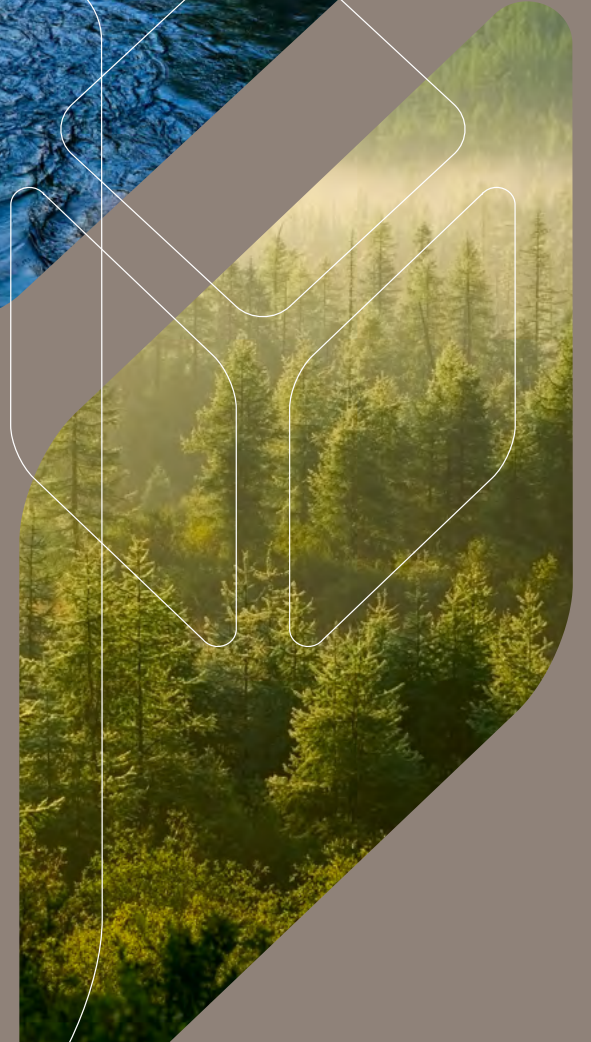


2024 Sustainability Report





In Memory of Zeki Yurtbay

Throughout his life, Mr. Zeki Yurtbay never gave up in the face of adversity, inspiring us all with his unwavering determination. The company he founded and nurtured, Yurtbay Seramik, continues to grow and evolve just as he envisioned on its first day. When laying the foundations of Yurtbay Seramik, Zeki Yurtbay created a set of sustainable values that would inspire future generations.

Zeki Yurtbay did not merely embark on a production journey when he laid the foundations of Yurtbay Seramik; he created a set of sustainable values that would inspire future generations. His forward-thinking vision supported the company's economic growth while also embedding a sense of responsibility towards the environment and society into the corporate culture. Today, Yurtbay Seramik's adaptability and social awareness are tangible reflections of its founder's vision.

We remember our esteemed founder, Mr. Zeki Yurtbay, with respect, love, and fondness.





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About the Report



At Yurtbay Seramik, our sustainability identity reflects our commitment to environmental, social and governance priorities, blending the strength we draw from our rich heritage with our mission to build the future. We have prepared this, our first sustainability report, covering the financial period from 1 January to 31 December 2024. This sustainability report includes our actions in areas affecting corporate, social and environmental sustainability, as well as our goals for the coming years, in full compliance with the Global Reporting Initiative (GRI) content index standards.

Our industrial journey, which began with the establishment of a brick factory by our founder Zeki Yurtbay in 1955 and was crowned with our entry into the ceramics sector in 1995, continues today with an annual production capacity of 24 million m² of ceramic tiles. With designs that bridge the gap between nature and art, we export approximately 60 percent of our production and hold a strong position in the global market.

As Yurtbay Seramik, our goal is not only to produce high-quality products but also to provide lasting value to the industry, our country and all our stakeholders, through our environmentally responsible production philosophy. In this context, we regularly conduct ISO 14064 Corporate Carbon Footprint and ISO 14046 Water Footprint

studies, and we certify the environmental and human health sensitivity of our products with our MAS Certified Green® certification. While aligning our National Environmental Label, awarded by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye to a select few institutions in Türkiye, with the European Union Ecolabel criteria, through our collaboration with Ecording we aim to offset our 15,200 tonnes of CO₂-equivalent emissions by bringing 100,000 seeds back to nature in the Muğla region.

Through our participation in international fairs, we are spreading our global sustainability vision and continuing to inspire future designers with the Zeki Yurtbay Design Awards. Our ranking at 188th in Türkiye's Second 500 Largest Industrial Companies list based on 2024 data is a concrete indicator of our success, and we aim to be included in the ISO 500 Largest Industrial Companies list by 2025.

As Yurtbay, we will continue to work tirelessly to develop a more agile, ecosystem-compatible and responsible production model, striving to be part of the transformation and to create value every day.

Yurtbay Seramik



Message from Vice Chairman of the Board of Directors

Dear Stakeholders,

The climate crisis, resource shortages and environmental degradation we are observing on a global scale are increasing in impact every day, while industry is undergoing a significant transformation process. As Yurtbay Seramik, we are moving forward with determination in line with responsible production, innovative design and global sustainability goals in this transformation. We are proud and excited to share our first Sustainability Report with you, which we have prepared with a sense of our responsibility.



“With the inspiration we draw from nature, we will continue on our path with determination, without compromising on quality, with an environmentally sensitive and human-valued approach.”

Gürkan PEKER

Vice Chairman of the Board of Directors



This report transparently outlines the steps we have taken to date and our future vision, while also serving as a testament to our commitment to continuous improvement on our sustainability journey and reflecting our dedication to our corporate values.

Our founder, the late Zeki Yurtbay, once said, “Either do your best or don’t do it at all.” These words continue to guide us today. With this understanding, we embrace an approach that not only focuses on quality production but also takes into account global priorities such as the protection of natural resources, the fight against climate change, and the transition to a circular economy, while feeling a sense of responsibility towards future generations. Since our establishment, we have operated with a production philosophy that respects nature and people. As Yurtbay Seramik, we have made significant progress in our production processes in areas such as increasing energy efficiency, waste management and recycling practices. With our goals to reduce our carbon footprint and our efforts to shift toward renewable energy sources, we actively contribute to global climate action.

Rainwater Harvesting: Respect for Natural Resources

Our rainwater harvesting project aims not only to achieve sustainable production but also to

create significant environmental benefits on a societal scale. Through this project, launched in 2023, we integrated a total of 17,411 m³ of water into our system by the end of 2024.

Aligning with Europe’s Green Transition through the Environmental Label

By renewing our National Environmental Label certificate by 2025, we are continuing on our path with a production philosophy fully aligned with EU Ecolabel criteria. With Türkiye’s membership in the Global Ecolabelling Network, our environmental labeling system strengthens our position in international competition.

Planting Seeds for the Future with Ecording

As part of our collaboration with Ecording, a company developing eco-friendly technologies, we have planted 100,000 red pine and black pine seeds in nature. This step is a concrete example of our strong efforts to contribute to the fight against the climate crisis.

Building a Stronger Future Hand in Hand with Our Business Partners

Ensuring sustainability throughout our supply chain and implementing social responsibility projects that benefit local communities are also among our top priorities.

Throughout our processes, we value the opinions of our stakeholders and view transparent communication, collaboration and creating value together as the keys to sustainable success. We believe that this first sustainability report will contribute to increasing awareness within the company and serve as an inspiring example in our industry. Throughout 2024, we continued to shape our sustainable growth journey together by establishing closer relationships with our local business partners through dealer meetings and field trips.

Our “From Nature to Art” approach is not merely an environmental choice for us; it is also a responsibility rooted in our origins and the strong legacy that Yurtbay Ceramics has upheld since its beginnings in Çaycuma. Inspired by nature, we will continue on our path with determination, without compromising on quality, and with an understanding that is environmentally conscious and values people.

Best regards,
Gürkan PEKER

Vice Chair of the Board of Directors



Corporate Profile



Yurtbay Seramik at a Glance

“Since our inception, we have been combining sustainability with aesthetics, continuing to build the future together with the strength we draw from our past.”



As one of the leading brands in the Turkish ceramics industry, we owe our strong entrepreneurial spirit to the business experience gained by our founder, Zeki Yurtbay, at a young age. Zeki Yurtbay began his professional career in his father's textile store and, at the age of 14, turned to brick production, taking his first steps in the industrial sector. In 1951, our founder Zeki Yurtbay took over this responsibility from his father and continued it with determination.

In 1955, he established his first brick factory in Zonguldak. Despite all the challenges he faced, Yurtbay continued his investments, undergoing multiple restructuring processes to ensure the factory's operations continued.

This entrepreneurial and visionary approach contributed to Yurtbay Seramik becoming a strong player both nationally and internationally in the years that followed. Our investments and partnerships have paved the way for Yurtbay Seramik's growth.



With the modern facility investments we made in 1970, we expanded our operations not only in Çaycuma but also in different locations such as the Delta Brick Factory, taking our first steps toward a partnership structure. Later, our factory founder Zeki Yurtbay continued his investments as the sole owner of the factory. Our long-standing industrial history was crowned with a strong step into the ceramics

sector in 1995, and, in the same year, the foundations were laid for our factory in Eskişehir, which occupies 700,000 m² of open space and 130,000 m² of closed space. Thus, Yurtbay Seramik officially began its journey in ceramics.

Today, with an annual production capacity of 24 million square meters of ceramic tiles, we

produce floor and wall tiles, glazed porcelain tiles, and construction chemicals all under one roof, combining efficiency, quality and expertise. Our designs, which bridge the gap between nature and art, blend technology with aesthetics; we enhance our product collections every year, bringing dynamism to our industry. With our extensive product range catering to the tastes of diverse regions, we export approximately 60 percent of our production to 56 countries, taking pride in our strong position in the global market.

Within Türkiye, we stand out thanks to our long-standing partnerships and reliable brand reputation. With our five regional offices spanning from Western and Eastern Marmara to Central Anatolia, and from Çukurova to Southeastern Anatolia, along with two regional managers, we continuously strengthen our sales and service network. By increasing our accessibility through store investments, we further solidify the trust-based relationships we have established with our business partners.

As Yurtbay Seramik, our goal is not only to produce high-quality products but also to provide lasting value to the industry, to our country and to all our stakeholders, through our environmentally-responsible production philosophy.

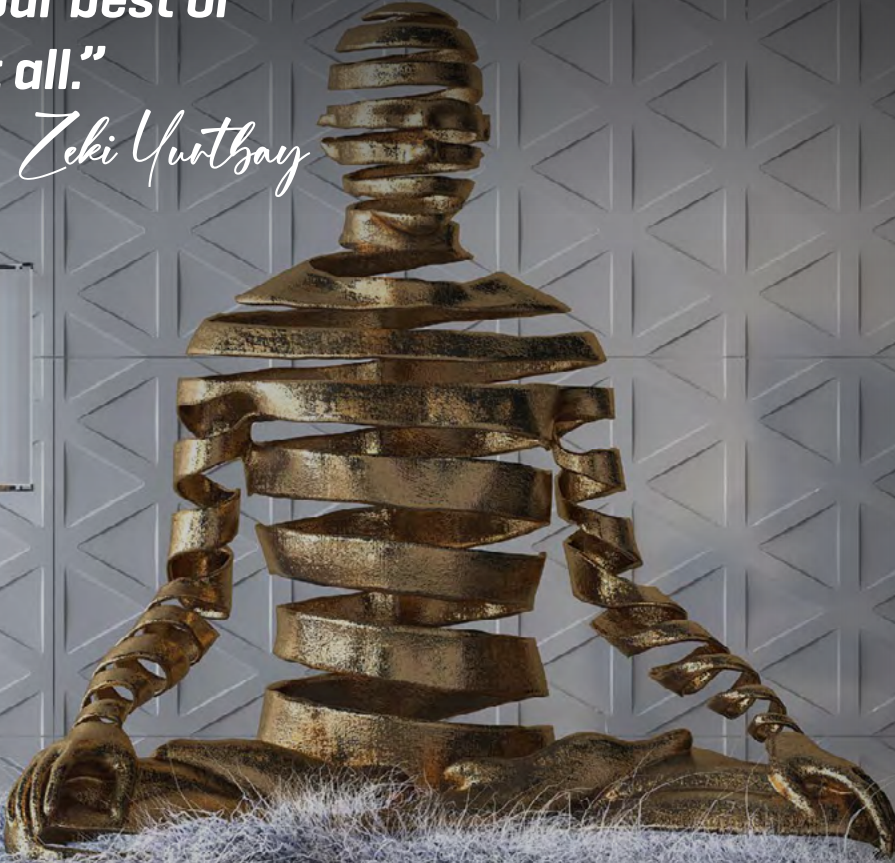




Vision, Mission and Values

“Either do your best or don’t do it at all.”

Zeki Yurtbay



Our Vision: To be recognized worldwide as one of the leading brands in our industry, rooted in Türkiye, sought after, and beloved.

Our Mission: To create high-quality, reliable and aesthetically pleasing surface solutions that reflect “from nature to art” through our advanced technology and innovative designs. To add value to our brand, to commercial and social stakeholders, and to our country through products and services with high added value.

Our Values:

- We are passionate about improving our work, always being at the forefront of product design, and keeping pace with the latest technological advancements.
- We are deeply committed to democratic and republican values and are modern in our approach.
- We are committed to contributing to the national economy through our export ratios, and to leaving a positive impression on consumers.
- We are transparent, reliable in corporate governance and financially sustainable in the eyes of those who choose Yurtbay Seramik.



Integrity

Yurtbay Seramik adheres to the principle of integrity in its services and transactions with its customers, employees, group companies and other institutions and organizations.



Ethical Principles



Equality

Yurtbay Seramik and our employees do not discriminate in our business relationships on the basis of language, race, gender, political beliefs, philosophical convictions, religion, sect or other similar reasons. We respect human rights.

Consideration of Social Benefit and Respect for the Environment

Yurtbay Seramik places great importance on supporting social and cultural activities in line with the principles of profitability, social benefit and respect for the environment in all its activities.

Insider Trading

Yurtbay Seramik takes all necessary measures to prevent the use of insider information.

Transparency

Yurtbay Seramik informs its customers in a clear, understandable and transparent manner about all technical specifications, information and certifications related to the products offered to them.

In this context, Yurtbay Seramik is sensitive to environmental protection, actively participates in initiatives aimed at promoting environmental conservation, and seeks to enhance environmental awareness within the community. It takes into account the environmental impact of all its operations and products. It conducts studies to ensure the efficient use of natural resources and the minimization of waste generated from its processes, and is sensitive to global warming.

Reliability

Yurtbay Seramik commits to providing clear, understandable and accurate information to customers and other stakeholders in all its services and operations, and to fulfilling its duties and responsibilities in a timely and complete manner, based on mutual trust.



Group Companies

As the Yurtbay Group of Companies, we preside over the intersection of production, development and sustainability, with five companies operating in different sectors, drawing strength from Yurtbay Seramik, which built our roots on solid foundations. With our group structure comprising Yurtbay Seramik, Yurtbay Yapı Kimyasalları, Yurtbay Tuğla, Yurtbay Yapı, Yurtbay Yem, and Delta Toprak, we are building an ecosystem where each company creates value in its own field; shaping our activities not only to meet

today's needs but also to address tomorrow's responsibilities.

We embrace sustainability not merely as a goal but as the backbone of our entire production philosophy. We prioritize the protection of natural resources by using raw materials that are sensitive to human health and the environment. We focus on energy efficiency in our production processes and operate under the principle of continuous improvement to minimize our environmental impact. Throughout this process, we not only

meet technical requirements but also consider our social and environmental responsibilities. In this way, we transform sustainability from a concept into a tangible and measurable value.

In the field of construction chemicals, we act with the vision of being a pioneer in sustainable transformation with our multidisciplinary expertise, creating lasting value that contributes not only to the present but also to future generations.





Yurtbay Yapı Kimyasalları

Established in 2010 as part of Yurtbay Seramik, Yurtbay Yapı Kimyasalları aims to bring Yurtbay's experience, quality and reliability to the construction chemicals sector. With a sense of responsibility towards people and the environment, we produce innovative construction chemicals using materials that are sensitive to human health and the environment; we always prioritize solution-oriented approaches in line with our principles of quality, trust and service. We stand out with our ceramic adhesives and joint fillers with high bonding strength, and we are a large production center with over 150 varieties of waterproofing materials, repair mortars, insulation system components, floor preparation products, primers and maintenance products. Without compromising on its principle of accurate and competitive pricing, the company has grown and developed since its establishment, becoming a solution partner for many distinguished projects and aiming to expand globally.



Yurtbay Tuğla

As the cornerstone of the Yurtbay Group of Companies, Yurtbay Tuğla was founded in Çaycuma, in Zonguldak province, by Zeki Yurtbay. The company began production in 1956 with brick manufacturing and has continuously improved its operations over the years. In 1985, Zeki Yurtbay took a significant step toward growth by acquiring the majority shares of a publicly traded brick factory in Düzce. Today, Yurtbay Tuğla operates as one of Türkiye's largest and most modern facilities in the brick industry, with over 200 employees and an annual production capacity of 160,000 tonnes.



Delta Toprak

Founded in 1969 by business people from Düzce, Delta Toprak began brick manufacturing in 1974 and operated as a regional factory for approximately 10 years. In 1985, Delta Toprak underwent a significant transformation by joining the Yurtbay Group of Companies, marking a pivotal point in its history. From this point forward, the company began producing insulation bricks and started selling them in the Istanbul and Ankara regions. Today, Delta Toprak maintains its position in the industry by prioritizing quality, specializing in insulation brick production, and serving as a leading supplier to the market's elite companies, thereby reinforcing its expertise and distinguished status in the sector.



Yurtbay Yem

Established in 1989 in Çaycuma, Zonguldak, and joined the Yurtbay Group of Companies in 1993, Yurtbay Yem operates on a 44,400 m² site, with a 2,500 m² of closed space, producing feed for cattle and poultry at a rate of 20 tonnes per hour using fully automated processes. By establishing a state-of-the-art laboratory to control product input and output, the company operates in compliance with ISO 9001:2008 Quality Management System and HACCP Food Safety System certifications, adhering to current laws and commercial ethics, with the goal of growth and service excellence. The primary objective of Yurtbay Yem Sanayi is to provide high-quality feed production to support the development of regional livestock farming, achieve the highest yield at the lowest cost per unit, and offer the best possible service to farmers and distributors.



Yurtbay Yapı

Yurtbay Yapı was established to carry out the construction activities of the industrial companies within the Yurtbay Group. Today, leveraging its accumulated experience and expertise, it has expanded its scope to realize not only industrial facilities but also business centers and high-quality residential projects. To date, it has successfully completed contracts in many provinces across Türkiye and, with its institutionalized structure, contemporary technological capabilities and experienced workforce, provides general contracting services that meet world standards, delivering high-quality and reliable service. Known in Türkiye not only for the quality but also for the reliability of the living spaces it creates, Yurtbay Yapı continues to develop new projects by constructing buildings that enhance life quality, are environmentally conscious, and comply with high-quality standards, drawing strength from its past achievements.



