environmental, social, and governance performance, we closely follow, and operate in integration with, international standards and reporting frameworks including the Global Reporting Initiative (GRI), the Science-Based Targets Initiative (SBTi), and the ISO 50001 and ISO 14064 standards.

In addition, we attach great important to creating collective impact by exchanging information and experiences with stakeholders in sector-specific sustainable development networks. To this end, we play an active role in industry associations, global business networks, and sustainability-focused platforms, in addition to taking part in collaboration-based projects in areas including circular economy, energy efficiency, and low-carbon development.

By developing strategies in line with the global agenda, we are taking decisive steps towards our goal of creating sustainable value, and through our “Light Engineering” approach, we are designing the lighting solutions of the future with our social and environmental responsibilities in mind. Accordingly, we develop our strategies taking into account the UNGC principles, the EU’s CSRD and ESRS reporting standards, and CSDDD obligations, adopting a sustainability approach that is in line with stakeholder expectations and integrated with international frameworks.



Integrated Management System and Certificates

Protecting and continuously improving the environment where we have operations is among the fundamental priorities of our management approach.

At EAE Lighting, we carry out our production activities and services with an Integrated Management System approach in accordance with the ISO 9001 Quality Management, ISO 14001 Environmental Management, ISO 14064-1 Greenhouse Gas Management, ISO 45001 Occupational Health and Safety, ISO 10002 Customer Satisfaction, ISO 50001 Energy Management, ISO 17025 Accreditation and ISO 27001 Information Security Management System and ISO 28000 Supply Chain Security Management System.

We are well aware of the fact that it is the dedication of our employees that lies under the reputation that the EAE brand has gained in the international arena, and therefore, we see all our team members as an integral part of this success.

Ensuring maximum customer satisfaction, continuously improving quality, and developing our products in accordance with today's requirements are components of our fundamental management principles.

We consider our information assets an element of trust for our employees, suppliers, and customers, and with this in mind, we proactively manage all risks and keep our data accurate, accessible, and reliable to ensure information security.

For details about the Integrated Management System Policy, [please click here](#).

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	22.03.2026
ISO 10002:2018 Customer Satisfaction Management System	Factory - Head Office	22.03.2026
ISO 14001:2015 Quality Management System	Factory - Head Office	22.03.2026
ISO 45001:2018 Occupational Health and Safety Management System	Factory - Head Office	22.03.2026
ISO 27001:2022 Information Security Management System	Factory - Head Office	24.03.2026
ISO 28000:2022 Supply Chain Security Management System	Factory - Head Office	26.03.2026
ISO 50001:2018 Energy Management System	Factory - Head Office	22.03.2026
ISO 17025:2017 Accreditation Certificate	Laboratory	6.06.2028
ISO 14064-1:2018 Greenhouse Gas Management System (verifications for 2021, 2022, 2023 and 2024)	Factory - Head Office	22.05.2026
Domestic Goods Certificate	Factory	13.08.2026
Zero Waste Certificate	Factory - Headquarters	26.08.2026 (Factory) 03.08.2027(Headquarters)
TSE Certificates	Product-based	25.07.2026
Declaration of Conformity to EU RoHS	Factory	Unlimited
LEED GOLD Certificate	Factory	Unlimited
DekraCTF Certificate	Factory	3.04.2026
ULCTF Certificate	Factory	30.07.2025
IREC Renewable Energy Certificate	Factory	Unlimited

[Please click here](#) to see our ISO certificates.

Communication with Stakeholders

With our products and our sustainability-focused corporate organisation, we aim to create long-term positive impacts on each of the links of our value chain and each of the social layers in our operational areas. We employ active communication in all our processes with our stakeholders, as required by the principles of transparency, honesty, and openness.

We established regular communication channels at all locations where we have operations, collecting and taking into careful consideration all opinions and expectations provided by stakeholder groups with regard to our activities.

We act on stakeholder feedback in all our strategic steps from identifying our sustainability priorities to carrying out product development and investment projects.

We provide all our stakeholders with up-to-date and comprehensive information about our operations in a transparent manner through our corporate website, social media channels, digital newsletters, and sustainability reports.

Stakeholder Group	Impact on the Value Chain	Communication Channels	Communication Frequency	Relevant Priority Issues	How Do We Respond?
Employees*	Direct Impact	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	Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance Product Quality and Customer Satisfaction Information Security, Artificial Intelligence and Digitalization Practises, Zero Waste, Recycling and Circularity Practices Sustainable Purchasing, Diversity Equal Opportunity, Human Rights, Human Resources Practices and Talent Management	We inform our employees through awareness-raising training on energy efficiency and carbon footprint reduction, and include them in the process to show their support. We integrated all climate change-related risks into all our management systems. We produce by remaining true to quality standards in line with our quality management system, and aim for continuous development through customer feedback analyses made possible by our customer satisfaction management system. We protect our employees' personal data and raise their awareness through information security training sessions. We provide awareness-raising training on the principle of zero waste, and engage in waste sorting efforts with zero-waste boxes in our offices and production area. We have certain criteria in place for the environmental and social assessment of our suppliers. We offer equal opportunities for all our employees and raise their awareness by providing training on Human Rights and Ethics Policy. We support the development of our employees and provide training opportunities accordingly.
Public Institutions*	Direct Impact	Meetings and conferences, activity and sustainability reports, website, one-on-one interviews, KEP (Registered Electronic Mail System)	Weekly	Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance, Information Security, Zero Waste, Recycling and Circularity Practices	We comply with national and international regulations. We calculate our greenhouse gas inventory and monitor our energy consumption levels. We carry out our risk and opportunity analyses by keeping the expectations of public authorities in mind. We manage our processes in accordance with the information security standards. We ensure waste management in accordance with applicable regulations