Eskişehir



Eskişehir - Adana



Çaycuma



Çaycuma



Çaycuma



Düzce



Milestones

We made our first investment decision and laid the foundation for the Yurtbay Seramik Eskişehir Plant, which now occupies 700,000 m² of open space and 130,000 m² of closed space.		In August, we commissioned the Second Phase of our First Factory. In May of the same year, we began production at our Frit Plant.		We have integrated the Second Phase of our Second Factory, with a capacity of 4.5 million m²/year, into production.		We made the investment decision for the Eskişehir Yapı Kimyasalları Plant and commissioned the facility in October.		We commissioned the Modena Furnace and Drying Line of our Third Factory, with an annual capacity of 1 million m².		In August, we commissioned the First Phase of our Fourth Factory, which has an annual production capacity of 6.6 million m².		In February, we decided to invest in a New Polishing Line at our Fourth Factory. The Additional Polishing, Engraving and Packaging Line at our Fourth Factory was commissioned in June.	
1995	1996	1999	2002	2005	2007	2010	2012	2014	2015	2016	2019	2020	2022-2023
In September, we commissioned our investment with a total capacity of 3,400,000 m²/year, comprising two separate production lines—1.7 million m² of floor tiles and 1.7 million m² of wall tiles.		We commissioned the First Phase of our Second Factory, with a production capacity of 4.5 million m² per year for floor tiles.		We commissioned the SACMI Kiln for the Trim Line with an annual capacity of 500,000 m².		In July, we made an investment decision for the Yapı Kimyasalları Plant at Adana; we commenced production in December.		We successfully completed our investment in the Second Frit Furnace.		In December, we renovated the Second Line of our First Factory for small-sized products.		In 2022, we completed the investment in an Additional Polishing Line at our Second Factory. We brought the Second Phase of our Fourth Factory into production with an annual capacity of 2.5 million square meters.	



Product Range

As Yurtbay Seramik, we offer a wide range of products that meet the technical requirements and aesthetic expectations of various applications, from architectural designs to everyday living spaces. In our product development processes, we do not only focus on functional requirements; we take a holistic approach to environmental responsibilities, sustainability principles and user satisfaction.

Shaped by our vision of producing ceramic solutions that are aesthetically pleasing, durable and environmentally compatible, our product portfolio is based on a policy of continuous improvement in line with quality and safety standards. By maintaining our innovative approach at every stage, from production to design, we strike a balance between performance, durability and visual appeal, developing customized solutions for each project.

With the solutions we produce, we go beyond simply providing products to add value to living spaces. With this approach, we consider it our duty to meet the growing demand for sustainable building materials and contribute to both the present and the future through our environmentally conscious production techniques.



Current Product Groups

Wall Tiles for Decorative Interior Spaces

Aligned Standard

TS EN 14411 Grup BIII

Advantages

Suitable for interior use, high water absorption rate, superior surface quality, vibrant colors, and easy application.

We manufacture our wall tile solutions that transform the atmosphere of living spaces in accordance with the TS EN 14411 Grup BIII standard, suitable for indoor use.

Our products, which stand out for their vibrant colors, surface quality, and easy application, are designed to meet our customers' aesthetic and functional expectations to the highest standard. Shaped by our design-focused approach, this product range goes beyond the purpose of surface covering, imparting identity to spaces and elevating the user experience to the highest level with its texture and colors that transform the ambiance of the environment.





Current Product Groups

Durable and Functional Floor Tiles

Aligned Standard

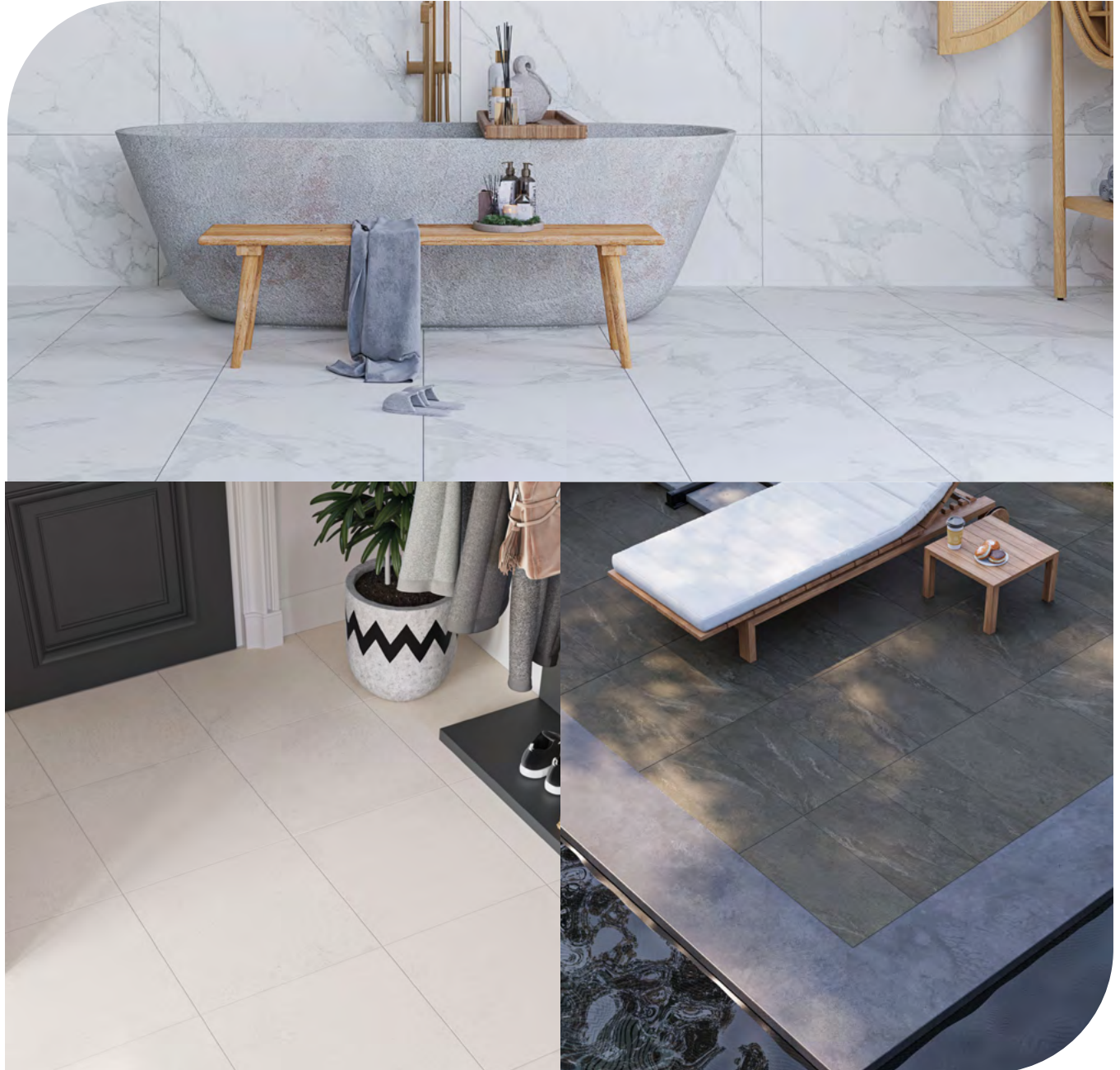
TS EN 14411 Grup B1b

Advantages

Suitable for both indoor and outdoor floors, with low water absorption rate, slip resistance, wear resistance and impact resistance.

Our floor tiles, specially developed for indoor and outdoor floor applications, have a water absorption rate between 0.5 and 3 percent, and are produced in accordance with the TS EN 14411 Grup B1b standard. We recommend using floor tiles in outdoor areas with suitable adhesive and waterproof, frost-resistant joint filler material.

Thanks to their slip-resistant properties, these tiles enhance user safety, while their wear resistance and impact resistance provide long-lasting and low-maintenance solutions.





Current Product Groups

Aesthetic and Durable Glazed Granite Options

Aligned Standard

TS EN 14411 Group Bla – [Glazed]

Advantages

Suitable for both indoor and outdoor use, with low water absorption rate and high mechanical strength.

Every project has unique requirements, usage intensity and aesthetic language. Developed with this in mind, our glazed granite tile product is manufactured using high-temperature firing technology in compliance with the TS EN 14411 Group Bla standard.

Thanks to its low water absorption rate and high mechanical strength, it stands out as a durable and reliable alternative for both indoor and outdoor applications.





Current Product Groups

Porcelain Tile

[Technical Granite]

Aligned Standard

TS EN 14411 Group Bla – [Unglazed]

Advantages

Suitable for high foot-traffic areas, with near-zero water absorption rate and matte and gloss surface options.

In architectural applications where every detail matters, tiles are expected to be not only aesthetically pleasing but also technically flawless. At this point, our product group, which has a water absorption rate of nearly zero with a value of $E_b < 0.5$ percent is produced in accordance with the TS EN 14411 Group Bla standard and stands out for its high technical performance.

Offering both simplicity and aesthetics with their matte and gloss surface options, these tiles provide smart and aesthetic solutions for a wide range of applications, from façade cladding to outdoor flooring, and from high-traffic public areas to private living spaces. By demonstrating resistance to various conditions, they instill confidence in projects while adding timeless elegance to design.





Current Product Groups

Decor and Border Products

Aligned Standard

Advantages

Aesthetic and design-focused, various color options, diverse surface textures, and pattern variety.

Our decorative series and border applications, highlighted by aesthetic details, go beyond simply changing the surface appearance of spaces to impart character.

Offering significant variety for users seeking unique designs, these collections stand out with their diverse color options, surface textures, and pattern richness. These solutions, meticulously developed to add uniqueness and value to architectural projects, seamlessly blend aesthetics and functionality in every detail.





Current Product Groups

Construction Chemicals

Aligned Standard

Advantages

Supports technical integrity and enhances the overall durability of the building system.

For ceramic applications to deliver long-lasting, durable and aesthetic results, not only the visible surfaces but also the underlying technical infrastructure is of great importance. At this point, our construction chemicals product group provides a support system that protects structural integrity and enhances performance with each of its components.

This product group includes:

- Ceramic adhesive mortars
- Joint fillers
- Ready-mix plasters
- Technical mortars
- Waterproofing products
- Primers
- Additives
- Surface cleaning products





Current Sizes and New Production Variety

To adapt our products to different projects and customer requirements, we produce tiles in various sizes. Currently, we manufacture in a wide range of sizes, starting from smaller dimensions such as 7.5x15 cm and extending up to 120x120 cm. With new investments, we aim to meet the needs of contemporary architectural design by adding larger sizes such as 100x100, 120x120, and 80x160 cm to our product range by 2023. With the variety of products we offer, we not only provide aesthetic richness but also meet functional needs, thereby offering greater freedom in both interior and exterior applications.

A Commitment to Quality Beyond Standards

All our product groups undergo quality controls in accordance with the TS EN 14411:2016 standard and the TS EN 10545 series of test methods. Through these processes, we not only offer products with high technical proficiency but also produce environmentally conscious, user-friendly and reliable solutions.

Sustainable and Responsible Production

At the core of our production processes are not only durability and performance, but also the reduction of environmental impacts,

the efficient use of natural resources, and sustainability principles. In our product design and R&D processes, we prioritize user health alongside aesthetic concerns and strive to develop nature-friendly solutions.

Every new product we develop goes beyond being a mere building material, evolving into a solution that contributes to architectural design, carries environmental responsibility, and considers the needs of the future. In line with this vision, we create value for today's and tomorrow's structures with our product groups bearing the Yurtbay Seramik brand.

Current Dimensions

7.5x15 7.5x30 10x10 10x30
15x30 15x40 15x60 15x90
20x20 20x25 25x40 20x50
25x50 25x65

30x30 30x60 30x34,5 Altigen
30x90 33x33

40x40 40x60 43x45 Hexagon
45x45 45x90 50x50 60x60
60x120 80x80

Post-Investment Dimensions

80x160, 100x100,
120x120



Our Operational Geography

As Yurtbay Seramik, every time we enter a new market, we bring not only our product portfolio but also our values, our understanding of quality, and our vision for sustainability. We have connected with customers from diverse cultures in 69 countries worldwide. From Ghana to India, Nigeria to Poland, we carefully analyze local needs in every collaboration and strive to offer tailored solutions for each project.

We do not view our export activities solely as commercial growth; we see each new market as an opportunity to spread our sustainability principles and increase social benefit. We view every new market we enter not just as an export destination, but also as an opportunity to spread our environmental and social sustainability principles across different regions. With this awareness, we are building our global growth not solely on economic success, but also on the goal of developing value-creating and sustainable solutions tailored to the unique needs of our customers and projects.

“Imagine, Work for the Better, Let the World Share Your Quality.”

Export Map

United States
Abkhazia
Germany
Andorra
Argentina
Albania
Australia
Austria
Azerbaijan
United Arab Emirates
Bahrain
Belgium

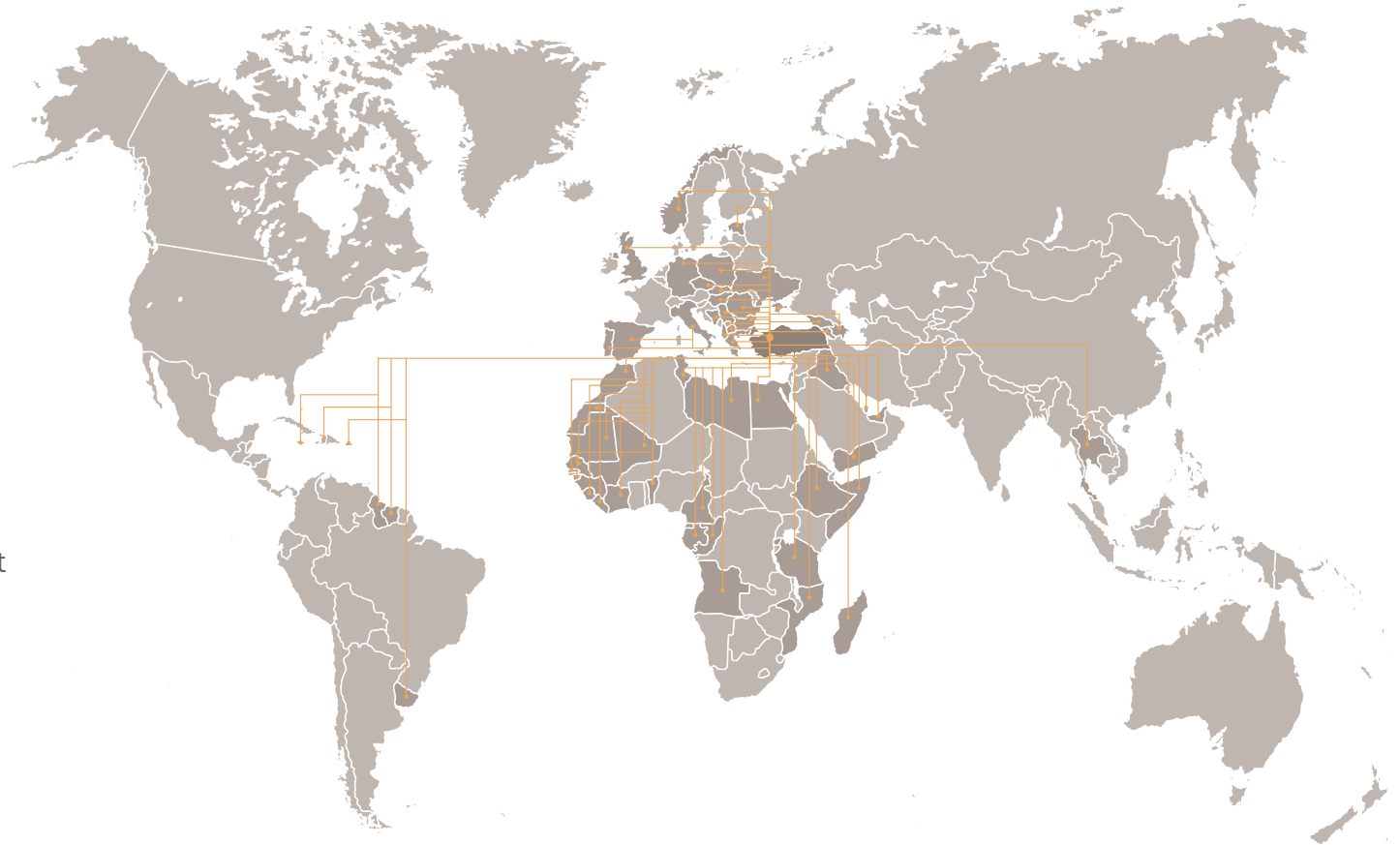
Bosnia and Herzegovina
Bulgaria
Burkina Faso
Djibouti
Czech Republic
Denmark
Morocco
Philippines
Palestine
Finland
France
Ghana

Guinea
Guyana
Georgia
Croatia
India
Netherlands
Iraq
United Kingdom
Ireland
Israel
Sweden
Canada

Montenegro
Qatar
Cyprus
Kyrgyzstan
Congo
Kosovo
Costa Rica
Libya
Lebanon
Luxembourg
Hungary
Macedonia

Mali
Malta
Moldova
Nigeria
Norway
Pakistan
Poland
Romania
Russian Federation
Senegal
Serbia
Singapore

Slovakia
Chile
Suriname
Somalia
Tanzania
Taiwan
Turkmenistan
Jordan
Greece





Sector Trends

“We are leading the transformation in the sector.”

Sustainable Design-Focused Production

In today’s ceramic product designs, which go beyond aesthetic concerns, minimizing environmental impacts has become a fundamental priority. Sustainability-focused approaches, alongside visual design, play a decisive role in various areas such as raw material selection, production processes, product lifespan and recycling potential. At Yurtbay Seramik, we combine our design philosophy with environmental responsibility to develop products that are not only stylish but also in harmony with nature.

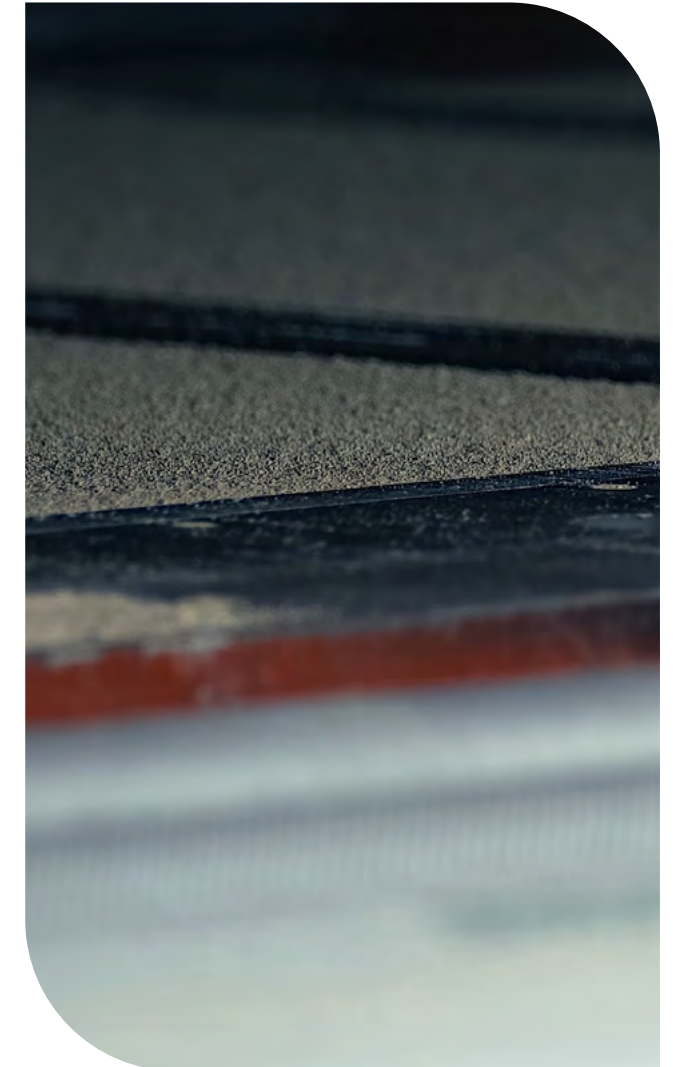
In the ceramics industry, investments in eco-friendly production technologies that reduce energy and water consumption, improve waste management and minimize carbon emissions are increasing day by day. This transformation is taking shape in line with circular economy principles, supported by the reuse of raw

materials and recycling practices. Additionally, efforts to develop sustainable construction products compliant with green building certifications such as LEED and BREEAM are continuing unabated.

As Yurtbay Seramik, we support our environmental performance not only with commitments but also with scientifically validated measurements recognized internationally. We successfully completed and independently audited our ISO 14064 Corporate Carbon Footprint reports for 2023 and 2024. Additionally, in 2023, we conducted our first ISO 14046 Water Footprint calculation, enabling us to analyze the impact of our operations on water resources in detail. Through these efforts, we aim to set accurate targets and enhance the efficiency of our resource management.

With the rainwater harvesting project we implemented in 2023, we successfully integrated a total of 17,411 m³ of rainwater into our system by the end of 2024, significantly reducing the pressure on natural water resources. We adhere to our environmentally-conscious production philosophy not only in our goals but also in our daily practices.

As Yurtbay Seramik, we focus not only on producing products but also on creating value, offering a unique approach that combines environmental responsibility, quality and uniqueness in every design.





Large-Format Ceramic Surfaces

Large-format ceramic panels, which offer advantages such as aesthetic appearance, surface integrity, and minimal joint usage in architectural applications, stand out as a strong trend in the ceramic industry. These products not only offer visually striking surfaces but also enhance application processes by improving resource efficiency, reducing installation time, minimizing material consumption, and providing environmentally-friendly, user-friendly solutions with less waste.

As Yurtbay Seramik, we closely monitor industry trends and expand our product portfolio to meet diverse architectural needs. With our investments, we have strengthened our position in this field by adding large formats such as 80x80, 60x120, 100x100, 80x160, and 120x120 cm to our production capacity.

We continue to showcase these high-aesthetic and high-technical-performance products at international fairs such as UNICERA, COVERINGS, and CERSAIE, presenting our large-format and sustainable designs; and we continue to bring our solutions, which are produced with low environmental impact, are long-lasting, and meet high quality standards, to our stakeholders on a global scale.



Advanced Digital Printing Technologies

Advanced digital printing technologies are paving the way for an innovative transformation in the industry by adding aesthetic depth and functionality to ceramic surfaces. These technologies, which reflect the textures of materials such as natural stone, marble, and wood with high realism, not only increase design diversity but also support environmentally-friendly production processes by reducing water and raw material usage. Customization options enable direct response to customer demands, providing flexibility in production planning while contributing to waste reduction.

At Yurtbay Seramik, we integrate advanced digital printing technologies into our production processes, combining technology with aesthetics through our unique design approach. With our “from nature to art” philosophy, we continuously update our collections to bring dynamism to the industry while achieving tangible gains in resource efficiency and waste reduction in line with our sustainability goals. This enables us to minimize our environmental impact while offering our customers more refined, customized products.



Natural Stone and Concrete-Look Designs

Designs inspired by the aesthetics of natural materials, particularly those with natural stone and concrete finishes, are gaining prominence in the ceramic industry. This approach not only offers a modern and timeless design language but also contributes to limiting environmental impacts by reducing the use of natural resources. These products, which are preferred for exterior facades, floors and various surface applications, add both aesthetic and structural value to architectural projects.

As Yurtbay Seramik we meet the growing demand for natural stone and concrete looks with our extensive product range, combining our aesthetic vision with a sustainable production approach. The product collections we showcase at international fairs include series developed with the aim of creating low environmental impact and offering long-lasting designs. In this way, we reduce the use of natural resources while providing aesthetic and environmentally-friendly solutions to architectural expectations.

Hygienic and Functional Surface Solutions

The increased and ongoing focus on hygiene during the pandemic has accelerated product development efforts for ceramic surface solutions. Surface options with antibacterial properties, easy to clean, and reducing the need for chemicals in cleaning are meeting increasing demand, especially in public buildings, healthcare facilities and residential projects. These products not only protect individual health but also play an important role in supporting environmental sustainability.

At Yurtbay Seramik, we view hygienic surface solutions not just as a standard, but also as a social responsibility. With our functional and aesthetic solutions that can be customized for each project, we offer the most suitable surfaces for the needs of spaces. As a result of this approach, we have achieved a significant milestone by earning the MAS Certified Green® certification. Additionally, by ensuring that our wall, porcelain and ceramic tile groups pass volatile organic compound (VOC) tests, we aim to contribute to indoor air quality.

Environmentally-Friendly and Low-Emission Materials

Today, the interest in sustainability is directly reflected in users' product preferences. Products made from recycled materials and certified with environmental labels not only provide environmental benefits but also create a strong competitive advantage in the industry.

These certifications transparently reveal the environmental impacts of products throughout their lifecycle, enabling the identification of environmental hotspots and paving the way for improvement efforts in these areas.

At Yurtbay Seramik, we prioritize the use of environmentally-friendly and low-emission materials. In line with this, we were awarded the Türkiye Environmental Label by the Ministry of Environment, Urbanization and Climate Change in 2021. With our renewed certificate as of 2025, we are entitled to use the Türkiye Environmental Label, which is fully compliant with the European Union Ecolabel criteria. Additionally, through the Environmental Product Declaration (EPD) certificates we have obtained for certain product groups, we transparently share the environmental impacts of our products with our stakeholders, thereby supporting our sustainability performance with concrete data.



2024 Developments

We Are Among Türkiye's Second 500 Largest Industrial Companies

According to 2024 data, we ranked 188th on the list of Türkiye's Second 500 Largest Industrial Companies. This ranking is a testament to our operational performance and stability despite the downturn and intense competition in the ceramics sector. In ISO lists in which sectors such as automotive, energy and metals stand out, distinguishing ourselves with sustainable ceramic production holds special significance for us.

Corporate Carbon Footprint and Water Footprint Initiatives

To measure and reduce our environmental impacts based on scientific principles, we successfully completed our ISO 14064-compliant Corporate Carbon Footprint reporting for 2023 and 2024, which we initiated in 2022, and had them verified through independent audits. In 2023, we conducted our first ISO 14046 Water Footprint calculation, enabling us to analyze our impact on water resources in detail.

We Renewed Our MAS Certified Green® Certification

We have achieved an important milestone by earning the MAS Certified Green® certification, which validates the environmental and human health sensitivity of our products. Our wall, porcelain, and ceramic tile groups have successfully passed VOC tests, ensuring indoor air quality.

Rainwater Harvesting and Environmental Benefits

Through our rainwater harvesting project implemented in 2023, we collected a total of 17,411 m³ of rainwater and integrated it into our system by the end of 2024. The 15,167 m³ of rainwater collected in 2024 alone is equivalent to approximately two months of domestic water consumption for the 1,039 residents of Oklubalı Neighborhood. By using rainwater in our production processes, we are reducing the pressure on natural water resources and making significant progress in our efforts to minimize the environmental impact of our production activities.

We Have Renewed Our Environmental Label Certificate

As one of the few companies in Türkiye to hold the National Environmental Label issued by the Ministry of Environment, Urbanization and Climate Change, our certificate has



been renewed and remains valid as of January 2025, having met all criteria once again. With Türkiye's full membership in the Global Ecolabelling Network (GEN) in 2022, environmental labeling practices have become fully aligned with EU Ecolabel criteria. This development represents a significant milestone for our company, integrating our green transformation vision with international standards.

With Ecording, we are sowing the seeds for a sustainable future.

In 2024, to support our fight against the climate crisis with concrete steps, we signed another important partnership with Ecording, a company that develops nature-friendly technologies. As part of this initiative, we planted a total of 100,000 red pine and black pine seeds in two separate operations in the Muğla region.



Strengthening Our Position in the Industry Through International Fair Participation

As Yurtbay Seramik, we actively participated in Coverings, CERSAIE and UNICERA, some of the world's leading fairs in 2024, to increase global awareness of our innovative vision and sustainable design approach.

- **UNICERA Fair | Istanbul:** The 2024 UNICERA Fair we participated in served as an important platform where we showcased our product collections that blend timeless aesthetics with our environmentally-friendly production philosophy. Our series, produced with the goal of creating low environmental impact and long-lasting designs using sustainable materials, received significant attention from visitors.
- **Coverings Fair | Atlanta, USA:** At the Coverings Fair held in Atlanta, USA, we had the opportunity to showcase our trend-setting products in international markets and connect with visitors from diverse regions. Our product range, which is not only aesthetically pleasing but also functionally robust, attracted significant attention.
- **CERSAIE Fair | Bologna, Italy:** We had the opportunity to participate in CERSAIE, the world's largest ceramic and bathroom fair, for the third time this year. Our presence

at this fair contributed significantly to increasing our brand awareness on a global scale and showcasing our advanced technology and design capabilities to the industry.

Continuing to Inspire Future Designers with the Zeki Yurtbay Design Awards

The Zeki Yurtbay Design Awards, which we organize to inspire future designers and bring creative individuals to the world of architecture, have become one of the most prestigious competitions in the industry. With the 12th edition of this competition in 2024, we encourage original ideas while contributing to the development of sustainable design. We believe that the key to a stronger future lies in valuing diverse ideas and moving forward with them. This competition, which showcases projects that combine creativity, environmental awareness and innovation, serves as an important example for the industry. The 11th Award Ceremony, held in 2023 with the participation of leading names in the world of architecture and design, is one of the greatest proofs of this.

We Are Launching Our Youtube Series "The Architect's Journey," Shedding Light on the World of Architecture.

Our "The Architect's Journey" YouTube series, which has been followed with great interest in 2024, continues to inspire industry

professionals and young designers by bringing together experienced and visionary names in the field of architecture.

We're Making Our Voice Heard in the Architecture World with Our Podcast Series

Our Architecture World podcast series, available on Spotify, brings listeners the latest industry developments, architecture trends and inspiring stories. Although there have been no active episodes since 2024, we plan to further develop this platform in the coming period and continue contributing to the sector with unique content.

Together with Our Dealers, We Are Stronger

In line with the strong partnership we have established with our dealers and our approach to sustainable growth, we focused on increasing mutual communication and interaction by organizing dealer meetings and field trips throughout 2024. Together with our dealers, who are an important part of the Yurtbay Seramik family, we continue to move towards a stronger and more sustainable future.

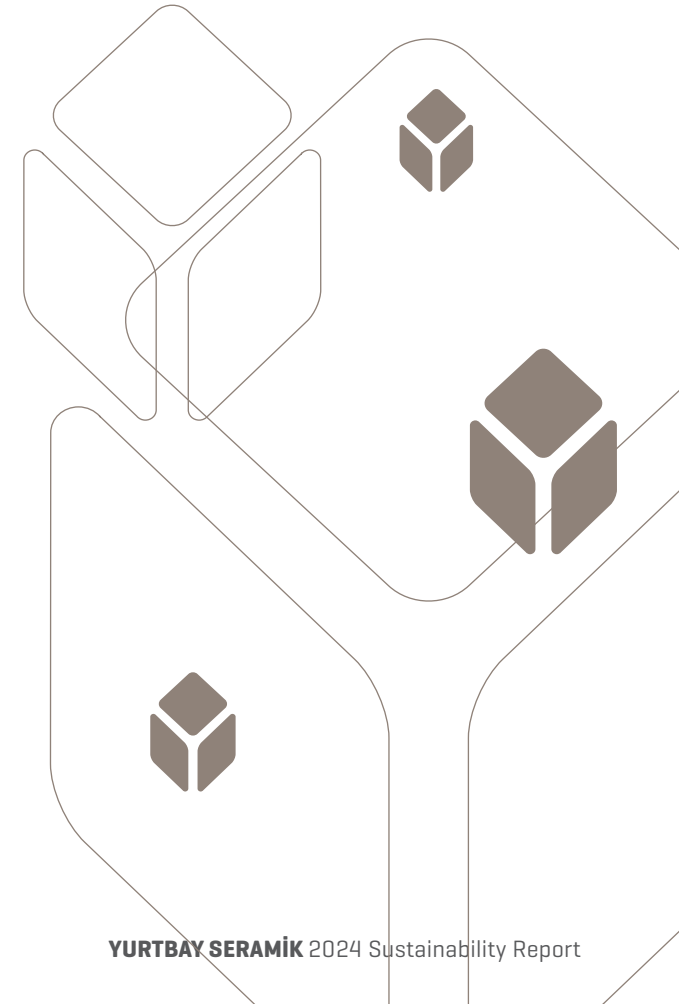


Awards and Achievements

At Yurtbay Seramik, we go beyond producing aesthetic and functional products; we create lasting and multidimensional value through our efforts in sustainability, social contribution and industry development. This vision has been recognized by reputable institutions and stakeholders both nationally and internationally, motivating us to strive for even greater achievements.

- In 2017, our “Cube” series was honored with the “International Design Awards,” demonstrating that our aesthetic and technical excellence is recognized on an international platform.
- In 2022, we were honored to receive the Good Design Awards for our “Bosphorus” collection. Inspired by the breathtaking beauty of the Istanbul Strait, this collection seamlessly blends aesthetics with nature under the theme “Before Sunset” and was deemed worthy of an award by an international jury.
- Additionally, our “Lotus” project was honored with the Green Good Design Award. As a result of our R&D efforts, this project successfully combined resource efficiency, circular economy and design aesthetics by environmentally responsible disposal of 10,000 tonnes of filter press solid waste annually.
- In 2023, we were among the “Export Champions” thanks to our strong export performance in our sector. Our export ratio, which is close to 60 percent, and our stable presence in global markets have been recognized with this award.
- As Yurtbay Seramik, we view this achievement as a result of our global competitive strength and our commitment to world-class production standards.
- Within the scope of our social responsibility vision, we were awarded a plaque of appreciation by Lutfi Akdemir Primary School for our supportive initiatives in the field of education.
- We were honored with a plaque of appreciation by the university administration for our support of academic research and contributions to the younger generation as part of our collaboration with Zonguldak Bülent Ecevit University.

- During the Farabi IXth R&D and Innovation Project Market event held on 27–28 May 2024, hosted by the university, our team was presented with a special plaque in recognition of our support in the field of R&D, marking another meaningful development that underscores our commitment to knowledge and innovation.





Sustainability



Sustainability Strategy

“We are not the owners of the Earth, but a part of it.”

We focus on nature-friendly investments with the belief that a sustainable life is possible. We act with love for all living creatures we share the world with and respect for their habitats, while also taking major steps to protect the health of our future.

At Yurtbay Seramik, we see sustainability as providing high-quality products and services while acting with respect for nature and people, managing all our processes with consideration for their environmental and social impacts, and actively involving our

stakeholders in this process. We believe that corporate trust is achieved through the effective and consistent execution of processes, and we have embedded this understanding at the core of our business practices.

Our approach to sustainability is not limited to the environment; fulfilling our social responsibilities, adhering to ethical values, supporting economic development and creating long-term value are among our top priorities. In line with this, we aim to protect natural resources, improve energy efficiency and minimize our environmental impact in our activities carried out under the motto “From Nature to Art.”

Product Sustainability

At Yurtbay Seramik, we design each of our products based on the three pillars of aesthetics, functionality and sustainability. Beyond our aesthetic approach, we prioritize sustainability at every stage of our operations, fulfilling our environmental responsibilities.

We embarked on our sustainability journey with this commitment, taking our first corporate step in 2017 by establishing the ISO 14001 Environmental Management System. After systematizing our activities aimed at reducing our environmental impact, we initiated our sustainability assessments for

product sustainability by obtaining the right to use the Environmental Label under the National Environmental Label Program of the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye, “Criteria for Granting an Environmental Label to Ceramic Coating Products,” thereby initiating our sustainability assessments. Through this process, we identified areas for improvement and developed a roadmap to further strengthen our sustainability strategy.

Internal Awareness and Participation

We conduct regular training programs, informational meetings and performance review sessions to promote a culture of sustainability within our company. As of 2024, we have provided a total of 14,000 man-hours of sustainability-focused training. Additionally, sustainability is consistently addressed in monthly performance reports, post-internal audit meetings, and Management Review [MR] sessions.

Our employees’ interest in sustainability is growing rapidly, and we aim to transform this interest into a corporate culture over time. We view sustainability not only as a responsibility for today, but also as a significant responsibility for the world of tomorrow and the future of our children.



Sustainability Governance

At Yurtbay Seramik, sustainability activities are integrated into the company's long-term value creation strategy and addressed at the corporate level. Sustainability is managed through comprehensive initiatives in environmental, social, and governance areas, and these activities are carried out by the **Sustainability Committee**, which operates under the supervision of **the Board of Directors**.

As of 2024, comprehensive efforts have been launched to strengthen the sustainability governance structure and establish a more effective management model. This process enables the development and implementation of policies that will support the company in achieving its sustainability goals.

Under the three pillars of sustainability-environment, social, and governance-these efforts promote collaboration among all stakeholders within the company to ensure that sustainability is managed effectively and inclusively across all areas.





At Yurtbay Seramik, we view sustainability as an integral part of our long-term value creation strategy. In line with this, we have established a Sustainability Committee chaired by the Deputy General Manager responsible for operations and with the Quality System Manager as secretary. Our committee consists of expert representatives selected from the main departments of R&D, Production, Domestic Sales, Marketing, Procurement, Maintenance and Energy, Environment and Waste Management, Human Resources, Process Development, Material Planning, and Accounting. By bringing together expertise from various fields, we adopt an integrated approach to sustainability initiatives.

As a committee, we submit our sustainability-related decisions to the Board of Directors on a quarterly basis. This allows us to regularly review our sustainability strategies, update our goals, and maintain transparent communication with all our stakeholders.

Data related to sustainability indicators from all relevant business units are collected and analyzed by the committee secretariat. These analyses are evaluated in line with pre-determined sustainability targets (key performance indicators, KPIs). The findings are reviewed at the Sustainability Committee meetings held every three months, and

the meeting outcomes and performance evaluations are reported to senior management and the Board of Directors. This process ensures that our sustainability goals are continuously monitored and shaped according to evolving needs.