Stakeholder Group	Impact on the Value Chain	Communication Channels	Communication Frequency	Relevant Priority Issues	How Do We Respond?
Suppliers*	Direct Impact	One-to-one interviews, audits, annual and sustainability reports, website	Continuously	Sustainable Purchasing, Logistics and Supply Chain Practices, Diversity, Equal Opportunity, Human Rights, Human Resources Practices and Talent Management, Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance, Product Quality and Customer Satisfaction, Information Security, Artificial Intelligence and Digitalization Practises	We act in accordance with our established environmental and social criteria in our supplier selection and assessment processes. We expect our suppliers to remain true to the principles of human rights. We address climate risks in conjunction with the entire value chain. We encourage our suppliers to share their emissions data in a transparent manner. By keeping the bar high when it comes to quality standards in the supply chain, we increase the reliability of our end products. We act in accordance with the information security standards when sharing data.
Customers	Direct Impact	“Voice of Customer” satisfaction application, Sustainability reports, Field visits, Website, Communication line, One-on-one meetings	Continuously	Product/Service Quality and Customer Satisfaction, Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance	We diversify our products and lead the sector by taking into account the requirements of our customers. We consider all pieces of feedback to be an opportunity for continuous improvement in the fields of energy efficiency, low emissions, and compliance with climate change commitments.
Distributors and Dealers	Direct Impact	Online live broadcasts, video messages, one-on-one interviews, annual and sustainability reports, website, communication line	Continuously	Product Quality and Customer Satisfaction Global Markets and Market Presence, Economic Performance, Logistics and Supply Chain Practices	We keep customer satisfaction at the highest level possible by providing our distributors and dealers with regular technical support and training. We develop our strategies for entering into new markets in line with common goals, and manage our network in a manner to create mutual economic benefits. We manage our supply chain digitally and efficiently to deliver our products on time and in safe conditions.
Associations and NGOs	Indirect Impact	Participation in cooperation meetings and activities, seminars and conferences, annual and sustainability reports, website, one-to-one interviews	Monthly	International Compliance and Participation in Sustainable Development Networks, Zero Waste Recycling and Circularity Practices, Global Markets and Market Presence, Economic Performance	We comply with international sustainability standards and take responsibility in sustainable development networks through collaborations with associations and NGOs. We collect waste batteries separately and send them for disposal accordingly. We contribute to responsible production and trade practices in collaboration with NGOs. We allocate resources for social projects, contributing to the empowerment of civil society.

Stakeholder Group	Impact on the Value Chain	Communication Channels	Communication Frequency	Relevant Priority Issues	How Do We Respond?
Universities	Indirect Impact	Internship programs, website, sustainability reports	Continuously	Equal Opportunity, Human Rights, Human Resources Practices and Talent Management	We provide university students with internship, project, and career opportunities in accordance with the principle of equality. We engage in collaborations with universities to carry out talent management programmes and training projects.
Organised Industrial Zone	Direct Impact	One-on-one meetings, visits, participation in collaboration meetings and activities, events, informational emails, website	Continuously	Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance Zero Waste Recycling and Circularity Practices Economic Performance	In full compliance with the Green OIZ initiative, we calculate our carbon footprint and monitor our energy consumption levels. We participate in climate-focused projects and training sessions organised at the OIZ. As part of the OIZ Zero Waste Policy, we sort waste at source and support its recycling. With a robust economic structure, we contribute to the development of the OIZ, create employment opportunities, and support regional development.
Group Companies	Direct Impact	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	Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance Participation in Sustainable Development Networks Zero Waste, Recycling and Circularity Practices Sustainable Purchasing Logistics and Supply Chain Practices Economic Performance, Global Markets and Market Presence Diversity, Equal Opportunity, Human Rights, Human Resources Practices and Talent Management	We carry out joint efforts across EAE Group to reduce our carbon footprint, and together investing in energy efficiency and renewable energy. We identify our strategies for fighting against climate change and ensuring compliance in line with common goals. We prefer combined transportation across our group companies, reducing our carbon footprint in the supply chain. Being a group company helps us increase our competitiveness in global markets and achieve joint economic growth. We act in accordance with the principles of respect for human rights, diversity, equal opportunities, and ethics across EAE Group. We empower employees in their career development by providing talent management training sessions and development projects in our group companies.

* Employees, suppliers and public institutions are among our key stakeholder groups.

Annexes

9. Annexes

70

9.1. Memberships and Collaborations	71
9.2. Performance Indicators	72
9.2.1. Environmental Performance Indicators	72
9.2.2. Social Performance Indicators	75
9.5. GRI Content Index	79
9.6. Glossary	90
9.7. Contact	94



Annexes

Memberships and Collaborations

Memberships in

EAE Lighting's Role in this Membership

Ankara Chamber of Commerce	Representation in Ankara-based commercial activities, participation in sector-specific networks, and protection of commercial rights.
Waste Battery Collection Association (TAP)	Contribution to the eco-friendly collection of waste batteries, and fulfilling zero-waste and sustainability obligations.
Lighting Equipment Manufacturers Association (AGID)	Advocacy for mutual interests of the lighting sector, contribution to legislative and standard development processes, empowerment of sector-specific solidarity.
Turkish National Committee for Lighting (ATMK)	Participation in scientific and technical studies in the field of lighting, and taking part in efforts to represent Türkiye in international standards and practices.
Gebze Chamber of Commerce	Participation in commercial activities carried out in the region where the factory is located, and the reinforcement of relationships with the local business world.
Istanbul Chamber of Commerce	Achieving visibility in Istanbul-based commercial and export activities, and increased interaction with customers and business partners.
Kocaeli Chamber of Industry	Achieving visibility in Kocaeli-based commercial and export activities, and increased interaction with customers and business partners.
Türkiye Circular Economy Platform (TDEP-SKD Türkiye)	Contribution to circular economy and sustainability projects, exchanging best practices, and active participation in the transformation of the sector.
Turkish Exporters Assembly	Contribution to Türkiye's export strategies within our capacity as an exporter, and benefiting from support programmes.
The Union of Chambers and Commodity Exchanges of Türkiye (TOBB)	Representation in the business world at a national scale, contribution to trade and industry policies, and participation in public/private sector dialogues.

Performance Indicators

Environmental Performance Indicators

Greenhouse Gas Emissions

✓ The tick next to the performance indicators in the table indicates that the relevant indicator is subject to an independent external audit.