Our committee's work focuses on environmental, social responsibility and governance areas. The main areas we focus on in these areas are as follows:

- **Climate Change and Risk Management:**

The committee assesses risks related to climate change and develops strategies to address these risks. This process ensures that concrete targets are set to minimize risks and evaluate opportunities.

- **Sustainable Goals and Strategies:**

The committee is primarily responsible for determining sustainability strategies, setting goals, and taking the necessary steps to achieve these goals. It focuses on issues such as reducing environmental impact, resource efficiency and waste management.

- **Carbon Footprint and Emission Reduction**

The committee develops policies to reduce the carbon footprint, optimizes energy consumption, and takes steps toward zero emissions.

- **Social Responsibility and Communication**

Decisions are also made on social issues such as social sustainability, employee rights, community contributions and stakeholder engagement. This ensures that the company fulfills its social responsibilities.

- **Social Performance and Governance:**

The committee monitors the strengthening of sustainable governance systems and the company's performance in the areas of transparency, ethical values and social responsibility.

Through this structure, Yurtbay Seramik aims to be a responsible company towards all its stakeholders by demonstrating determined and comprehensive management in the field of sustainability. The Sustainability Committee promotes a holistic understanding of sustainability with the contribution of each department and makes strategic decisions to reduce environmental and social impacts.



2024 Sustainability Performance

Environmental Performance

• Investment in Biodiversity:

In 2024, through our collaboration with Ecoding, we planted a total of 100,000 seeds in two separate operations in the designated areas of Muğla. With this project, we covered an area of 12,500 m² and aimed to achieve 15,200 tonnes of CO₂ carbon sequestration. This initiative not only contributed to increasing biodiversity but also marked a significant step toward reducing our carbon footprint.

• Rainwater Harvesting:

Throughout 2024, a total of 17,411 m³ of rainwater was harvested. This is an important resource, with the 15,167 m³ of it being water collected solely in 2024 being equivalent to the two-month domestic water needs of approximately 1,039 people. This initiative contributes to the conservation of natural resources while helping us achieve our goal of using water resources efficiently.

• Carbon Sinks and Green Areas:

At our 700,000 m² open-air production campus in Eskişehir, we contribute to reducing our environmental impact

through 27 grassland, 13 acres of fruit orchards, and a memorial forest. These areas help us achieve our sustainability goals by capturing 41 tonnes of CO₂ equivalent annually.

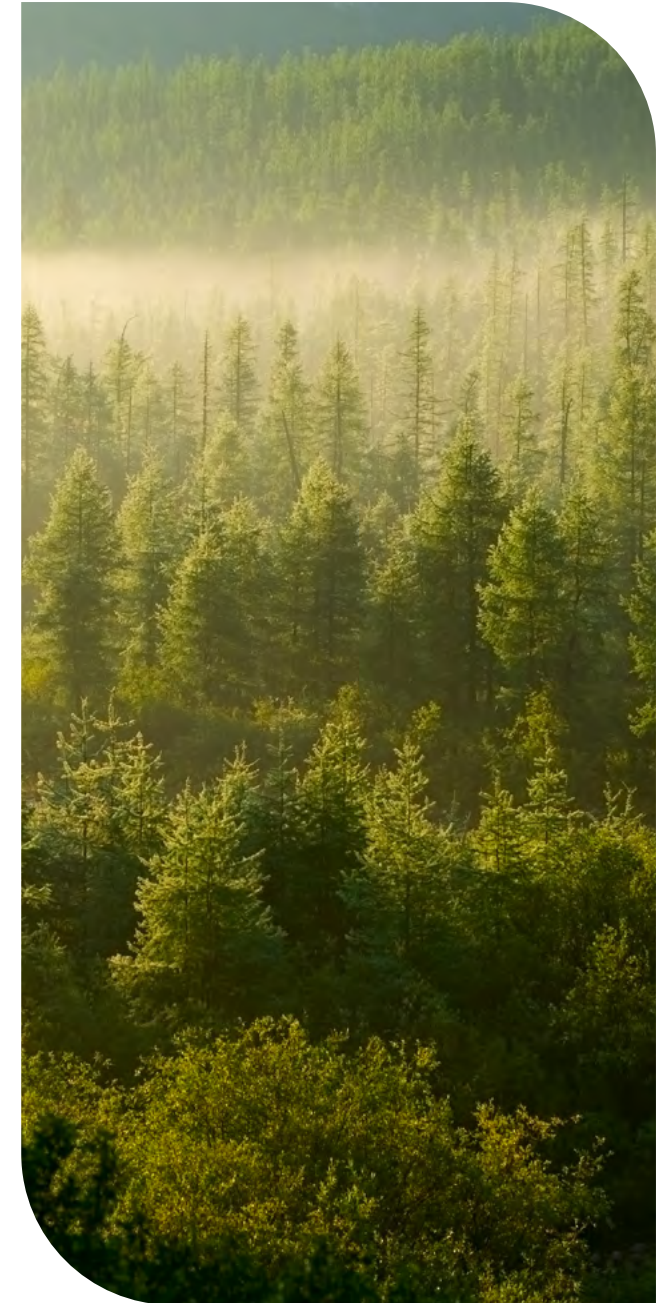
• Energy Efficiency:

Our cogeneration technology, with a total installed capacity of 13,7 MW, meets the entire electricity demand of our facility. The 7,545,800 Sm³ of hot air produced as a byproduct of energy generation is used in the spray dryer system at a rate of 58 percent. The Roof Solar Power Plant Project is scheduled to be commissioned by 2025, aiming to minimize carbon emissions.

• Waste Management:

As of 2024, we have achieved a significant milestone by recycling **98 %** of our process waste. We minimize waste and effectively manage recycling processes by adopting the **“Zero Waste”** principle across all our production lines. This approach reduces our environmental impact while also improving our resource efficiency.

For more information, please visit [the Environment section](#).





Social Performance

• Stakeholder Engagement and Dealer Network:

We strengthen our collaboration with dealers through regular meetings and site visits, aiming to build a strong stakeholder network that benefits all parties.

• Community Engagement:

Through our YouTube series titled “The Architect’s Journey,” we have created an inspiring communication channel by conducting interviews with prominent figures from the world of architecture.

• Employee Satisfaction and Feedback:

We continuously monitor employee satisfaction and take steps to improve our work environment by taking their feedback into consideration. Based on the satisfaction survey conducted in 2023, we identified areas for improvement and continue our efforts to increase employee happiness. We aim to achieve zero workplace accidents, provide 17,000 hours of training to employees, and carry out social projects together with our employees.

• Our Zero Workplace Accident Goal:

In 2024, we achieved a significant improvement in occupational health and safety by reducing the workplace accident

frequency rate from 107.86 to 67.46 and the number of lost workdays from 1,794 to 945. The fact that no work-related accidents resulting in lost days were reported during this period represents an important step toward achieving our zero-accident target.

• A Workforce Strengthened Through: Education

We have accelerated our efforts in the field of training to support the development of our employees. We have demonstrated our commitment to this area by increasing the annual training time per employee from 7.75 hours in 2022 to 17.9 hours in 2024.

• Continuous Development and Investment in OHS Training:

Our company places importance on investment in training to ensure that our employees work in a safe and healthy environment. To this end, we have continual training initiatives to enhance our employees’ awareness and competence in occupational health and safety. We provided 21,376 man*hours of occupational health and safety [OHS] training in 2022, 24,592 man*hours in 2023, and 17,648 man*hours in 2024.

For more detailed information, please visit [the Social section](#).

Governance Performance

• Strategy and Policies:

With the understanding that “We are not the owners of the world, but a part of it,” a management model that places sustainability at the center of company policies is implemented.

• Certification and Product Assurance:

The environmental performance of the products in our product portfolio is certified by global certifications, contributing to the support of healthy living spaces.

• Membership and Sectoral Contribution:

Yurtbay Seramik plays an active role within the Turkish Ceramics Federation, which leads the way in the development of sustainability in the sector, and has been chaired by Z. İlter Yurtbay since 2023.

For more information, please visit [the Governance section](#).



Materiality Analysis

Yurtbay shapes its sustainability approach by placing the views and expectations of its stakeholders at the center of its strategic decision-making processes. In this context, a materiality analysis was conducted comprehensively based on feedback from both internal and external stakeholders.

Within the scope of the analysis, a list of topics was created by referring to GRI Standards, Sustainable Development Goals (SDGs), and international sustainability frameworks. This list was presented to employees, customers, suppliers, public institutions, non-governmental organizations and other external stakeholders, and feedback was collected through online surveys and expert workshops. Thanks to this multi-dimensional approach, the priorities of both internal and external stakeholders were analyzed in a comparative manner, and the issues that should be at the core of the organization's sustainability focus were determined through a scientific method.

- INTERNAL STAKEHOLDER -



-EXTERNAL STAKEHOLDER - ESG Criteria: ● Environment ● Social ● Governance

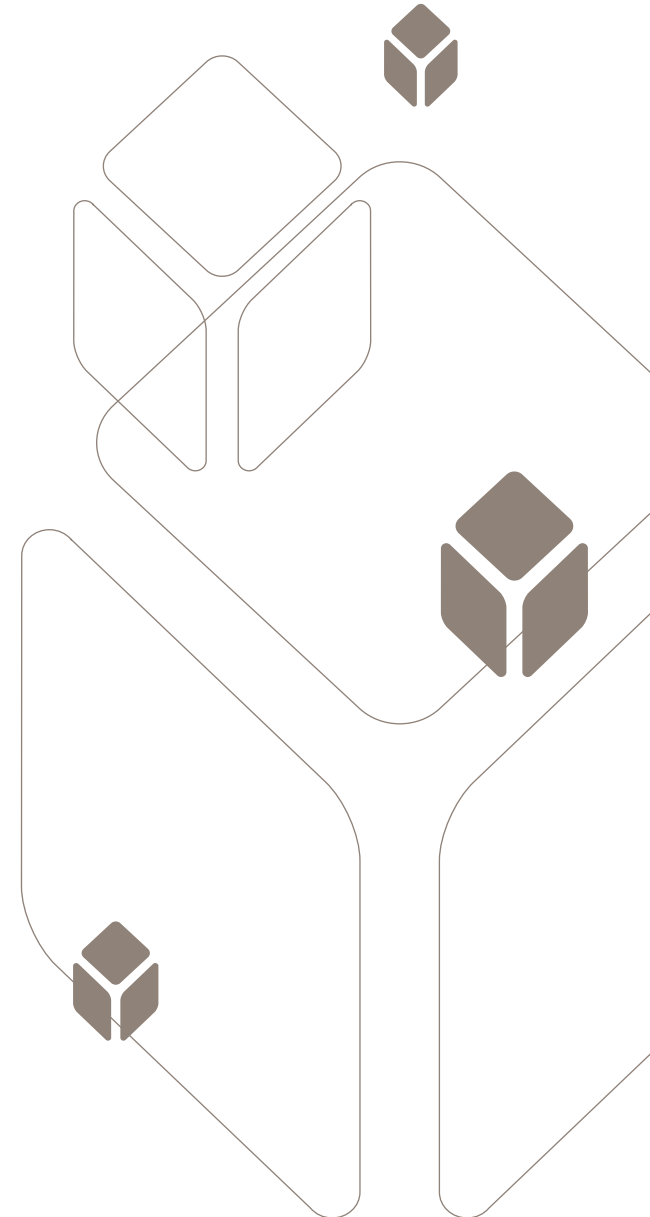


The findings we obtained not only helped shape our sustainability strategy as Yurtbay Seramik, but also provided a strong foundation for our sustainability reporting. The issues we have prioritized provide a concrete roadmap for achieving our goals of reducing our environmental impact, strengthening our social responsibility, and enhancing corporate transparency. We address environmental issues such as Climate Change and Green Transformation, Circular Economy Business Models, and Water and Wastewater Management with greater priority than many other manufacturers in the sector. While the Turkish ceramics sector still relies on energy-intensive and fossil fuel based production processes, we at Yurtbay Seramik aim to lead the way in the sector's sustainable transformation through investments in renewable energy, carbon footprint measurements and waste recovery technologies.

In the area of social sustainability, we prioritize topics such as Gender Equality and Women's Employment, Women's Inclusion in Senior Management, and Occupational Health and Safety. While women's representation is limited in a significant portion of Türkiye's ceramic producers, we at Yurtbay Seramik continue to implement transformative policies aimed at increasing awareness in this area.

We aim to provide inclusive career planning for our female employees, implement equal pay for equal work policies, and increase diversity in management positions. Additionally, we do not limit ourselves to legal compliance in occupational health and safety but adopt a proactive and participatory safety culture to enhance employee engagement and productivity.

In terms of governance, we prioritize Ethics and Transparency, Responsible Procurement and Supply Chain Management, and Product Safety and Service Quality. This enables us to reflect sustainability principles not only in our own operations but also throughout our entire value chain. We are taking steps in areas that are not yet widespread in the industry but are becoming increasingly critical, such as supplier audit systems, sustainable procurement policies and product lifecycle quality processes. This enables us to enhance our competitive strength in international markets.





Short-, Medium-, and Long-Term Sustainability Goals

TERM	ENVIRONMENTAL			SOCIAL			GOVERNANCE		
	Target Category	OKR [Objectives and Key Results]	Performance KPI [Key Performance Indicators]	Target Category	OKR [Objectives and Key Results]	KPI [Key Performance Indicators]	Target Category	OKR [Objectives and Key Results]	KPI [Key Performance Indicators]
SHORT TERM [1-2 YEARS]	Energy Efficiency	5% reduction in energy consumption	Sm³/m² Kwh/m²	Corporate Training and Culture	Increasing the average annual training hours per employee to over 20	man*hour	Sustainability Governance	Quarterly Sustainability Committee Meetings	number
	Renewable Energy	Increasing the share of energy from solar power to 30%.	kWh						
	Emission Reduction	Achieving a 5% reduction in corporate carbon footprint.	tonne CO₂e						
		Completion of the product carbon footprint report	kg CO₂e						
	Environmental Product Labels	Updating EPD documents for all product groups.	number	Gender Equality	Increasing the female employee rate to 25%	%			
	Waste Management	Achieving a 20% reduction in process waste rate	%						
		Recycling 85% of process waste	tonne						
		Using 60% of treatment sludge in production	tonne						
	Water Consumption	Achieving a 5% reduction in clean water consumption	lt/m²						
MEDIUM TERM [3-5 YEARS]	Carbon Management	Achieving a 20% reduction in Scope 1 and Scope 2 emissions	tonne CO₂e	Corporate Training and Culture	Ensuring all employees complete their sustainability training	person	Sustainable Supply Chain	Defining sustainability criteria for critical suppliers and formally communicating the criteria to all critical suppliers	%
	Circular Economy	Reaching a 10% share of recycled raw material	tonne						
LONG TERM [6-10 YEARS]	Net Zero Carbon	Determining the roadmap to achieve the net zero carbon goal and taking the first steps	tonne CO₂e	Gender Equality	Reaching a 30% female leadership rate.	%	Sustainable Supply Chain	Critical suppliers completing sustainability trainings and undergoing external audits	number
							Science-Based Targets	Completing and implementing at least one R&D project to reduce environmental impact	number



Governance





Organizational Structure

The foundation of our governance structure is a transparent and accountable corporate governance structure. All important decisions within the company are made by the Board of Directors, and strategic directions are determined by this body. The fact that 33 percent of the Board of Directors are female members demonstrates that our company embraces the principles of equality, diversity and inclusivity in its Board. Within the corporate structure, there are the Health, Safety and Environment Committee, the Disciplinary Committee, the Suggestion Committee, and the Annual Leave Committee. The General Manager of the Factory participates in these committees.

The Board of Directors plays a key role in achieving the company's sustainability goals and leads efforts to continuously improve environmental, social and economic performance. This ensures that sustainability principles are effectively integrated into all company activities.

Our senior managers act with a sense of individual responsibility to increase knowledge and expertise in the field of sustainable development. They closely follow sectoral developments and international sustainability practices on their own initiative and continuously update their knowledge and skills.

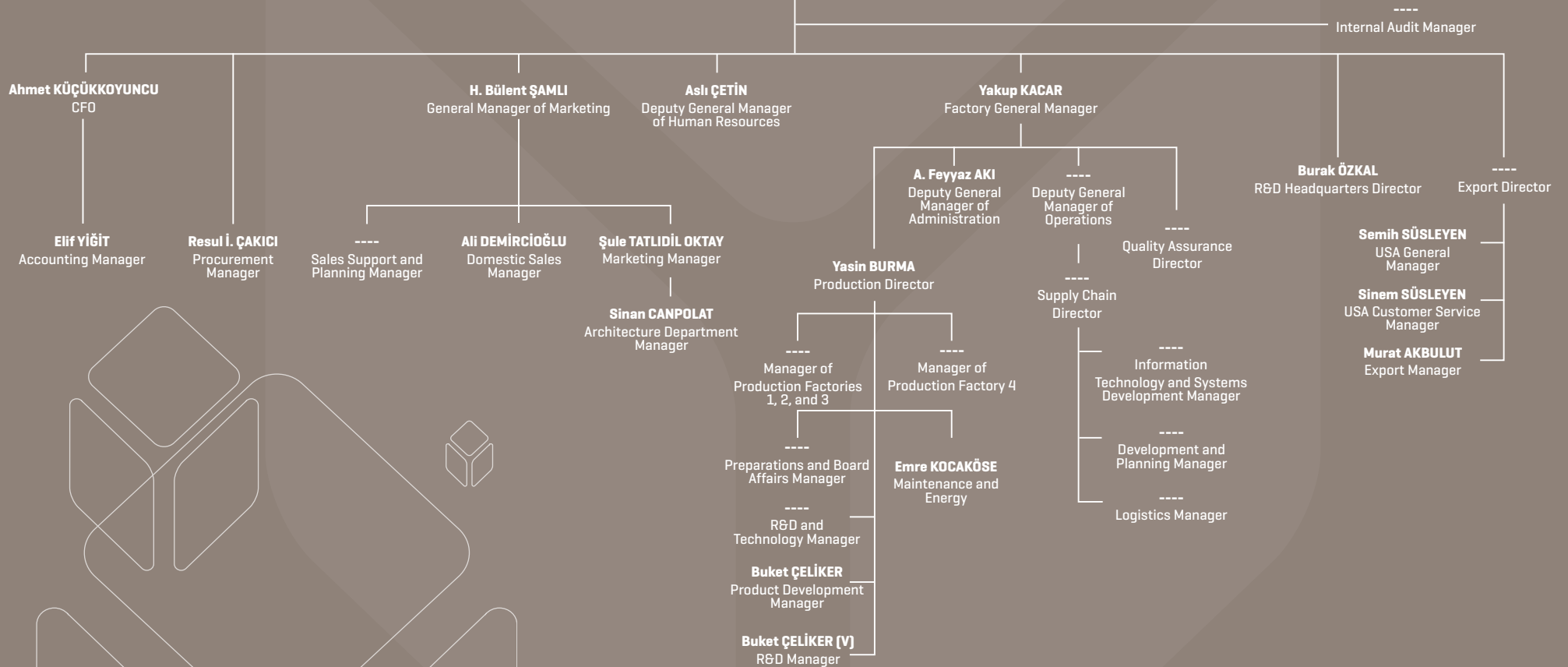
The Executive Board is the highest management body responsible for managing our environmental, social and economic

impacts within the scope of sustainability, and for guiding decision-making processes in these areas. The management of our company is carried out under the leadership of the Co-Chairs of the Executive Board, and strategic decisions are shaped within this structure. Critical priorities emerging within Yurtbay Seramik are communicated to the Executive Board through a transparent communication mechanism extending from employees to management, thereby integrating diverse perspectives into decision-making processes.



**Emel YURT BAY**

Chair of the Board of Directors

Serkan PEKER
Vice Chair of the Board of Directors**R. Gürkan PEKER**
Vice Chair of the Board of Directors



Our Corporate Governance Boards

At Yurtbay Seramik, we guide our corporate governance approach with the principles of fairness, transparency, accountability and responsibility.

At Yurtbay Seramik, we have various committees within our organization to increase the effectiveness of internal decision-making processes and to establish our corporate structure on a more systematic basis. The committees that are part of the Board meet at specified intervals in accordance with their assigned duties and responsibilities and carry out activities that contribute to the long-term goals of our company.

Occupational Health and Safety Committee

Established to protect employee health and workplace safety, this committee meets regularly every month. During these meetings, attended by the Deputy General Manager of Administration and relevant department managers, the current status of occupational health and safety is evaluated, potential risks are reviewed, and decisions are made regarding necessary improvement measures.

Annual Leave Committee

An annual leave planning committee has been established within the organization to ensure that employees use their annual leave rights in an effective, fair and planned manner. This committee, which is conducted with the participation of the Factory General Manager and employee representatives, evaluates leave requests with the aim of both ensuring employee satisfaction and planning workforce continuity.

Disciplinary Committee

This committee, established to ensure that necessary evaluations are made and appropriate sanctions are applied in cases where employees are found to have acted in violation of internal regulations and relevant legal provisions, consists of the Deputy General Manager in charge of Operations, the Human Resources Manager, and employee representatives. The committee conducts decision-making processes regarding such

cases in a neutral, fair and transparent manner.

Suggestion Committee

This committee, which carefully evaluates the suggestions and complaints of our employees and adopts a solution-oriented approach, constitutes an important part of sustainable communication and management practices. The committee meets regularly every month and is conducted with the participation of the Deputy General Manager of Administration, the Human Resources Manager, and the relevant department managers. The systematic handling and evaluation of employee feedback aims to increase employee participation and continuously improve business processes.

This mechanism contributes to both increasing employee satisfaction and improving organizational efficiency in line with our corporate sustainability approach.



Stakeholder Relations Management

At Yurtbay Seramik, we view the strong, transparent and continuous communication we have established with our internal and external stakeholders as one of the cornerstones of our sustainability approach. We consider stakeholder participation not only a corporate obligation but also a strategic element that supports our long-term success.

To this end, responding to the opinions, needs and expectations of all our stakeholders in a proactive and systematic manner is among our priorities.

We believe that stakeholder participation plays a critical role in achieving our sustainability goals. We encourage each of our stakeholders to add value to the process by establishing active and two-way communication with a wide network of stakeholders, from our employees to our customers, suppliers, industry associations and public institutions.

The participation of our employees contributes to the development of our organizational culture, while customer feedback plays an important role in the continuous improvement of our product and service quality. We ensure the continuity of this dialogue through dealer meetings, training programs, internship opportunities, and collaborations with industry stakeholders. We conduct our relationships based on the principles of trust, respect and mutual benefit, and we interact with our stakeholders through communication methods and frequencies tailored to their needs.



Stakeholder Type	Communication Type	Communication Frequency
Employees	Email, Phone, Meeting, Communication Board	Regular
Suppliers	Email, Phone, Meeting	Monthly
Public	Mail, Email [KEP Address] Email, Phone	As needed
Customers (Distributors, Wholesalers, Retail Structure Retail Chains, and Project-Based Business Partners)	Email, Meeting, Messaging Apps, Trade Show, Participation, Distributors	Monthly



Feedback collected from sales channels supports process management across a wide range of areas, from setting targets to making operational decisions. Quantitative and qualitative data obtained from regular meetings with customers are analyzed and integrated into business processes in line with expectations. This process includes reviewing existing applications, developing new strategies and improving existing strategies. Feedback guides the shaping of organizational strategies, particularly in product development, and ensures that our company can quickly adapt to a dynamic structure through regular monitoring and evaluation of processes.

Certificates, product conformity documents and authorization documents are requested from suppliers, and only companies that meet the necessary conditions are selected for collaboration. Specifications and technical details are shared with critical suppliers, and material procurement is carried out in accordance with these criteria. Incoming materials are subject to quality control, and suppliers are notified in case of non-conformity. An approved supplier list is created based on annual evaluations, and business relationships are maintained with companies on this list.

Although there are no joint projects currently underway in line with our sustainability goals, our retail customers expect continuous improvement in terms of sustainability, social compliance and environmental impact within the scope of supply chain management. In this regard, we are subject to regular audit processes within the framework of the criteria determined by our customers, and necessary corrective and preventive actions are implemented in line with the findings.

Corporate Memberships

Our corporate memberships enable us to keep our finger on the pulse of the industry and strengthen our stakeholder engagement. Our Vice Chair of the Board of Directors, Mr. Z. İlter Yurtbay, serves as the President of the Turkish Ceramics Federation, and we are also active members of leading organizations in the sector, such as the Central Anatolia Exporters' Associations, the Turkish Exporters' Assembly [TİM], and the Plumbing and Construction Materials Association [TİMDER]. Through these platforms, current sectoral data is shared, mutual information flow is supported, and the groundwork is laid for strategic partnerships.

In human resources processes, we collaborate with public institutions such as the Social Security Institution [SSI] and the Turkish Employment Agency [İŞKUR] within the framework of legal obligations; and we maintain constructive communication with the ÇİMSE-İŞ Trade Union to protect employee rights. Thus, efforts continue to enhance employee satisfaction and motivation.

- [Türkiye Ceramic Federation](#) 
- [Central Anatolia Exporters' Associations](#) 
- [Türkiye Exporters' Assembly \[TİM\]](#) 
- [Plumbing and Construction Materials Association \[TİMDER\]](#) 
- [ÇİMSE - İŞ Trade Union](#) 





Value Chain Management

As Yurtbay Seramik, we place customer satisfaction at the heart of our sustainable production and service approach. Our value chain management is based on the principle that our final product, which adds value, should not only meet technical performance and aesthetic expectations but also be the result of processes that are in line with environmental, social and economic responsibilities.

Within this scope, all stages from raw material procurement to production processes, logistics, and after-sales services are managed with a holistic approach to ensure continuous customer satisfaction. Minimizing environmental impacts, fulfilling social responsibilities and ensuring economic sustainability are among our top priorities at every stage of our value chain.

All these processes are carried out within an integrated structure through interdepartmental cooperation; potential risks and impacts are identified through comprehensive analyses, and policies,

procedures and control mechanisms developed in line with these analyses are effectively managed.

In addition, to ensure the continuity of our quality standards and sustainability goals, our processes are regularly reviewed through internal audits, and the results are shared with our stakeholders in line with our principle of transparency. All of this approach is concretized with a strong and sustainable value chain map that supports Yurtbay Seramik's responsible production approach.





Value Chain

Resource-Efficient Design



- Designing products that meet customer expectations
- Developing products that enhance production performance
- Offering innovative and pioneering designs

R&D



- Conducting research on alternative raw materials
- Defining criteria for raw materials to be used
- Preparing semi-finished product recipes
- Conducting raw material input controls
- Improving production performance through innovation
- Using environmentally- and human health-friendly materials
- Reducing raw material consumption per unit of product
- Ensuring the recycling of process waste

Planning



- Planning in accordance with production lines
- Determining production material requirements
- Defining packaging material criteria

Quality Assurance



- Ensuring products meet quality criteria
- Evaluating customer complaints
- Ensuring that customer requirements are met in production
- Managing certification processes
- Monitoring environmental impact assessments
- Conducting sustainability initiatives

Production



- Manufacturing products in accordance with specified criteria
- Producing in accordance with delivery deadlines
- Meeting customer requirements
- Improving production capacity and efficiency
- Ensuring energy efficiency
- Optimizing water consumption
- Reducing process waste

Raw Material Procurement



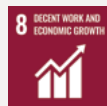
- Ensuring timely and accurate material supply
- Researching into alternative suppliers
- Creating approved supplier lists
- Evaluating suppliers' sustainability contributions

Logistics



- Planning product shipping processes
- Optimizing the shipping process
- Ensuring finished product stock security
- Monitoring the delivery of products without damage
- Delivering shipments on time

Sales



- Collecting customer requests
- Transferring requests to the planning process
- Conducting new customer and market research
- Directing document requests to the quality process
- Monitoring deadline compliance
- Providing pre- and post-sales support

Customer Feedback



- Conducting customer satisfaction surveys
- Evaluating survey results
- Analyzing customer complaints



Supply Chain Management

In today's world, where the effects of the climate crisis are becoming increasingly apparent, global awareness of environmental responsibility is rapidly growing; this situation makes it imperative to adopt more sustainable approaches in production and supply processes. The ceramics sector is also undergoing a comprehensive adaptation process to reduce its environmental impact and fulfill its social responsibilities. In this context, an integrated supply chain approach that takes into account not only environmental impacts but also the social dimensions of sustainability, such as business ethics, employee rights and support for local development, is of great importance. The combination of green supply chain practices and social sustainability principles has become one of the key elements of creating lasting value in our industry.

Thus, responsible supply chain management that addresses environmental and social criteria in a holistic manner offers a strategic approach that strengthens long-term corporate resilience.

In line with our sustainability approach, we place great importance on structuring our supply chain in accordance with environmental and social responsibility principles.

Environmental criteria vary depending on the nature of the product or service in our supplier selection processes; however, certain standards are sought in supply items with a high environmental impact. In this process, suppliers to whom there is no alternative or who offer clear advantages in terms of price, delivery and quality are defined as "critical suppliers", and sustainability criteria are evaluated more rigorously for these suppliers.

Responsible Supply Chain Practices

- As part of our environmental compliance documentation, we require our suppliers to hold an ISO 14001 Environmental Management System Certificate.
- Before initiating collaboration with mining companies from which we source our primary raw materials, we require the submission of documents related to Environmental Impact Assessment (EIA) decisions, topographic maps, operating permits and nature restoration plans in accordance with the Environmental Labeling Criteria for the Ceramic Products Group. With this application, we aim to minimize the environmental impacts of

mining activities and ensure sustainable resource use.

- When procuring auxiliary raw materials and chemical products, the Material Safety Data Sheets (MSDS) of the relevant materials are reviewed to assess their impacts on both the environment and human health.
- For packaging materials, we prioritize products with high recycling rates and give priority to materials produced with at least 50 percent recycled content.
- When purchasing wooden pallets, we prefer products certified by the Forest Stewardship Council (FSC) and solutions with a Wood Packaging Material Labeling Certificate.
- For chemical-based products such as surface protectants, we ensure that the volatile organic compound (VOC) value is below 300 µg/m³ and that they comply with environmental labeling criteria.
- For motors and machinery equipment critical for energy efficiency, we prioritize products with high energy efficiency ratings.



We aim to strengthen our responsible supply chain through annual certified supplier evaluations. In this context, supplier ratings are made based on the required criteria, and the list of certified suppliers is updated for the following year according to these evaluations. Suppliers who fail to meet the criteria are provided with feedback and given a timeframe to take corrective actions. As Yurtbay Seramik, we are committed to supporting suppliers in their development, and any necessary actions will be taken by the relevant departments.

Stakeholder Type	Unit	2022	2023	2024
Local supplier ratio	%	65	63	67
Percentage of suppliers assessed	%	88	85	86
New suppliers selected using environmental criteria	%	12	15	14
Number of critical suppliers	number	10	9	8





Business Ethics and Legal Compliance

At Yurtbay Seramik, we consider it our fundamental responsibility to conduct all our business processes in accordance with the principles of honesty, fairness, transparency and compliance with the law.

We believe that building a corporate culture based on ethical values not only enhances internal harmony and productivity but also strengthens social trust. In this context, we adopt a zero-tolerance policy toward unethical behavior, corruption, bribery, conflict of interest, bullying and discrimination, working together with all our employees.

With the implementation of our ethics committee planned for 2025, we will address our ethical principles evaluation processes in a more systematic manner. Currently, any violations of ethical principles or internal rules are handled with the utmost care by our Disciplinary Committee. This committee is responsible for ensuring compliance with internal behavioral standards, investigating any potential irregularities, and determining appropriate actions.

Commitment to ethical principles and compliance with legislation are fundamental elements of corporate sustainability. With this in mind, Yurtbay Seramik conducts regular internal training to raise awareness among our employees on ethical and legal issues. In 2024, we conducted a one-hour training session for 77 white-collar employees covering ethics, legal compliance and anti-bribery and anti-corruption. Through these training programs, we aim to increase our employees' ethical awareness, raise their level

of knowledge about potential non-compliance risks, and establish a strong ethical behavior culture throughout the company.

Procedures for sanctions to be applied in the event of non-compliance with ethical principles or illegal situations are planned to be implemented under the leadership of the Ethics Committee, which is currently being established. However, in the current situation, the process of evaluating complaints or violations is carried out under the authority and responsibility of the Disciplinary Committee; where necessary, meetings are held with the relevant parties and solution-oriented actions are taken.

During the reporting period, no serious cases of non-compliance with laws or regulations were identified in the scope of our company's activities. No sanctions were imposed in this regard in 2022, 2023 or 2024.

In all our business processes, we act with sensitivity to avoid conflicts of interest, receiving or giving gifts, and maintaining distance from situations that may lead to personal gain. We allow the acceptance of symbolic and low-value gifts that are globally accepted, and we strictly reject all other offers of a material nature.



Feedback Processes

Various mechanisms have been developed to enable our employees to report any unethical, irregular, or inappropriate behavior they encounter within the corporate structure in a secure, accessible, and effective manner.

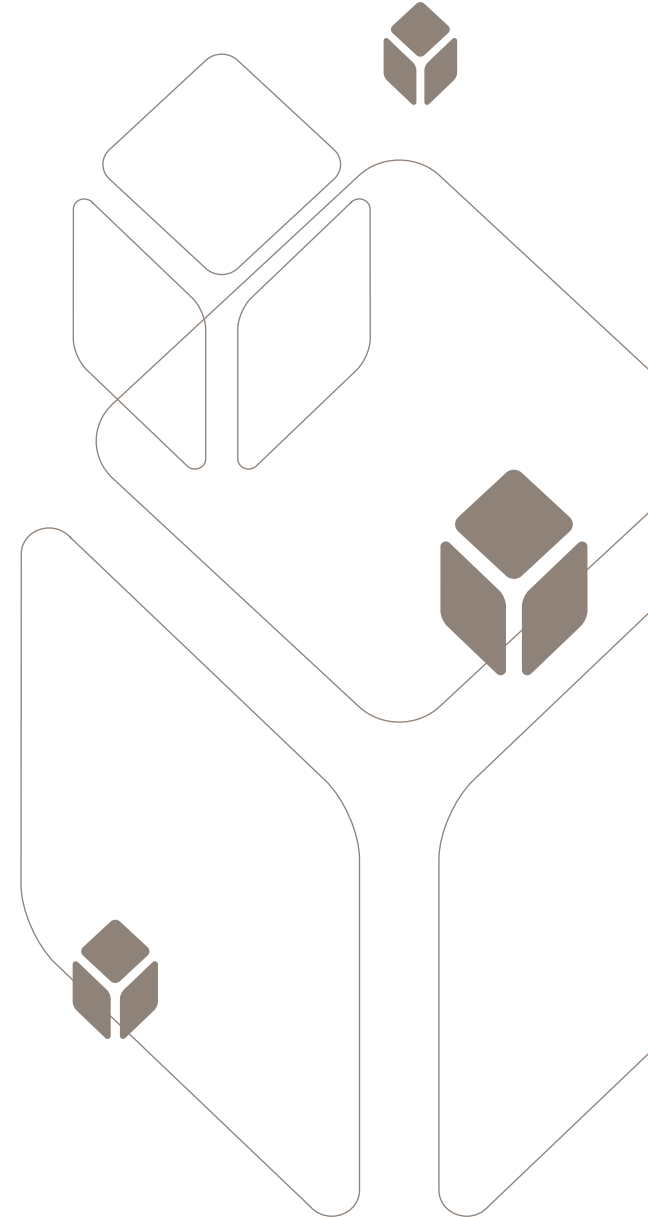
The Feedback and Suggestion System, which has been structured to enable the communication of internal opinions, suggestions, and complaints, is accessible to all employees and can be used both digitally and in physical form. Employees can submit reports through the “Feedback/Suggestion Report Screen” located in the Human Resources section of the company intranet, while those who wish to do so can share their opinions anonymously without providing their names. It is also possible to submit reports through the Suggestion/Feedback Boxes and relevant forms located in the business premises.

All notifications are regularly reviewed by the Human Resources Department, forwarded to the relevant departments when necessary, recorded, and reported. The system also serves as a reliable channel for employees to directly reach management regarding ethical dilemmas or legal non-compliance issues.

Information Security and Privacy

We handle information security and privacy with the same care, protecting all commercial, technical and personal data within the legal framework and sharing it only with authorized individuals. We maintain confidentiality obligations even for employees who have left the company.

Our media and social media relations are conducted exclusively through authorized individuals, and corporate views are shared with the public only through designated official channels. We exercise the necessary sensitivity toward any individual behavior that could harm our institutional reputation and take preventive measures accordingly.