Emissions Categories	2022(tCO2e)	2023(tCO2e)	2024(tCO2e)
Scope 1 emissions	✓1,522.52	✓1,614.00	✓1,768.00
Scope 2 emissions (market-based)	✓1,592.15	✓167.00	✓160.00
Scope 1 and Scope 2 emissions	✓3,114.67	✓1,781.00	✓1,928.00
Scope 3 emissions	✓602,341.02	✓580,412.62	✓659,242.77
Total greenhouse gas emissions	✓605,455.70	✓582,193.07	✓661,170.77

Emissions Source (2024)	Total (tCO2e)	%
Direct greenhouse gas emissions (Scope-1)	✓1,768.00	0.27
Indirect greenhouse gas emissions (Scope-2)	✓160.00	0.02
Indirect greenhouse gas emissions (Scope-3)	✓659,242.77	99.71
Total	✓661,170.77	100.00

Scope 1 Emissions

Activity Category	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Stationary combustion	1,051.62	1120.11	1,082.67
Mobile combustion / on-road	372.56	488.31	470.60
Mobile Combustion / off-road	5.51	5.34	5.69
Fugitive emissions - gases	92.68	0.25	208.76
Welding gases	0.14	0.04	0.08
Total	✓1,522.5	✓1614	✓1,7680

Scope 2 Emissions

Emissions Categories	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Scope 2 emissions (market-based)	✓✓1,592.15	✓✓167.00	✓✓160.00

Energy Consumption	2022 (%)	2023 (%)	2024 (%)
Renewable Net Energy Consumption	0.00	90.36	89.82
Non-Renewable Net Energy Consumption	100.00	9.64	10.18
Total	100.00	100.00	100.00

Energy Saving	2024 (%)
Electricity (kWh)	20
Gas (sm3)	17

Energy Consumption	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Scope 1 + Scope 2 Emissions (Total)	3,115	1,781	1,928

Scope 3 Emissions

Categories	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Purchased raw materials	17,482.16	10944.65	9347.29
Purchased service	265.83	8.26	256.14
Waste management	19.73	35.31	7.41
Water use	2.27	1.24	1.21
Waste water	4.71	1.13	1.17
Total	17,774.7	10,989.47	9,613.22

Categories	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Transportation of the Products Purchased	1,290.43	591.85	1022.63
Transportation of the Products Sold	1,317.31	264.83	263.62
Business Trip	40.28	61.73	36.81
Employee Transportation	151.12	155.4	215.67
Upstream emissions	520.59	314.62	304.34
Total	3,319.73	1,388.43	1,843.07

Categories	2022 (tCO2e)	2023 (tCO2e)	2024 (tCO2e)
Usage of the products sold	579,475.31	567,617.33	647,264.31
The end-of-life-cycle operations of the products sold	51.53	77.20	40.25
Rented assets	1,719.75	338.60	481.91
Total	581,246.59	568,033.13	647,786.47

Raw Materials Supplied

Categories	Share (%)
Electronic	41.78
Metal	18.01
Plastic	8.70
Glass Material	2.08
Packaging	2.11
Chemical Raw Materials	1.64
Other	25.68

Waste

Year	Hazardous Waste (Metric tons)	Non-Hazardous Waste (Metric tons)	Recovery Total (Metric tons)
2022	35.85	958.60	994.45
2023	26.16	924.74	950.90
2024	31.63	1,041.77	1,073.40

Packaging Waste	Value (%)	Type of Waste	Percentage (%)
Packaging Waste Recovery Rate	100.00	Non-Hazardous Waste	97.05
Packaging Waste Ratio	20.52	Hazardous Waste	2.95

Waste Management	Percentage (%)
Recovered Waste Ratio	93.43
Disposed Waste	6.57
Total	100.00

Waste Amount by Type	2024		
	Generated Amount of Waste (Metric tons)	Amount of Waste Prevented from Disposal (Metric tons)	Amount of Waste Disposed of (Metric tons)
Metal	751.96	751.96	0.00
Plastics	60.52	60.52	0.00
Electronic waste	5.03	5.03	0.00
Waste batteries	0.90	0.00	0.90
Domestic waste	69.60	0.00	69.60
Paper - cardboard	62.48	62.48	0.00
Glass	8.44	8.44	0.00
Wood	88.77	88.77	0.00
Paint sludge	8.70	8.70	0.00
Other	17.00	15.39	1.61
Total	1,073.40	1,001.29	72.11

Amount of Hazardous Waste Prevented from Disposal Thanks to Recovery	2024 (Metric tons)
Reuse or Preparation for Reuse	5.58
Waste Recycled for Energy Purposes	25.14
Recycled Waste	0.00
Recovery Through Other Methods	0.00
Total	30.72
Amount of Disposed Hazardous Waste by Disposal Type	2024 (Metric tons)
Waste Incineration Without Energy Recovery	0.01
Waste Going to Landfills	0.90
Electronic Waste	0.00
Disposal Through Other Methods	0.00
Total	0.91

Amount of Non-Hazardous Waste Prevented from Disposal Thanks to Recovery	2024 (Metric tons)
Reuse or Preparation for Reuse	751.96
Waste Recycled for Energy Purposes	0.00
Recycled Waste	211.77
Recovery Through Other Methods	8.44
Landfill	0.00
Total	972.17

Amount of Disposed Non-Hazardous Waste by Disposal Type	2024 (Metric tons)
Waste Combustion Without Energy Recovery	0.00
Waste Going to Landfills	69.60
Disposal Through Other Methods	0.00
Total	69.60

Water and Wastewater

Stored water	Percentage (%)
Rainwater Storage	33.11
Domestic Mains Water Storage	24.66
Fire Mains Water Storage	21.20
Process Mains Water Storage	21.02

Water consumption	2022 (m ³)	2023 (m ³)	2024 (m ³)
Mains Water	15,236	7,046	8,492
Other	2,604	1,316	1,568
Total	17,840	8,362	10,059

Water Withdrawal, Discharge and Consumption*	2022 (m ³)	2023 (m ³)	2024 (m ³)
Water Withdrawal	-	-	-
Surface water	0.00	0.00	0.00
Ground water	0.00	0.00	0.00
Mains water	15,236.00	7,046.00	8,491.52
Treated urban wastewater and other resources	2,604.00	1,316.00	1,567.72
Total water withdrawal	17,840.00	8,362.00	10,059.24
Water consumption amount per person	49.28	21.89	26.97
Water discharge	17,840.00	8,362.00	10,059.24
Water consumption	17,840.00	8,362.00	10,059.24

*Water consumption at the İkitelli plant was not declared in the previous years. Yet, the İkitelli plant's water consumption has been included in the calculations in 2024.

Water Footprint	2023 (m ³)	2024 (m ³)
Consumed Water, Blue Water Footprint - Dilovası Factory	7,046.34	7,878.77
Consumed Water, Green Water Footprint - Dilovası Factory	1,316.13	1,567.72
Polluted Water, Grey Water Footprint - Dilovası Factory	3,643.15	2,524.21
Consumed Water, Blue Water Footprint - İkitelli Headquarters	595.6	612.75
Consumed Water, Green Water Footprint - İkitelli Headquarters	0	0
Polluted Water, Grey Water Footprint - İkitelli Headquarters	595.6	612.75

Wastewater Discharge	2022 (m ³)	2023 (m ³)	2024 (m ³)
Treated at a Treatment Plant	17,840	8,362	10,059
Other	0	0	0

Amount of Wastewater	2024 (m ³)
Receiving Environment After On-site Treatment	0.00
Municipal Treatment Plant Discharge	0.00
OIZ Treatment Plant Discharge	9,446.49
Sewerage System (Wastewater Duct) Direct Discharge	612.75
Discharge into Natural Resources such as Sea/Lake/River	0.00
Other	0.00
Total	10,059.24

Air Pollution*

Pollutants	2024 (kg/h)
Dust	<1.2442
Volatile Organic Compounds (VOC)	0.06
Combustion Gases	
CO	0.10
NO ₂	<0.502
NO	1.37
SO ₂	<0.7791

* Emissions are measured once in two years. Data given comprise the total of all chimneys subject to the emissions measurement performed in 2024.

Environmental Training

Training	2022	2023	2024
Environmental Training (person x hour)	1,227	191	932.5
Total number of training hours (employees) (person x hour)	8,352	4,966	7,833
Number of participants (employees)	362	382	373

Social Performance Indicators Employees

Gender	2022		2023		2024	
	Woman	Man	Woman	Man	Woman	Man
Total	56	306	58	324	53	320

* In 2023, all our personnel started to work full time through 'Direct Employment' under 'Employment Contracts of Indefinite Duration' without any 'Collective Labour Agreement' being in place.

Category*	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Top Management	0	1	0	1	0	1
Blue-Collar	25	201	21	202	17	199
White-Collar	31	104	37	121	36	120
Total	56	306	58	324	53	320

*In 2023, all our personnel started to work full time through 'Direct Employment' under 'Employment Contracts of Indefinite Duration' without any 'Collective Labour Agreement' being in place.

Age Distribution (Employees)	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Over 50	2	19	3	19	2	19
Between 30-50	37	213	32	204	34	217
Under 30	17	74	23	101	17	84
Total	56	306	58	324	53	320

Age Distribution (Top Management)	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Over 50	0	2	0	1	0	1
Between 30-50	0	1	1	1	0	0
Under 30	0	0	0	0	0	0
Total	0	3	1	2	0	1

Term of Employment	2022*		2023		2024	
	Female	Male	Female	Male	Female	Male
In employment for less than 1 year**	5	22	-	-	4	23
In employment for less than 5 years	19	118	26	142	18	103
In employment for 5 to 10 years	27	101	20	114	23	112
In employment for 10 years or more	5	65	12	68	8	82
Total	56	306	58	324	53	320

*Calculations and monitoring started in 2023. **Monitoring started in 2024.

Number of Disabled / Disadvantaged Employees	2022*		2023		2024	
	Female	Male	Female	Male	Female	Male
Over 50	1	0	1	0	1	0
Between 30-50	1	4	1	4	1	3
Under 30	0	4	0	3	0	4
Total	2	8	2	7	2	7

Parental Leave	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Employees who used parental leave	3	7	2	4	2	5
Employees who returned to work after using parental leave	3	7	2	4	2	5

Level of Education	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Uneducated	0	0	0	0	0	0
Primary School	20	79	20	75	13	72
High School	11	110	12	112	11	110
Graduate and Post-graduate	25	125	30	137	29	138
Total	56	306	58	324	53	320

Newly Hired Employees	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Over 50	0	0	0	0	0	0
Between 30-50	3	10	3	15	3	11
Under 30	2	26	10	42	4	28
Total	5	36	13	57	7	39

Leaving Employees	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Over 50	0	0	0	1	1	2
Between 30-50	4	24	2	21	6	23
Under 30	8	28	6	15	4	16
Total	12	52	8	37	11	41

Distribution by Gender of Those Who Left the Company	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of those who left the company	12	52	6	44	11	41
Number of those who left the company voluntarily	1	11	0	31	1	15
Total number of those who left the company	64		50		52	
Rate of turnover for leaving employees (%)	21,43	16,99	10,34	13,58	20,75	12,81
Rate of turnover for voluntarily leaving employees (%)	1,79	3,59	0,00	9,57	1,89	4,69

Promotion distribution by gender	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of promotions	0	1	1	2	1	3
Total promotion	0	1	1	2	1	3

Employee Breakdown	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Working in STEM positions	7	63	8	73	8	73

Employee Training

	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Annual Average Training Hours						
Average Hours of Training per Employee	49.9	17.9	27.1	10.3	21	21
Total Hours of Training (person x hour)	2,795	5,503	1,571	3349	1,113	6,720
Integrated Management Systems Training (person x hour)	56	306	58	324	53	320
Sustainability-Focused Training (person x hour)	684	0	0	0	53	320
Training Sessions Focused on Carbon Management (Climate Change) (person x hour)	362	0	0	0	53	320
Training Sessions Focused on Human Rights, Diversity and Inclusivity (person x hour)	0	0	0	0	106	640

Occupational Health and Safety

	2022	2023	2024
Average OHS Training Hours per Person	16	16	16
Total Number of Accidents	8	9	7
Number of Cases with Occupational Disease	0	0	0
Number of Fatal Accidents	0	0	0
Annual Total Working Time (Hours)	860,112	907,632	826,950
Total Number of Lost Working Days	61	118	84
Accident Frequency Rate	9.3	9.92	8.47

Customers

Domestic Customer Satisfaction Performance (%)	2023	2024* (Average)
Product range	92	%82
Product quality	96	
General pricing policy	83	
Deliveries in line with deadlines	86	
Certification and documentation sufficiency	96	
Personnel attitude	97	
Information provided on products and innovations	91	
Our sales representatives are easily available when needed	95	
Requests met on time	92	
Technical personnel approach and attitude	95	
Technical service team's problem-solving skills	94	
Speed of response to complaints	92	
Our technical personnel are easily available	94	

*In 2024, customer satisfaction surveys started to be conducted one-on-one in the field to represent real data, therefore, an average performance value was used.