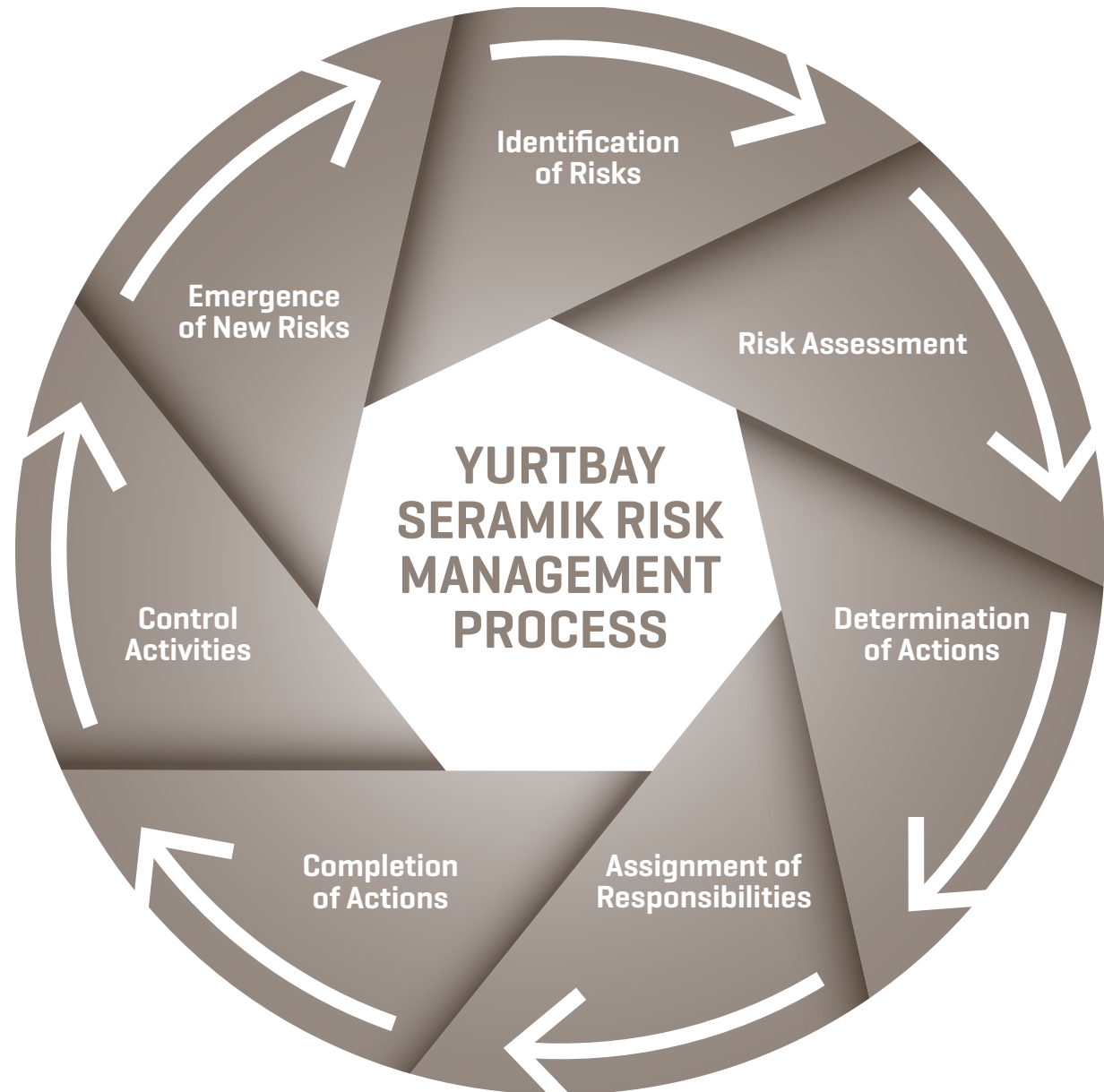




Risk Management

As Yurtbay Seramik, we adopt a systematic risk-opportunity management approach in order to proactively manage risks that may affect our activities and turn opportunities into strategic advantages in line with our sustainability goals. Risks and opportunities are regularly analyzed across a wide range of areas, from internal operational processes to stakeholder relations, and are addressed in an integrated manner with company policies. Within the framework of our Quality,

Environment, Energy, Greenhouse Gas, and Information Security Management Systems, risks and opportunities are evaluated as factors that directly affect performance. Within the scope of the annually updated Hazard Identification and Risk Management Procedure, action plans are developed to prevent potential risks and minimize their impacts; process improvement, investment and innovation decisions are developed for opportunities.





Leadership Commitment

Senior management plays both a supervisory and a resource-providing role in risk management processes. Performance indicators (KPIs) and reports prepared by the Process Development unit are evaluated with senior management and process owners to determine the measures to be taken and areas for improvement. This ensures that risks are integrated into the corporate strategy and that investment decisions and long-term planning are based on risk and opportunity analyses.

The Board of Directors considers not only individual actions but also decisions that may create a chain reaction between interrelated processes, taking into account the identified risks and opportunities. Strategic objectives are updated in line with these analyses, and critical issues such as investment priorities, sustainability projects and workforce planning are addressed within this framework.

Goal Setting and Tracking

In the goal setting process, quantitative data is regularly collected from process owners based on current situation analyses and presented to senior management for evaluation using a specific methodology. A team consisting of senior management, the Deputy General Manager of Operations, the Director of Quality Assurance, the Internal

Audit Department and other senior and middle managers determines both the performance targets and the resources required to achieve these targets based on these analyses. Through monthly activity review meetings, the achievement level of targets related to identified risks and opportunities is tracked, expected developments and potential deviations are evaluated, and necessary revisions are made. Thus, a control mechanism integrated with our sustainability goals is operated.

At Yurtbay Seramik, we are aware of the strategic importance of effectively managing risks and opportunities in order to achieve our sustainable growth goals. In this regard, we have established a risk and opportunity management culture that is widespread throughout the organization.

The fundamental opportunities offered by our corporate structure include our strong and reliable brand image, our experienced human resources with institutional memory, our clear areas for development in reducing environmental impacts, our emphasis on energy and water efficiency, the existence of an active R&D Center, and the strong adoption of recycling practices.



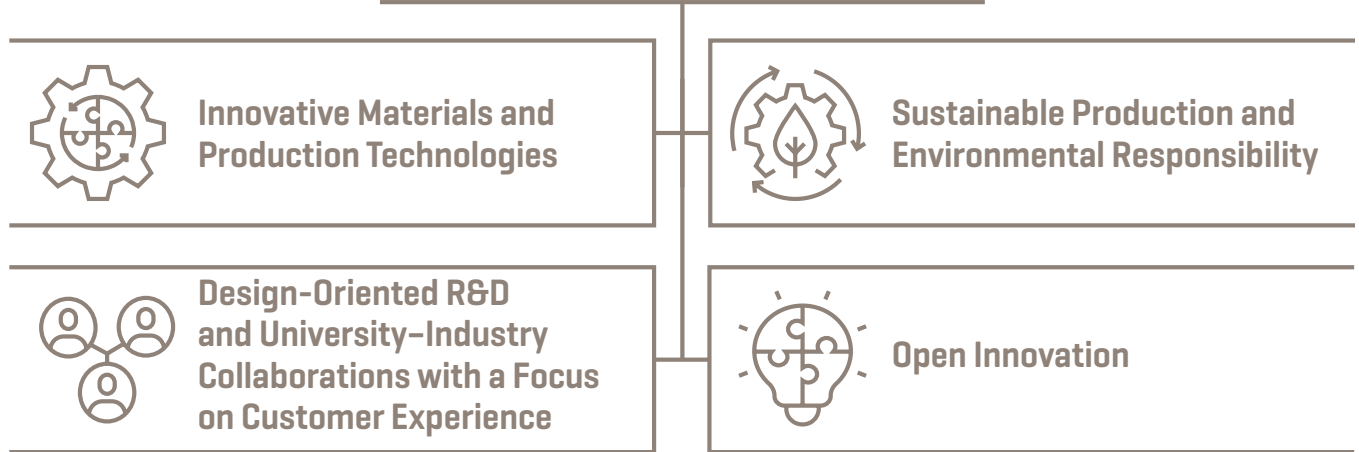


Technology & Digitalization

By integrating digitalization and technological developments into our business processes, we aim to increase our competitive strength in the sector and generate sustainable value.

In line with our R&D vision, we are transforming all processes from production to logistics, design to customer experience with digital solutions; we are developing high value-added, environmentally-friendly products by combining innovative technologies with sustainability principles.

Our R&D Strategy



As Yurtbay Seramik, we have established innovative and sustainable high-quality solutions as our core R&D vision in order to maintain our leading position in the ceramics industry with our aesthetic products inspired by nature. In the product groups of ceramic tiles and paving stones, as well as powder mortar production, we design innovative products and processes that meet global trends and customer expectations through short-, medium- and long-term strategic projects.

Within the scope of our R&D activities, we prioritize alternative solutions for decreasing natural resources and reducing environmental impacts in line with the United Nations Global Sustainable Development Goals.

Integrated Waste Reduction through R&D

We have taken significant steps in reducing and recovering waste in our production processes. In 2024, we converted 5,500 tonnes of raw waste and treatment sludge, as well as 777 tonnes of fired broken wall ceramic waste, into value-added products at our mass preparation facility. At our digital ink preparation facility, we reduced grinding media consumption by 18 percent through the reuse of grinding balls, achieving significant improvements in both costs and waste quantities.



Digital Transformation Focus: Sustainability

Sustainability is a core principle in our digital transformation strategies; we monitor energy, water and quality data in real time through sensors on the production line and optimize resource usage. Additionally, we reduce our carbon footprint through digital waste management and smart logistics applications while continuously improving our sustainability performance with data-driven decision-making systems.

Industrial and Corporate Partnerships

- As Yurtbay Seramik, we develop strong industrial partnerships in our R&D and innovation processes, supporting knowledge sharing and a culture of mutual development. In Türkiye, we run various training programs and joint projects with the Ceramic Research Center (SAM) for ceramic material testing and analysis.
- We have signed a collaboration protocol with BeyÁelik Gestamp TMasi Otomotiv Sanayi A.TM. to develop technical solutions for the evaluation of waste generated from ceramic tile production.
- Internationally, we are working on projects for modular ceramic designs and digital effect ink development with companies such as Smaltochimica,

Tecnografica, Digital Design, Stylegraph, Nitida, and Inkside, based in Italy. We are continuing our research and development collaborations with Kale Frit on special top glaze formulations, while also working with Spanish companies Torrecid and Esmalglass to develop custom glaze recipes for digital effect inks.

Academic Collaborations

At Yurtbay Seramik, we consider academic collaborations to be a fundamental element of our R&D activities; through the partnerships we have established with universities, we integrate a scientific approach into our production processes.

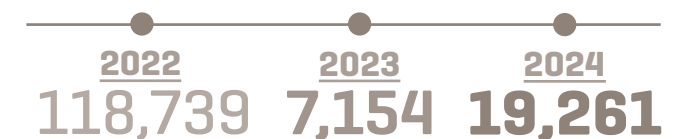
- Dr. Duysal Tütüncü Demirbaş, Assistant Professor at Eskişehir Technical University, serves as a consultant in TÜBİTAK-supported undergraduate research projects; joint projects and educational activities are also carried out with the Industrial Design Department of the same university.
- We are further strengthening industry-university collaboration through Project-Based Internship programs implemented with Anadolu University Arinkom TTO. Additionally, we benefit from scientific consulting services related to the use of local clay from Karabük University and Konya Technical University.

- Within the scope of our projects in the field of modular ceramic design, we have signed a cooperation protocol with Uçak University. While implementing a joint education model with the Department of Chemical Engineering at Eskişehir Osmangazi University, we provide sample supply and analysis support for the TÜBİTAK 1001 project being carried out at the Department of Civil Engineering at Istanbul Technical University.

Publicly Funded Projects and TÜBİTAK Collaborations

As Yurtbay Seramik, we carry out collaborations with various public support programs, primarily TÜBİTAK, in the fields of innovative material and process development. These projects are developed with the aim of producing solutions to the needs of the sector, implementing technological innovations, and contributing to our sustainability goals. Publicly funded R&D activities significantly enhance our scientific and technological expertise, thereby contributing to the sustainability of our competitive strength.

R&D and innovation investments (USD)





Environment



Environmental Strategy

Our Environmental Strategy and Management Approach

At Yurtbay Seramik, we view environmental management as an integral part of our sustainability goals and social responsibility approach. We have developed our environmental strategy by focusing on designing nature-friendly production processes, using our resources in the most efficient way, and managing waste in the most effective manner.

We believe that the path to living in harmony with nature lies in sustainability.

We rigorously implement our environmental management processes in accordance with the ISO 14001 standard, prioritizing continuous improvement to reduce our environmental impact. We strive to do better at every step.





Environmental Impact Areas



Waste Management

We separate waste at the source, support recycling, and dispose of hazardous waste safely. We work continuously with our production teams to reduce process waste, and we either reintroduce the resulting waste into the production process or evaluate it as an alternative raw material.



Industrial Wastewater Management

We reuse 100 percent of the process water treated in our three separate industrial wastewater treatment plants. This reduces our groundwater usage and contributes to the conservation of water resources. Our total daily treatment capacity is 27,780 m³, meeting 93 percent of our total water requirements through these systems.



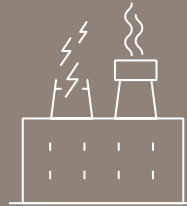
Domestic Wastewater Management

Domestic wastewater is treated at our facility with a daily capacity of 120 m³ and discharged in compliance with legal standards.



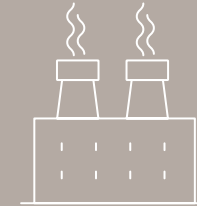
Rainwater Harvesting

We collect rainwater at our facilities and redirect it to our treatment plants for reuse in processes. This method helps us reduce water consumption and minimize environmental impacts.



Cogeneration Systems

With our three cogeneration plants, we simultaneously produce both electricity and heat energy, thereby increasing our energy efficiency and reducing our carbon emissions. With the three cogeneration systems totaling 13.7 MW / 12.59 MWe of installed capacity, we meet the entire electricity demand of our facility, and we use 58 percent of the hot air generated as a byproduct in our spray dryer systems.



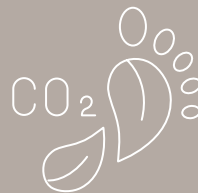
Hot Air Recovery Systems

We recover and reuse waste heat from our production processes, thereby preventing energy losses and reducing our environmental footprint.



Energy Efficiency

We regularly monitor our energy usage, implement process improvements to enhance energy efficiency, and invest in renewable energy sources.



Carbon Footprint

We prepare an annual carbon footprint report to track our emissions and develop solutions to reduce them.



Water Footprint

We regularly prepare water footprint reports to monitor and improve our water consumption, and shape our efficiency measures based on this data.



Education, Monitoring and Evaluation Processes



Emergency Preparedness

We conduct environmental emergency drills based on different scenarios every year. This helps strengthen our employees' response reflexes.



Internal Audits and Communication

We regularly audit our environmental practices, particularly waste management, through internal audits and keep our employees informed.



Environmental Training

We provide regular training to all team members to raise environmental awareness. This helps us develop a culture of sustainable production together.



Performance Tracking and Evaluation

We monitor the environmental targets we set at the beginning of the year on a monthly basis, evaluate the results at the end of the year during our Management Review Meetings, and identify opportunities for improvement.

Environmental Performance Targets

Performance Indicator	Target Value	2022	2023	2024	Target Status
Natural Gas Consumption (max.)	2.3 sm ³ /m ²	2.04	1.88	1.89	+
Electricity Consumption (max.)	3.5 kWh/m ²	3.25	3.20	3.21	+
Natural Gas Consumption (max.)	0.250 sm ³ /kg	0.236	0.258	0.251	-
Clean Water Consumption (max.)	15 lt/m ²	23	15	17	-
Wastewater Treatment Water Consumption Rate (min.)	90%	96%	93%	94%	+
Process Waste Recycling Rate (min.)	90%	64%	154%	98%	+

Climate Change Mitigation Strategy

Climate change is a global issue caused by human-induced greenhouse gases, leading to the disruption of climate balance and an increase in extreme weather events. We are shaping our efforts to combat climate change with the goal of reducing our environmental impact by:

- *reducing the use of natural resources*
- *recycling process waste*
- *promoting the use of alternative raw materials*
- *reusing 100 percent of industrial wastewater*
- *minimizing clean water consumption*
- *reusing rainwater through harvesting*
- *continuously improving our processes to enhance energy efficiency*
- *implementing technical improvements to prevent heat loss.*

With all these steps, we contribute to the circular economy and fulfill our responsibility in addressing the climate crisis.



Corporate Carbon Footprint

We have achieved a 31% reduction in carbon emissions from the 2022 base year to 2024.

We see leaving a livable world for future generations as our most lasting design. With this perspective, Yurtbay Seramik is aware of its responsibility in the fight against the climate crisis. We regularly calculate our greenhouse gas emissions, verify them in accordance with international standards, and share them with the public in line with our principle of transparency. We continuously improve our emission management processes and take concrete and sustainable steps to reduce our carbon footprint.

We do not merely measure our greenhouse gas emissions; we ensure this process is aligned with international standards. Since we began this journey in 2022, we have systematically calculated our emissions in accordance with the ISO 14064-1 Standard and the GHG Protocol. In 2023, we continued to deepen these efforts and, in 2024, we took stronger steps toward our sustainability goals. Additionally, we ensured the transparency and reliability of the process by having all emission data for these years verified by independent third-party organizations.

As part of our corporate carbon footprint study, the emission sources in our ceramic production processes have been analyzed in detail. As a result of the evaluations, the use phase of sold products, natural gas consumption, and the category of purchased goods and services emerged as the main hotspots. The adhesive (mortar) and water used during the application of our products by the end-user constitute a significant emission source throughout the life cycle. In production processes, the use of natural gas in furnaces accounts for a significant portion of our Scope 1 emissions. Additionally, Scope 3 emissions resulting from raw material and auxiliary material procurement highlight the importance of supply chain sustainability performance.

Year	Scope 1 (tonnes CO ₂ equivalent)	Scope 2 (Market/Location-Based, tonnes CO ₂ equivalent)*	Scope 3 (tonnes CO ₂ equivalent)	Total (Scope 1+2+3, tonnes CO ₂ equivalent)
2022	137,685	7,703	291,223	436,612
2023	120,913	6,366	209,294	336,573
2024	112,901	6,874	122,543	242,319

* Yurtbay Seramik does not source any renewable energy for its energy consumption. Therefore, the market-based and locationbased calculation results for Scope 2 emissions are equivalent.



2024

GHG Protocol Standard Scope 3,
tonnes of CO₂e.

Scope 1	83,217
Scope 2	35.36
Cat.3	554.4
Cat.4	17,727
Cat.5	172.3
Cat.6	40.47
Cat.7	221.1
Cat.8	NR
Cat. 9	18,401
Cat.10	0.00
Cat.11	2,174
Cat.12	NR
Cat.13	NR
Cat.14	NR
Cat.15	NR

Not Relevant

Product Group	Scope 1-2 Emission Intensity [tonnes CO ₂ e/tonne product]	Scope 1-2-3 Emission Intensity [tonnes CO ₂ e/tonne product]
Ceramic Tile	0.45	0.84
Construction Chemicals	0.04	0.43

We are conducting improvement initiatives in many areas to reduce our emissions. One of these initiatives involves reducing tile thickness to decrease product weight per square meter. This approach results in lower natural gas consumption during the firing process and significantly reduces raw material procurement, thereby contributing to the reduction of carbon emissions. Additionally, process waste generated during production is reevaluated as secondary raw materials and reintroduced into the production cycle. Since these secondary raw materials have already undergone thermal processing, they do not release carbon during the production process, thereby significantly contributing to the reduction of process emissions.

In line with the identification of these hotspots, an approach focused on continuous improvement has been adopted in both product design and process optimization efforts within the scope of our low-carbon production targets.

The significantly higher Scope 1 and 2 emissions in ceramic tile production compared to construction chemicals indicate that ceramic production processes inherently require higher energy intensity. The high proportion of Scope 3 emissions in the total carbon footprint for both product groups underscores the critical importance of expanding the company's carbon reduction strategies to encompass not only its own operations but also the entire value chain.

These intensity ratios provide a concrete foundation for Yurtbay Seramik to monitor its carbon performance, set targets and focus sustainability improvements on the most effective areas.



Emission Sinks

Emission sinks play a critical role in mitigating the effects of global warming by offsetting a portion of greenhouse gases released into the atmosphere as a result of human activities. Both protecting and enhancing natural sinks and promoting technological sink solutions are essential for achieving net-zero emissions targets and combating climate change.