Suppliers

Supplier Performance	2022	2023	2024
Total number of suppliers	269	261	259
Number of international suppliers	43	44	65
Number of local suppliers	226	217	194
Ratio of local raw materials supply in the purchasing budget (USD, %)	-	62	85,11
Rate of local supplier companies (Marmara Region, %)	-	96	96,39
Rate of local supplier companies (Other regions, %)	-	4	3,6

GRI Content Index

GRI 1: Core Principles (2021)			
Disclosure of use	EAE Aydınlatma A.Ş. reported the information indicated in this GRI content index for the period 01.01.2024 - 31.12.2024 by referring to the GRI Standards.		
GRI 2: General Disclosures (2021)			
GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
General Disclosures			
GRI 2: General Disclosures (2021)	2-1 Company Profile	About the Report, p. 3 Corporate Profile, p. 11	
	2-2 Entities included in the sustainability reporting	About the Report, p. 3 Corporate Profile, p. 11	
	2-3 Reporting period, frequency and contact details	Rapor Hakkında, s. 3 Kurumsal Profilimiz, s. 94	
	2-4 Information revised according to previous reports	There is no revised information.	
	2-5 External Audit		The report was not subject to external audit.
	2-6 Activities, value chain and other business relationships	Responsible Purchasing and Value Chain, p. 44 Products and Services, p. 13	
	2-7 Employees	Employees and Development Management, p. 60	
	2-8 Subcontracted employees	Employees and Development Management, p. 60	
	2-9 Governance Structure	Message from the Board of Directors, p. 5 Corporate Profile, p. 11 Sustainability Policy, p. 20 Sustainability Mechanisms, p. 21	
	2-10 The process of determining the competences and qualifications of the members of the highest governance body	Corporate Profile, p. 11 Sustainability Policy, p. 20 Sustainability Mechanisms, p. 21	
	2-11 Chair of the highest governance body	Message from the Board of Directors, p. 5 Corporate Profile, p. 11	

GRI 2: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
General Disclosures			
GRI 2: General Disclosures (2021)	2-12 Role of the highest governance body in managing the impacts resulting from the company operations	Message from the Board of Directors, p. 5 Message from Our Sustainability Leader, p. 6 Communication with Stakeholders and Memberships, p. 67 Sustainability Policy, p. 20 Sustainability Strategy and Priorities, p. 31-32 Human Rights Policy, p. 59	
	2-13 Responsible decision-making for managing the impacts resulting from the operations	Message from the Board of Directors, p. 5 Sustainability Mechanisms, p. 21	
	2-14 Role of the highest governance body in sustainability reporting	Message from Our Sustainability Leader, p. 6 Sustainability Mechanisms, p. 21	
	2-15 Processes to avoid conflicts of interest	Ethics and Compliance Policies, p. 19 Anti-Bribery and Corruption Policy, p. 19	

GRI 2: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
General Disclosures			
GRI 2: General Disclosures (2021)	2-16 Communication of critical concerns to the highest governance body	Code of Business Ethics and Conduct, p. 19 Ethics and Compliance Policies, p. 19	
	2-17 Collective knowledge of the highest governance body	Sustainability Mechanisms, p. 21 Human Rights Policy, p. 59	
	2-18 Evaluation of the performance of the highest governance body	Sustainability Mechanisms, p. 21	
	2-19 Remuneration policies	Employees and Development Management, p. 60 Human Rights Policy, p. 59	
	2-20 Process for determining remuneration	Employees and Development Management, p. 60	
	2-21 Annual total remuneration ratio		EAE Lighting shall not share this information publicly in accordance with the privacy policies of the company.
	2-22 Statement on sustainable development strategy	Message from the Board of Directors, p. 5 Sustainable Future Plan, p. 31	
	2-23 Policy commitments	Ethics and Compliance Policies, p. 19 Sustainability Policy, p. 20 Human Rights Policy, p. 59	
	2-24 Implementation of policy commitments	Ethics and Compliance p. 19 Sustainability Policy, p. 20 Human Rights Policy, p. 59	

GRI 2: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
General Disclosures			
GRI 2: General Disclosures (2021)	2-25 Process for remediating negative impacts	Ethics and Compliance p. 19	
	2-26 Mechanisms for receiving suggestions and raising concerns about issues related to ethical and legal behaviour	Ethics and Compliance p. 19	
	2-27 Compliance with the legal legislation	Ethics and Compliance p. 19	
	2-28 Corporate memberships	Memberships and Collaborations p. 71	
	2-29 Stakeholder engagement	Communication with Stakeholders p. 67	
	2-30 The rate of employees who are subject to a collective labour agreement		In 2023, all our personnel started to work full time through 'Direct Employment' under 'Employment Contracts of Indefinite Duration' without any 'Collective Labour Agreement' being in place.

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
Material Topics			
GRI 3: Priority Issues 2021	3-1 Process for determining priority issues	Sustainability Strategy, p. 31 Prioritisation Analysis p. 32	
	3-2 List of priority issues	Sustainability Strategy, p. 31 Prioritisation Analysis p. 32	
Product/Service Quality and Customer Satisfaction			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Products, Services and Technologies, p. 38 Customer Satisfaction Practices, p. 47	
GRI 416: Customer Health and Safety 2016	416-1 Evaluation of health and safety impacts related to product and service categories	Products, Services and Technologies, p. 38 Customer Satisfaction Practices, p. 47	
	416-2 Cases of non-compliance with regard to health and safety effects of products and services		There are no cases of non-compliance reported with regard to health and safety effects of products and services.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		There are no reported complaints concerning breaches of customer privacy and losses of customer data.
R&D, P&D, Innovation and Eco-Design			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Technology, Innovation and R&D-Oriented Product Development, p. 40 Mission, Vision and Goals, p. 12	
Sustainable Procurement, Logistics and Supply Chain Practices			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Responsible Purchasing and Value Chain, p. 44	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers who are assessed based on environmental criteria	Products, Services and Technologies, p. 38-47	
GRI 204: Procurement Practises 2016	204-1 Proportion of spending on local suppliers	Products, Services and Technologies, p. 38-47	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Products, Services and Technologies, p. 38-47	

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
Priority Issues			
Information Security, Artificial Intelligence and Digitalisation Practises			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Digitalisation and Information Security Practices, p. 43	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		There are no complaints concerning breaches of customer privacy and losses of customer data.
Emergency and Disaster Management, Resilience Practices			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Occupational Health and Safety Practices, p. 62	
Emissions Reduction, Energy Management, Fight Against Climate Change, and Compliance			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Our Decarbonisation Vision, p. 51	
GRI 302: Energy 2016	302-1 Company energy consumption	Environmental Performance Indicators, p. 72	
	302-3 Energy intensity	Environmental Performance Indicators, p. 72	
	302-4 Reducing energy consumption	Our Decarbonisation Vision, p. 51 Environmental Performance Indicators, p. 72	
	302-5 Reductions in Energy Requirements of Products and Services	Our Decarbonisation Vision, p. 51	

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
GRI 302: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Our Decarbonisation Vision, p. 51 Environmental Performance Indicators, p. 72	
	305-2 Indirect energy greenhouse gas (GHG) emissions (Scope 2)	Our Decarbonisation Vision, p. 51 Environmental Performance Indicators, p. 72	
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Our Decarbonisation Vision, p. 51 Environmental Performance Indicators, p. 72	
	305-4 Greenhouse gas emission intensity	Our Decarbonisation Vision, p. 51 Environmental Performance Indicators, p. 72	
	305-5 Reducing greenhouse gas (GHG) emissions	Our Decarbonisation Vision, p. 51	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Performance Indicators, p. 72	
Zero Waste, Recycling and Circular Economy Practices			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Raw Materials, Natural Resources and Waste Management, p. 54	
GRI 306: Waste2020	306-1 Waste generation and significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, p. 54 Environmental Performance Indicators, p. 72	
	306-2 Management of significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, p. 54 Environmental Performance Indicators, p. 72	
	306-3 Amount of waste generated	Raw Materials, Natural Resources and Waste Management, p. 54 Environmental Performance Indicators, p. 72	
	306-4 Waste diverted from disposal	Raw Materials, Natural Resources and Waste Management, p. 54 Environmental Performance Indicators, p. 72	
	306-5 Waste directed to disposal	Raw Materials, Natural Resources and Waste Management, p. 54 Environmental Performance Indicators, p. 72	

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
Raw Materials and Natural Resources			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Raw Materials, Natural Resources and Waste Management, p. 54 Environmental Performance Indicators, p. 72	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Raw Materials, Natural Resources and Waste Management, p. 54	
	301-2 Percentage of recycled input materials used	Raw Materials, Natural Resources and Waste Management, p. 54	
	301-3 Percentage of reclaimed products and their packaging materials by category	Raw Materials, Natural Resources and Waste Management, p. 54	
Water Use Efficiency, Water Management			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Raw Materials, Natural Resources and Waste Management, p. 54	
	303-1 Relation with water as a shared resource	Raw Materials, Natural Resources and Waste Management, p. 54	
	303-2 Management of water discharge-related impacts	Raw Materials, Natural Resources and Waste Management, p. 54	
	303-3 Water withdrawn at source	Raw Materials, Natural Resources and Waste Management, p. 54	
	303-4 Water discharge	Raw Materials, Natural Resources and Waste Management, p. 54	
	303-5 Total water consumption	Raw Materials, Natural Resources and Waste Management, p. 54	

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
Biodiversity and Environmental Studies			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Raw Materials, Natural Resources and Waste Management, p. 54	
GRI 304: Biyoçeşitlilik 2016	304-2 Significant impacts of activities, products, and services on biodiversity	Raw Materials, Natural Resources and Waste Management, p. 54	
	304-3 Habitats protected or restored	Raw Materials, Natural Resources and Waste Management, p. 54	
Fighting Anti-Competitive Behaviour and Anti-Corruption			
GRI 3: Priority Issues 2021	3-3 Management of Priority Issues	Corporate Management, p. 16 Ethics and Compliance, p. 19	
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practises	Corporate Management, p. 16 Ethics and Compliance, p. 19	
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Corporate Management, p. 16 Ethics and Compliance, p. 19	
	205-2 Communication and training about anti-corruption policies and procedures	Corporate Management, p. 16 Ethics and Compliance, p. 19	
	205-3 Confirmed corruption cases and the measures taken	Corporate Management, p. 16 Ethics and Compliance, p. 19	
Stakeholder Engagement and Governance Practises			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Prioritisation Analysis, p. 32 Communication with Stakeholders, p. 67	
Economic Performance, Global Markets and Market Presence			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Economic Performance, p. 16	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, p. 16	
	201-4 Financial assistance received from government	Economic Performance, p. 16	
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Economic Performance, p. 16	
	202-2 Senior management hired from the local community	Economic Performance, p. 16	
International Compliance, and Participation in Sustainable Development Networks			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Organisational Development, p. 63	

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
Occupational Health and Safety			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Social Responsibility, p. 57 Occupational Health and Safety Practices, p. 62 Environmental Performance Indicators, p. 72	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Integrated Management System and Certificates, p. 66	
	403-2 Hazard identification, risk assessment and accident inspection	Environmental Performance Indicators, p. 72	
	403-3 Occupational health services	Occupational Health and Safety Practices, p. 62	
	403-4 Employee engagement in occupational health and safety, and relevant consultation and communication	Occupational Health and Safety Practices, p. 62	
	403-5 Employee training in occupational health and safety	Occupational Health and Safety Practices, p. 62	
	403-6 Encouraging employee welfare	Occupational Health and Safety Practices, p. 62	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Practices, p. 62	
	403-8 Employees under the occupational health and safety management system	Occupational Health and Safety Practices, p. 62	
	403-9 Work-related injuries	Occupational Health and Safety Practices, p. 62 Environmental Performance Indicators, p. 72	
	403-10 Work-related diseases	Occupational Health and Safety Practices, p. 62 Environmental Performance Indicators, p. 72	
Gender Equality Practices			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Rights, p. 59 Social Performance Indicators, p. 75	

GRI 3: General Disclosures (2021)

GRI Standards	Disclosures	Page Number, Source and/or Direct Answers	Additional information and reasons for negligence
Diversity, Equal Opportunity, Human Resources Practices and Talent Management			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Human Rights, p. 59 Employees and Development Management, p. 60	
GRI 401: Employment 2016	401-1 Newly hired employees and employee turnover	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
	401-2 Fringe benefits that are not offered to temporary or part-time workers, but to full-time workers	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
	401-3 Maternity/Parental Leave	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
	404-2 Programs for upgrading employee skills and transition assistance programs	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
	404-3 Percentage of employees who undergo regular performance development assessments	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employees and Development Management, p. 60 Social Performance Indicators, p. 75	
	405-2 Ratio of basic salary and remuneration of women to men		Not shared for confidential reasons.
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination		There are no cases related to discrimination.
Public Relations, Social Policies, Civil Society and Local Practices			
GRI 3: Priority Issues 2021	3-3 Management of priority issues	Communication with Stakeholders, p. 67 Memberships and Collaborations, p. 71 Organisational Development, p. 63	

Glossary

A&M Foundation: A foundation working in the fields of sustainability, social impact, and environmental investments.

EU Corporate Sustainability Reporting Directive (CSRD): An EU regulation that requires companies to report their sustainability data.
Declaration of Conformity to EU RoHS: A declaration of conformity with the EU regulation that restricts the use of certain hazardous substances in electrical and electronic products.

EU Taxonomy: A framework developed by the EU to classify sustainable economic activities.

Fair transition mechanisms: Policies and tools that ensure nobody is left behind in climate transition processes in economical and social terms.

Smart Lighting and IoT: Energy-efficient lighting systems that are integrated with sensors and the internet.