Therefore, investing in reforestation, afforestation projects, soil management improvements and carbon capture technologies is of great importance for a sustainable future.

As Yurtbay Seramik, we place great importance on this issue with a strong sense of environmental responsibility. Our company creates a significant carbon sink through its green areas and sustainability projects.

Our carbon sink effect has been fixed at 41 tonnes of CO₂e for the years 2022, 2023 and 2024. This value demonstrates our commitment and contribution to reducing our carbon footprint by offsetting a portion of the emissions generated by our operations.

Carbon Sink Effect
(Tonnes of CO₂e)

2022

41

Carbon Sink Effect
(Tonnes of CO₂e)

2023

41

Carbon Sink Effect
(Tonnes of CO₂e)

2024

41

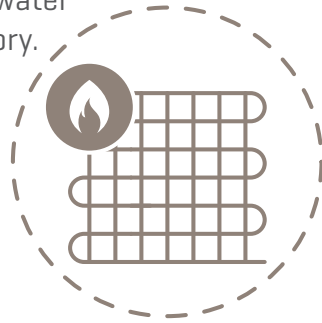




Our Investments and Initiatives to Reduce Our Corporate Carbon Footprint

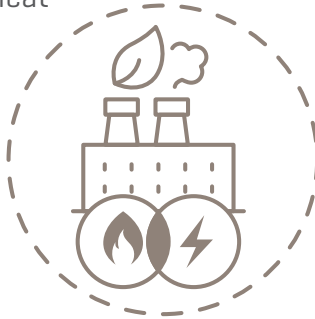
Heat Exchanger System:

Instead of releasing the heat from our furnaces into the atmosphere, we use it in our heat exchangers to heat water throughout the factory.



Cogeneration Plant:

At Yurtbay, we generate electricity using natural gas, and recover the heat produced for reuse.



Planned Solar Energy Investment:

By installing solar energy systems [SES], we aim to reduce our dependence on fossil fuels for electricity production and increase our use of renewable energy.



Conversion of Factory Eco 1 and 2 Ovens to Standard Ovens of 4th

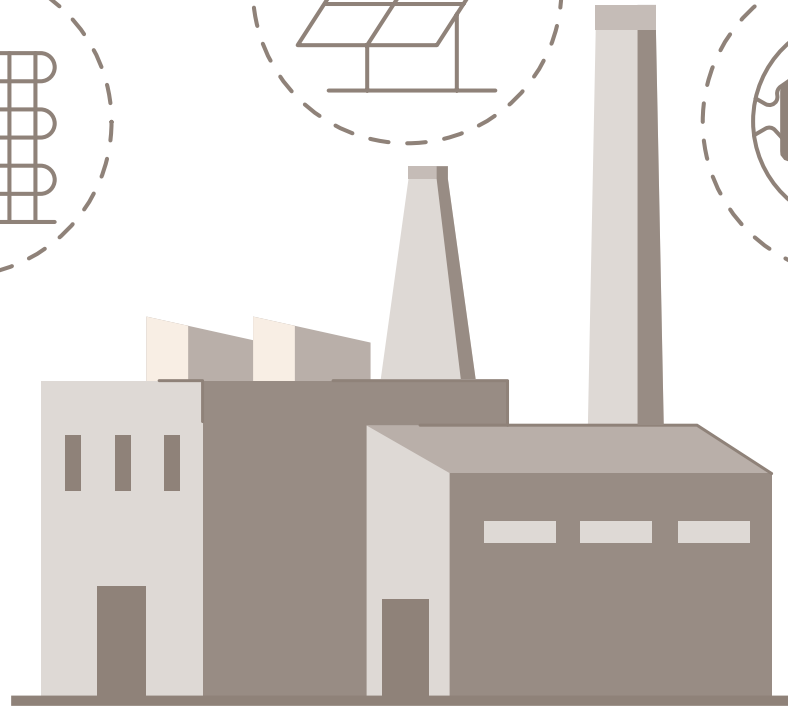
Factory:

We are upgrading our old ovens, which are inefficient in terms of environmental and energy performance, to meet more environmentally-friendly and energy-efficient standards.



Conversion of Double-Layer Furnaces to Single-Layer Furnaces of 1st Factory:

We are transitioning to single-layer furnaces, which consume less energy compared to double-layer furnaces.





Energy Efficiency

We shape our investments with the awareness that no project with a negative environmental impact can generate real economic value.



As Yurtbay Seramik, we are aware of being a representative of an energy-intensive industry; we consider the most efficient use of basic energy sources such as natural gas and electricity to be an integral part of our environmental responsibility. Energy efficiency is a priority strategy not only for reducing costs but also for lowering our carbon emissions and playing an active role in combating climate change.

In this regard, we structure our energy management processes in accordance with the ISO 50001 Energy Management System standard, adopting a systematic, measurable and continuously improving approach. We utilize various measurement, control and analysis systems to effectively monitor energy consumption in our facilities and identify opportunities for improvement, digitally tracking energy usage data.

The data we obtain enables us to direct targeted improvement efforts in energy-intensive production stages. In this context, we have implemented numerous applications such as energy recovery in furnace and drying systems, use of high-efficiency motors and equipment, automation-supported energy control systems, and production planning based on capacity. In addition, through improvements in product design-such as

reducing tile thickness-we have directly reduced emissions by decreasing baking time and energy requirements.

Furthermore, to support the transformation of our energy sources, we are conducting feasibility studies on transitioning to renewable energy sources and evaluating low-carbon energy solutions both in our own production and throughout our supply chain. With advancing technology, we are exploring options to accelerate our transformation in this area through waste heat-to-electricity production and photovoltaic systems, and by purchasable renewable energy certificates [such as I-REC].

We view energy efficiency not merely as an operational necessity but as a strategic investment area that creates both environmental and economic value. In this regard, we contribute to both our climate goals and sustainable growth by producing more with less energy.



Our Investments and Initiatives to Reduce Energy Consumption

Heat Recovery Systems:

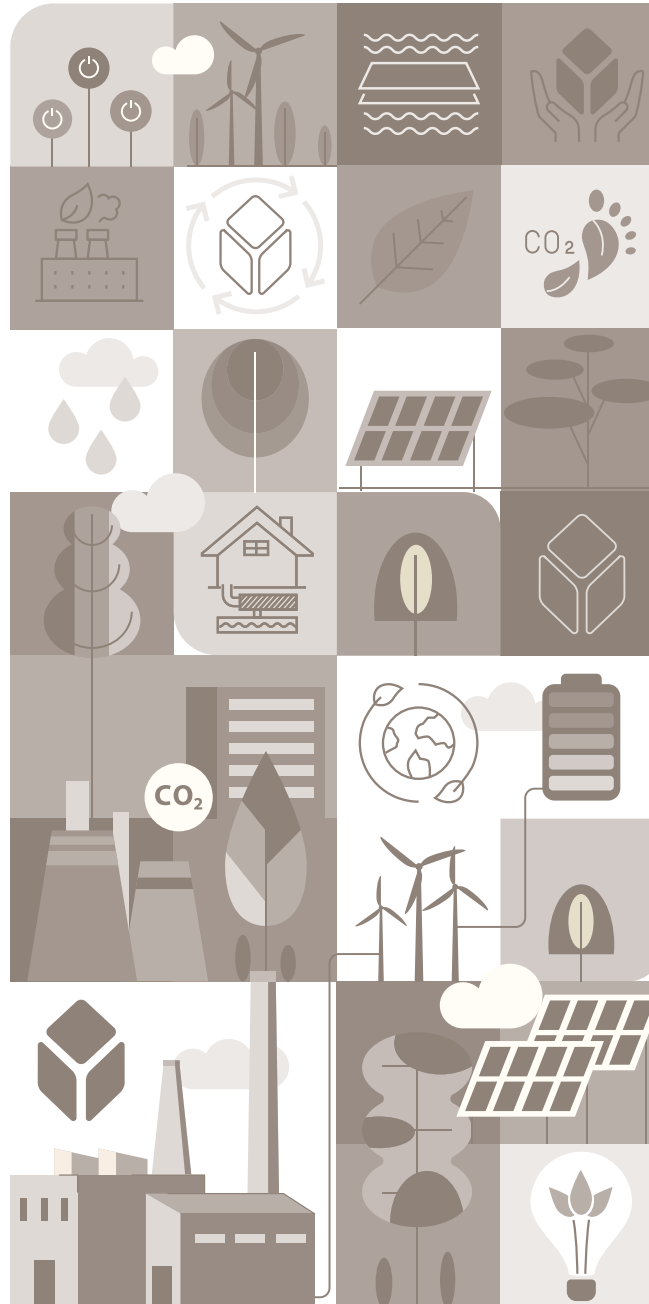
We efficiently reuse waste heat generated from our production processes. In the spray drying system, we have reduced natural gas consumption by using hot air from cogeneration chimneys. In vertical dryers and tunnel-type drying systems, we have achieved energy efficiency by using hot air from furnace chimneys. We have achieved energy savings by reusing the internal hot air in the preheating sections of the furnaces.

Cooling System Transformation

We have implemented a significant transformation in our press hydraulic oil cooling system. By switching from the previously used chiller systems to air-oil cooling systems, we have reduced our electricity consumption by 70 percent. Additionally, we are using thermostat-controlled fans in the cooling systems of our presses to regulate water flow rates and enhance efficiency.

Oven Operation Optimization

Thanks to the improvements we made in the oven burner systems, we reduced natural gas consumption by 10 percent. By switching from double baking to single baking, we achieved efficiency in terms of both energy and time.



Structural and Process Improvements:

In 2024, we upgraded the insulation of the spray dryers at our second factory to improve energy efficiency. By switching from vertical dryers to horizontal multi-layer systems, we reduced natural gas consumption while increasing production capacity.

Lighting Efficiency:

By using energy-efficient LED lighting in our production areas, we are reducing both lighting costs and electricity consumption.

Energy Savings Achieved

Replacement of furnace burner air regulator system



Co-Gen hot air integration (3rd Co-Gen facility)



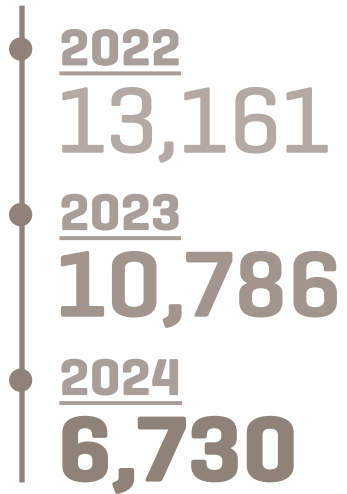
Air-oil cooling system



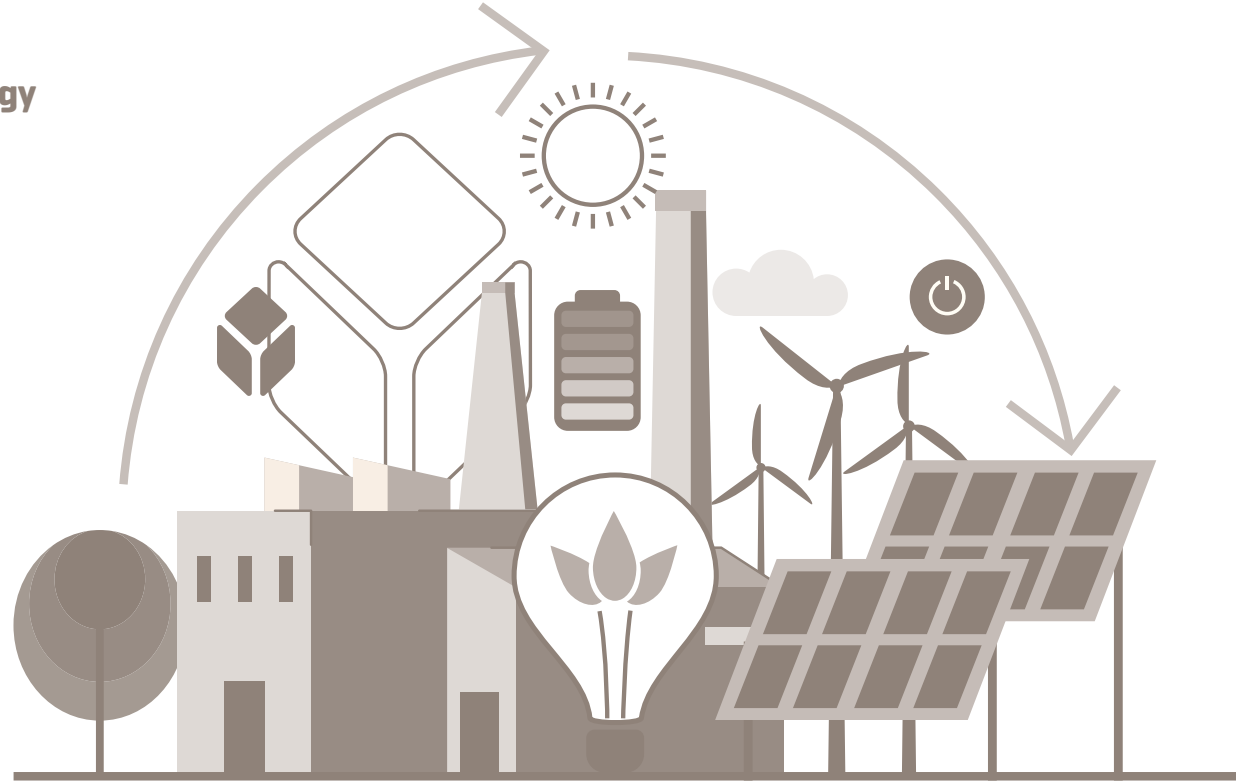


Compared to 2022, we achieved a **48.87%** reduction in non-organizational energy consumption in 2024.

Non-Organizational Energy Consumption [GJ]



Energy Intensity [kWh/m²]



Compared to 2022, we reduced our internal energy consumption by **21.9%** in 2024.

Energy Consumption Reduction Compared to the 2021 Base Year [%]



Organizational Energy Consumption [GJ]

	Electricity	Natural Gas	Diesel	TTotal Energy
2022	292,353	2,479,537	8,758	2,780,648
2023	241,253	1,996,528	7,178	2,244,959
2024	234,067	1,932,923	5,194	2,172,184



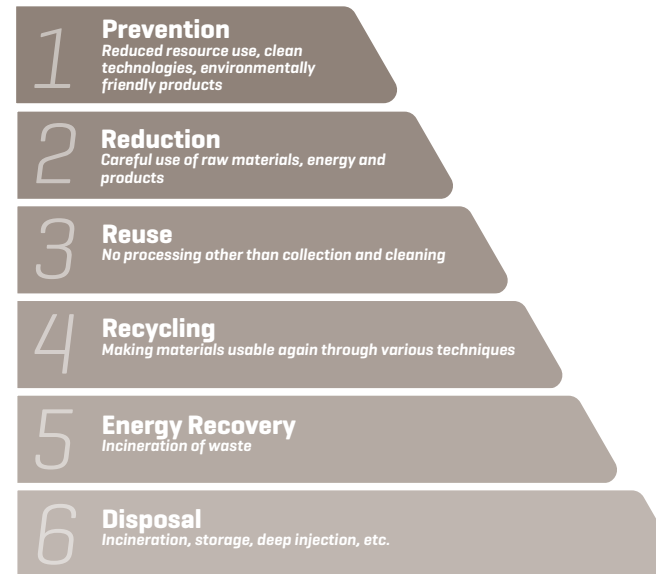
Circular Economy

There is no waste; there are only untransformed resources.

Building a sustainable economic model requires the effective implementation of both waste management and raw material management. Raw material procurement forms the foundation of production processes, while waste management is critical for reducing environmental impacts and improving resource efficiency. At Yurtbay Seramik, we aim to protect natural resources by using raw materials efficiently in our production processes, while also contributing to the circular economy by properly managing the waste we generate.

At Yurtbay Seramik, we view waste management as one of the cornerstones of sustainability and address this process with a holistic approach that encompasses every stage of the life cycle. Our top priority is to prevent waste at its source. By improving

efficiency in raw material usage, we aim to reduce unnecessary consumption and thereby decrease the pressure on natural resources. This proactive approach not only helps us minimize our environmental impact but also enhances our operational efficiency.



In addition to our efforts to prevent waste generation, we place great importance on reuse and recycling practices in line with the waste management hierarchy. We separate production-related waste according to its physical and chemical properties and return it to production either directly or after processing under appropriate conditions. This enables us to reduce our need for new raw materials and integrate circular economy principles into our corporate culture.

We direct recyclable waste to authorized recovery facilities to keep resources within the value chain and contribute to their reuse as secondary raw materials. Additionally, we incorporate non-recyclable but energy-bearing waste into energy recovery processes, thereby reducing waste volume and contributing to our carbon footprint targets.

We adopt the principle of continuous improvement in all our waste management processes. We regularly monitor our waste streams, evaluate our performance through data-driven analysis, and implement improvement opportunities. Full compliance with legislation is our top priority in all our environmental activities; we demonstrate a transparent and responsible management approach by meticulously fulfilling all relevant obligations.

At Yurtbay Seramik, we view waste not as a mere byproduct to be disposed of, but as an important opportunity to create new value and achieve our sustainability goals. With this vision, we are committed to continuing our environmental responsibility with determination.



Waste Management Practices

- Through continuous improvement initiatives in our production processes, we take effective steps to prevent waste generation at its source.
- We systematically manage all waste generated from our processes in accordance with our Waste Management Plan and relevant implementation guidelines, ensuring the effectiveness of processes by clearly defining roles, responsibilities and authorities.
- We have established dedicated waste collection areas within our factory premises, tailored to the specific needs of each department. These areas facilitate the proper sorting and regular management of waste according to their type.
- All collected waste is disposed of in accordance with the law by licensed companies authorized by the Ministry of Environment, Urbanization and Climate Change.
- To extend the lifespan of used oils, technical applications such as filter replacement and dust extraction systems have been implemented. This approach reduces resource consumption while minimizing waste generation.

Waste Type	Disposal Method	Unit	2022	2023	2024
Hazardous Waste (tonnes)	Incineration (energy recovery)	Tonne	67.9	39.0	55.8
	Recycling	Tonne	13.1	22.2	10.3
	Recovery	Tonne	0.30	-	0.75
	Other disposal	Tonne	0.29	0.24	0.06
	Total	Tonne	81.6	61.4	66.84
Non-Hazardous Waste (tonnes)	Incineration (energy recovery)	Tonne	49.3	81.2	87.9
	Regular storage	Tonne	-	-	242.2
	Recycling	Tonne	6,958	20,155	17,086
	Total	Tonne	7,007	20,236	17,174



In 2024, we recycled 98% of our process waste.

Recycling and Recovery

We operate under the principle that “there is no waste; only untransformed resources”. We view the waste generated from our production processes not merely as elements to be disposed of, but as valuable resources that can be reevaluated and reused. We systematically separate both raw and fired ceramic waste, incorporate them into recycling and recovery processes, and reintegrate these materials back into our production chain. This approach helps us reduce our environmental impact while improving resource efficiency.