R&D: Stands for Research and Development, this is for creating new products, processes, and technologies.

UN (United Nations): An international organisation that supports global peace, security, and sustainable development.

UN Universal Declaration of Human Rights (UDHR) and UN Global Compact (UNGC): A set of global principles that expects companies to respect human rights, working standards, and environmental responsibilities.

The Bradley Curve OHS Model: A model that is used to measure the level of development of companies' occupational health and safety cultures.

Big Data Analytics: Process of analysing large volumes of data to get meaningful results.

CAPEX: Stands for Capital Expenditures, this term refers to expenditures made for long-term investments.

CE, UL, RoHS and IP/IK: International certificates that demonstrate the safety, environmental compliance, and durability standards of products.

Code of Conduct for Suppliers: Codes of conduct that identify suppliers' compliance with ethics standards, as well as environmental and social responsibility standards.

CRM: Stands for Customer Relationship Management, this is for helping companies effectively manage customer data.

Conflict Minerals Reporting Template and the Cobalt Reporting Template: Reporting tools for the prevention of unethically-supplied minerals from being used in the supply chain.

Double Significance: An analytical approach that evaluates both the financial impacts on a company and the company's impacts on the environment and society.

ESG: Environmental, Social and Governance

Value chain: All processes related to a product or service from the idea stage to customer delivery.

Dekra CTF Certificate: An international document that provides safety approval in product testing and certification processes.

Circular Economy: An economic model based on the reuse of resources and the reduction of waste.

World Economic Forum (WEF): An international platform where participants discuss issues related to the global economy, the environment, and society.

Eco-design and EU Legislation: The entire EU directives that stipulate the eco-friendly design of products.

EcoVadis/Basic Module: International scoring and rating systems that evaluate the ESG performance of companies.

Ecological footprint: A measurement of the resource consumption and environmental impacts of human activities on nature.

Eco-design: A design approach for reducing the environmental impacts of products throughout their life cycles.

ENEC and UL: European (ENEC) and American (UL) certificates that approve the safety nature of electrical products.

EPD: Stands for Environmental Product Declaration, this is a certificate that scientifically documents the environmental impacts of products.

ESG risk: Potential problems that companies may face in ESG-related matters.

EN 13032 / CIE standards: International standards for measuring the photometric performance of lighting products including light flux, colour temperature, and colour rendering index (CRI).

EN 60529 (IP): A protection standard that classifies the durability levels of electrical devices against dust and water.

EN 62262 (IK): A standard that designates the degree of mechanical durability of electrical equipment against impacts.

EN 60068-2-75: A standard that measures impact strength of electrical and electronic equipment through hammer impact tests.

ETS: Stands for Emissions Trading System, this term refers to a market system where carbon emissions are traded.

EU 27: Refers to the 27 member states of the European Union.

EU REACH and EU RoHS, Dodd-Frank Act: EU and US regulations for controlling chemical and hazardous substances.

SPP: Stands for Solar Power Plant, this refers to an energy generation system that produces electricity from sunlight.

Green Order: Refers to ordering policies based on eco-friendly and sustainable products/services.

GRI: Stands for Global Reporting Initiative, this refers to a set of internationally accepted standards for sustainability reporting.

Hybrid working: A flexible working model where physical office and remote work schemes are implemented together.

ESNALM-79: An international standard that identifies the measurement of LED products' electrical and photometric performance (light flux, efficiency, colour characteristics, etc.) in a laboratory setting.

IoT (Internet of Things): A technology that allows for physical devices to provide smart and automated solutions by exchanging data with each other on the internet and via central systems.

yaparak akıllı ve otomatik çözümler sunmasını sağlayan teknolojidir.

IREC: Stands for International Renewable Energy Certificate, this certifies that the electricity consumed comes from a renewable source.

IREC Renewable Energy Certificate: An international certificate that demonstrates that energy consumption is met from renewable sources.

Labour turnover rate: The rate of employee terminations after a certain period of time at the company.

ISO 10002:2018: An international management system standard that ensures the effective management of customer complaints.

ISO 14001:2015: An international standard for environmental management practices.

ISO 14064-1:2018: A management standard that is used for calculating and reporting greenhouse gas emissions.

ISO 17025:2017: An accreditation standard that certifies the competence of experiment and calibration laboratories.

ISO 27001:2013: An international standard for information security management systems.

ISO 45001:2018: The occupational health and safety management system standard.

ISO 50001:2018: An international standard for energy management system practices.

ISO 9001:2015: The most widely used international standard for quality management systems.

Scope 1: Greenhouse gas emissions resulting from sources that are under direct control of companies.

Scope 2: Indirect emissions resulting from energy sources purchased by companies such as electricity and steam.

Scope 3: Indirect greenhouse gas emissions resulting from the use of supply chains and products.

Carbon-neutral: Refers to companies that manage to reduce their carbon amounts to zero through offsetting mechanisms.

Carbon trading: A market system where carbon emissions quotas are traded.

Decarbonisation: Process of reducing carbon emissions and achieving net-zero emissions.

Credibility: Perceived reputation of companies in terms of reliability and accuracy.

Corporate Greenhouse Gas Inventory: A detailed inventory of greenhouse gas emissions resulting from all operations of a company.

LCA: Stands for Life Cycle Assessment, this is an analysis of the environmental impacts of a product throughout its entire life cycle.

LEEDGOLD Certificate: A certificate that is granted to buildings to acclaim their high energy efficiency and environmental sustainability levels.

LED: Light-emitting diodes that ensure a high-level of lighting with low energy consumption.

LEDs, luminaries that are personalised through 3D printing, UV-C, and grow LEDs: Innovative products covering next-generation lighting technologies.

Lighting-as-a-Service: A business model where lighting is offered as a service, rather than a product. LMS EAE Learning: A corporate learning and training management system developed specifically for EAE.

Overall Equipment Effectiveness (OEE): An indicator that measures the overall effectiveness in production equipment.

MESEM: The Vocational Training Centre Programme that provides students with on-the-job training opportunities.

Net Zero: The goal of offsetting all greenhouse gas emissions to achieve net-zero emissions.

OPEX: Stands for Operating Expenses, this term refers to cost items that continue daily operations.

OIZ: Stands for Organised Industrial Zones, this term refers to areas with infrastructure where industrial plants are located in an organised manner.

Prioritisation analysis: An analysis that ranks sustainability issues according to their level of significance.

Paris Agreement: An international climate agreement established with the goal of limiting global temperature rise to 1.5°C.

Stakeholder Capitalism: A business approach that aims to create value for all stakeholders of a company, rather than just shareholders.

REACH Regulation (EC) 1907/2006: An EU chemical regulation that deals with the registration, assessment, authorisation, and restriction of chemical substances, thereby protecting human health and the environment.

Robotic process automation (RPA): Automation of repetitive tasks through software programmes.

RoHS directives: An EU directive related to the restriction of hazardous substances in electronic products.

RU-2 project: A sustainability project related to the recovery of waste solvents.

SEDEX and BSCI Social Compliance Certificate: Certificates that certify the adherence to social compliance requirements in the supply chain.

Zero waste: An approach that aims to reduce waste at source through recycling, thereby minimising disposal activities.

Zero Waste Certificate: An official certificate granted to companies that achieve the zero-waste goal in their waste management practices.

STEM: An educational model that include the fields of Science, Technology, Engineering, and Mathematics.

Company intranet system (QDMS): An internal system where quality and documentation management are carried out in a digital environment.

TCFD, TNFD and TPT: Global initiatives that guide financial disclosures related to nature and climate.

Hazardous waste: Types of waste that have the potential to harm living beings and the environment.

Non-hazardous waste: Types of waste that do not harm the environment when recovered or disposed of.

Powder paint (080111): Powder paint waste with a waste code that stipulates that they can be recovered and provided back into production.

TS EN ISO/IEC 17025: An accreditation standard that certifies the testing and calibration competence of laboratories.

Türkiye Sustainability Reporting Standard (TSRS): A national standard that requires companies in Türkiye to report their sustainability data.

TSRS 2: Climate section of the Türkiye Sustainability Reporting Standard.

TUBITAK (The Scientific and Technological Research Council of Türkiye): An organisation that supports science- and technology-related research studies.

TURKAK (Turkish Accreditation Agency): An authority that ensures the national and international validity of certificates.

P&D (Product and Development): Systematic efforts for improving existing products.

ULCTF Certificate: An American-based testing laboratory certificate that is used in product testing and conformity processes.

SaaS platforms: The general term for cloud-based software solutions - used in areas such as sustainability, quality, and data tracking.

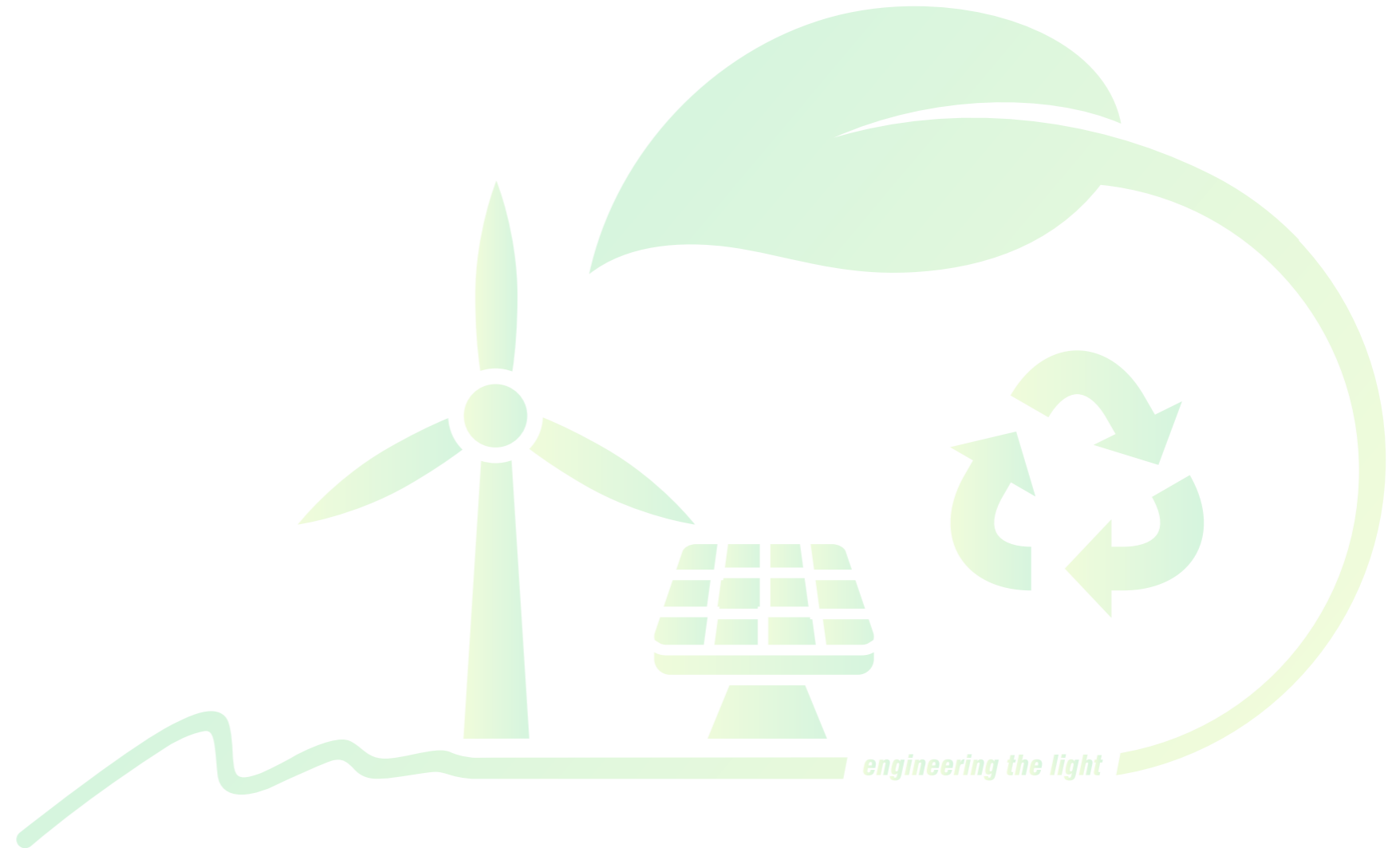
WEEE Directive 2012/19/EU: An EU directive that requires the collection, recycling, and eco-friendly disposal of waste from electrical and electronic equipment (WEEE).

WBCSD CTI: The Circular Transition Indicators framework of the World Business Council for Sustainable Development.

Domestic Goods Certificate: An official certificate that certifies that the product is manufactured in Türkiye and made possible using local input.

Green transformation: Process of restructuring economic systems in accordance with the principles of environmental sustainability.

2001/95/EC General Product Safety Directive (GPSD): A general product safety legislation that requires all consumer products on the EU market to meet fundamental safety requirements.



engineering the light



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