We consider sustainable raw material management to be one of the fundamental elements of our production processes. In line with this, we regularly monitor our raw material usage and carry out continuous improvement activities aimed at increasing the use of renewable resources, reducing our dependence on non-renewable resources, and increasing our recovery rates. We aim to minimize our environmental impact by prioritizing the efficient use of natural resources throughout all processes, from production to supply.

Year	Unit	2022	2023	2024
Non-Renewable Material Usage	Tonne	362,107	301,598	282,749
Use of Renewable Materials	Tonne	23,401	12,432	6,247
Recycled Raw Material Usage Rate	%	6.07	3.96	2.16

- Industrial wastewater sludge, thanks to its clay and silicate structure, is used as an alternative raw material at Yurtbay and Delta brickworks and integrated into the production cycle.
- Our industrial wastewater is treated in our treatment plants and 100 percent of it is recycled back into production. This not only reduces groundwater consumption but also ensures that treated wastewater discharge is only made through our domestic treatment plant.
- Raw material fragments and unburned wall tile fragments generated during production are reintroduced into the production line after appropriate grinding and preparation processes, thereby meeting part of the raw material requirement and contributing to resource efficiency.
- Fired porcelain tile fragments cannot be reused in Yurtbay production processes

due to their physical properties; however, these wastes are sent to companies producing cement and fire bricks and utilized as secondary raw materials in different sectors.

- All dust extraction units are being converted to wet dust collection systems, and the sludge generated from the wet dust extraction systems in the presses and mass preparation sections is reintroduced into the system.



Water Management

Water is an indispensable resource for the sustainable continuation of our production processes. As Yurtbay Seramik, we consider responsible management of water resources, minimizing the impact of our activities on water and systematically increasing the circular use of water to be among our top priorities.

Water Interaction

At our factory, we meet our process water needs with well water and treated industrial wastewater. As of 2018, we recover and reuse over 90 percent of our process water through our industrial wastewater treatment plants. The water evaporated in this system is sourced from clean water wells.

Our industrial wastewater treatment plants operate at 100 percent efficiency, and the treated water is fully reintegrated into the production process. As a result, we do not discharge any industrial water into the external environment.

We implemented our rainwater harvesting program in 2023. We treat the rainwater

collected on our premises and use it as process water, thereby diversifying our water sources and reducing our use of natural resources. Domestic wastewater is treated separately and discharged into the receiving environment only after meeting regulatory standards.

Water Consumption in Production

Water is one of our primary inputs in production processes. We require water in steps such as wet grinding in preparation lines, cleaning applications on coating lines, and grinding and polishing in finishing lines. In these areas, our dependence on water continues to ensure process safety and maintain product quality.

We are implementing various improvement projects to use water more efficiently.

- By closing the clean water lines in our production lines, we have increased our use of treated water.
- In 2023, we integrated our first wastewater treatment plant into a 100 percent closed-loop system, transitioning our entire industrial wastewater treatment infrastructure to a closed-loop operation.
- We collect rainwater in the rainwater pond we have established on our site and reuse it in our processes after treatment.

- We reuse the process water generated in our mass preparation line without sending it to treatment.

Water Treatment Infrastructure

By recovering 100% of wastewater, we reduce our consumption of natural resources.

The foundation of our water management strategy is our robust treatment infrastructure. Our industrial wastewater treatment capacity totals 27,780 m³ per day. This capacity is achieved through three separate industrial treatment facilities:

- 1. Industrial Treatment Plant: 1,480 m³/day**
- 2. Industrial Treatment Plant: 9,600 m³/day**
- 3. Industrial Wastewater Treatment Plant: 16,700 m³/day**

We also have a separate facility for treating domestic wastewater, with a capacity of 120 m³ per day.

As of 2023, we have integrated our first wastewater treatment plant into a 100 percent closed-loop system, thereby transitioning all our industrial wastewater treatment plants to a closed-loop water management model. This allows us to fully integrate treated water into our production processes and eliminate the need for discharge into the external environment.



Circular Water Use

We treat 100 percent of our industrial wastewater and reuse it in our processes. Additionally, we recycle the cleaning water generated in our **mass preparation department** and the **water from the wet dust extraction systems** within the same department without directing them to the treatment system. Through these practices, we aim to increase water efficiency, reduce natural resource consumption, and minimize our environmental impact.

Water Stress and Watershed Management

At Yurtbay Seramik, we are aware that the protection of water resources is critical for sustainable production. In line with this, we have located our facilities in areas away from water-stressed regions and in environmentally balanced areas. Furthermore, we do not conduct any production activities in sensitive water basins. This strategy enables us to continue managing water resources responsibly without putting pressure on local water ecosystems.

Rainwater Harvesting

Rainwater is of great importance, particularly in terms of reducing natural resource usage and diversifying sources by reducing water extraction from natural resources. Thanks to the rainwater collection system we implemented in 2023, we collect rainwater on-site and direct it to our treatment facilities. This water is used in our production processes, thereby diversifying our water sources and reducing natural resource usage.

Water Management Performance Indicators

Year	Unit*	2022	2023	2024
Total Water Consumption	ML	9,748	3,589	4.157
Total Water Discharge	ML	102	42.4	43.9
Water Consumption	ML	9,646	3,547	4,113
Treated Water Use	ML	9,319	3,349	3,894

All data is in megaliters [ML]. 1 ML = 1,000,000 liters

2023 harvest:
2,244 m³

2024 harvest:
15,152 m³



Social



Human Resources Management

At Yurtbay Seramik, we view human resources not only as a production force, but also as the cornerstone of our corporate culture and sustainable success. We base all our human resources practices on the principles of transparency, fairness, equality and continuous communication, and we continue to invest in the development, well-being and motivation of our employees.

Our commitment to human rights and equal opportunities in the workplace guides all our processes. To date, no cases of discrimination have been reported in our company; all our colleagues work together in an atmosphere of mutual respect and understanding, regardless of their duties or positions. In particular, in special circumstances encountered in individual lives-such as health and family responsibilities-necessary accommodation is provided with a positive discrimination approach, and both the well-being of our employees and business continuity at are ensured through job substitutions.

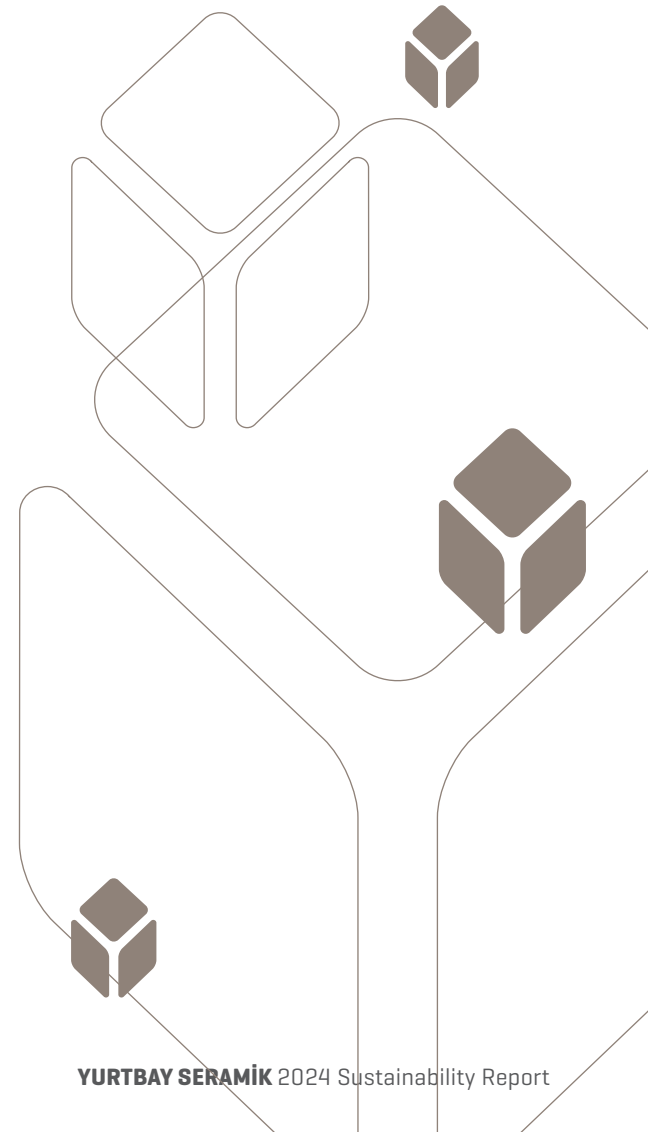
Although we do not currently have a formal internal reporting process for such situations, issues are addressed in a timely and effective manner thanks to our culture of open communication.

As an integral part of our Human Resources approach, we also maintain our relationships with local communities with great care. Although we do not have a written interaction procedure, we maintain strong dialogue with all stakeholders, including neighboring communities and competing companies, especially in the regions where we operate. Our factory, located in the rural area of Eskişehir, creates employment in the surrounding villages and neighborhoods, thereby contributing positively to the economic and social structure of the region.

In order to contribute directly to community development, we regularly participate in university career days and aim to build bridges with young talents. To date, our activities have not had a negative impact on local communities; on the contrary, the constructive relationships we have established with the region have created a balance based on mutual benefit.

In cases where significant changes are anticipated in organizational and operational processes, prior assessments are conducted

with the relevant process owners, and our employees are informed at least one week in advance. These notifications are primarily made through the internal email system and intranet, ensuring that everyone has access to information simultaneously and transparently.





Human Resources Policy

At Yurtbay Seramik, we view our employees as the cornerstone of not only our production power but also our corporate culture. We consider our human resources to be an integral part of our sustainable growth goals and prioritize employee satisfaction and development at every stage of our business processes.

All our positions are structured based on competencies in line with job descriptions and organizational structure. Our employees are trained, developed, and supported to perform their duties with high motivation. A comprehensive orientation process is implemented to ensure that every new team member quickly adapts to our corporate culture.

At Yurtbay Seramik, we are committed to providing equal opportunities to all team members. We strive to create a work environment that supports personal development and encourages creativity and

participation in career journeys. We build an institutional culture where ideas that add value are supported, success is rewarded, and communication is open.

Our managers closely monitor the development processes of their team members and provide the necessary support for each employee to reach their potential. Our training programs are open to all employees with a language access approach and are continuously updated with content covering personal, technical and managerial skills.

We know that employee satisfaction plays a key role in the sustainability of our quality goals. Therefore, strengthening our employees' commitment to the organization, increasing their happiness and supporting their participation are the cornerstones of our human resources policy. We regularly review and improve our policies to ensure that all these practices support not only today's needs but also future organizational development.

Every employee who is committed to our corporate values, passionate about their work, open to innovation and eager for development is one of the strongest stakeholders in Yurtbay Seramik's journey toward sustainable success. With this awareness, we continue to invest in our human resources and grow together.





Equality, Diversity, and Inclusion

At Yurtbay Seramik, we consider it our fundamental responsibility to create a safe, fair and inclusive work environment where the dignity and rights of all our employees are respected. We believe that differences are a value; we are committed to providing equal opportunities to all our employees without any discrimination based on religion, language, race, gender, age, disability, sexual orientation, ethnic origin, or any other individual characteristic. This understanding is not only a reflection of our institutional policy but also a natural extension of the principles of the Constitution of the Republic of Türkiye and international human rights standards.

This approach, which is based on equal opportunity, is reflected in all stages of human resources, from recruitment to training and career development, promotions, and daily work practices. Our goal is to create a corporate climate where every individual can freely share their ideas, their contributions are valued, and they can realize their personal potential.

Our Stance on Child Labor

Yurtbay Seramik has adopted a zero-tolerance policy against child labor and fully complies with both legislation and international standards in this regard. We strictly prohibit the employment of individuals under the age of 18; the right of children to education, development and protection are among our top priorities.

This approach is shaped in accordance with the International Labor Organization (ILO) Conventions No. 182 and 138 and the Turkish Penal Code. We act with awareness of the negative effects of child labor on physical, mental and emotional development, and we develop internal control mechanisms and monitoring processes to prevent abuse.

Labor Force Distribution by Age Group (person)

	Number of employees under 30 years old		Employees aged 30-50		Number of employees over 50 years old	
	Female	Male	Female	Male	Female	Male
2022	35	166	139	649	7	92
2023	28	118	129	541	5	85
2024	28	103	108	424	5	85

Managerial Level Workforce Distribution by Age Group (person)

	Number of employees under 30 years old		Employees aged 30-50		Number of employees over 50 years old	
	Female	Male	Female	Male	Female	Male
2022	0	1	9	29	1	19
2023	0	0	9	26	2	16
2024	0	0	8	25	1	16



Our Policy Against Forced and Compulsory Labor

As Yurtbay Seramik, we believe that voluntariness is a fundamental principle in the workplace; we take a clear and firm stance against forced or involuntary labor. In line with the standards of the International Labor Organization (ILO) and the Labor Law No. 4857, we have established systems to prevent any employee from being compelled to work against their will. No employee at our company may be compelled to work under any form of pressure, threat, debt, or fear of punishment. Every individual has the right to terminate their employment contract within the framework of their legal rights. This approach is not limited to our own organization but also applies to all suppliers and subcontractors we collaborate with.

Practices that could constitute forced labor (such as working in exchange for debt or preventing the right to freely leave a job) are strictly prohibited in our organization. Monitoring mechanisms are regularly implemented to address such violations, and any suspicious situations are investigated with the utmost care.

Labor Force Distribution by Gender (person)			Managerial Level Distribution by Gender (person)	
	Female	Male	Female	Male
2022	181	907	10	49
2023	161	745	11	42
2024	141	612	9	41

Labor Force Distribution by Category (person)				
Number of Blue-Collar Workers			Number of White-Collar Workers	
	Female	Male	Female	Male
2022	124	642	57	265
2023	105	508	56	237
2024	89	427	52	185



Freedom of Association and the Right to Organize

As Yurtbay Seramik, we respect the trade union freedoms and right to organize of all our colleagues and commit to protecting these rights. Our employees have the right to join any trade union of their choice within the legal framework, participate in trade union activities, and be represented. As management, we do not tolerate any pressure, discrimination or obstructive behavior during the exercise of these rights. We do not interfere with our employees' participation in unions or their efforts to establish a union; creating a free, fair and inclusive work environment is our top priority.

The ÇİMSE-İŞ union operates within our company, and 68.5 percent of our employees work under a collective labor agreement through the ÇİMSE-İŞ union. However, it has been shared with the public that our subcontracted employees are unable to benefit from the rights provided by the union.

This approach reflects our respect for the rights of our colleagues and our commitment to equality in the workplace.

Employees covered by the collective labor agreement [%]		
2022	2023	2024
70.4	67.7	68.5

Labor Force Distribution by Employment Type (person)		
	Female	Male
2022	181	907
2023	161	745
2024	141	612

Labor Force Distribution by Contract Type (person)						
	Indefinite-Term Employment Contract		Temporary Employment Contract		Subcontractors	
	Female	Male	Female	Male	Female	Male
2022	181	907	0	0	6	31
2023	161	745	0	0	7	27
2024	141	612	0	0	24	36



New Hires and Talent Acquisition

At Yurtbay Seramik, we believe that one of the key elements of our sustainable growth is to recruit competent people who are compatible with our corporate culture. In line with this belief, we conduct our recruitment processes with a transparent, fair and systematic approach, and we strive to provide an evaluation process that offers equal opportunities to all candidates.

In line with the needs identified in our annual staffing plan, our priority is to evaluate the talents within our organization. We support the career development of our employees by offering them promotion or lateral transfer opportunities when appropriate. If no suitable match is found in our internal candidate pool, we use external recruitment channels. In this process, we aim to reach candidates with different profiles through partnerships with career platforms, universities, vocational high schools, and the Turkish Employment Agency [İŞKUR]. Our goal is not only to fill positions but also to start a journey with individuals who can contribute to our company in the long term and are open to development.

At Yurtbay Seramik, we evaluate candidates' technical competencies, individual skills and experience from a multi-faceted perspective in both our blue-collar and white-collar



hiring processes. We value candidates who have the potential to add long-term value to our company and support the process with tools such as competency-based interview techniques, general aptitude tests, English language proficiency exams, and assessment center applications, depending on the position required.

At the end of the recruitment process, we send a written job offer to suitable candidates and ensure that all legal obligations are fulfilled during the onboarding phase.

In this way, we ensure that the process is safe and transparent for both candidates and our company.

Fairness, equality and ethical values are among our top priorities in all our recruitment practices. In line with this, we clearly define our rules regarding the re-employment of former employees and the recruitment of employees' close relatives; this approach allows us to protect our corporate structure while ensuring equal opportunities.



The programs we run to attract talented young individuals to our organization are also an important part of our sustainable human resources structure. We strengthen our recruitment process with structured programs to attract future experts to our company and support their long-term development.

Our new hiring data for 2022 and 2023 clearly demonstrate our company's steady growth and effectiveness in talent acquisition: A total of 287 new employees joined our company in 2022, compared to 277 in 2023. When examining the age distribution of these hires, it is evident that a significant portion of new hires in both years were concentrated in the 30-50 age group, indicating that we have successfully attracted dynamic and young talent to our organization.

New Hires (person)									
By Gender	Female		Male		Total				
2022	47		240		287				
2023	57		220		277				
2024	43		154		197				
New Hires (person)									
	Under 30 years old		Aged 30-50		Aged over 50				
	Female	Male	Female	Male	Female	Male			
2022	17	96	29	128	1	16			
2023	15	88	41	119	1	13			
2024	18	61	24	83	1	10			
Employee Turnover Rate [%]									
	Total	By Gender		Under 30 years old		Aged 30-50		Aged over 50	
	---	Female	Male	Female	Male	Female	Male	Female	Male
2022	24	3.88	20.1	1.06	7.05	2.82	11.2	0	1.85
2023	50.3	8.42	41.8	1.87	12.9	6.00	24.3	0.55	4.73
2024	40.6	7.13	33.4	1.50	7.63	5.25	21.3	0.38	4.50



Parental Leave

At Yurtbay Seramik, we value the importance of our employees maintaining a healthy balance between their professional and personal lives; with this understanding, we implement inclusive practices that support parental responsibilities.

Our parental leave policy is fully compliant with both current legislation and the provisions of the Collective Labor Agreement [CLA]. Additionally, to help parents manage the process more flexibly and comfortably, we offer supportive solutions through additional arrangements upon request. Our aim is to facilitate the transition of new parents into the workplace while helping them maintain their roles within the organization in a sustainable manner as they fulfill their family responsibilities.

Analyses and feedback indicate that these practices enable our male employees in particular to participate more actively in the parenting process. This is considered part of a positive transformation in gender roles.

Our data on the use of parental leave clearly demonstrates our commitment and progress in this area. When examining the data for 2022 and 2023, two female employees took maternity leave in 2022, while 46 male

Parental Leave (person)						
	Number of employees who took parental leave		Number of employees returning to work after parental leave		Number of employees who returned to work after parental leave and worked for at least 12 months	
	Female	Male	Female	Male	Female	Male
2022	2	46	2	46	1	46
2023	0	27	0	27	0	27
2024	6	25	3	25	3	25

employees took paternity leave. During this period, the return-to-work rate for employees who took leave was 100 percent for both female and male employees, while the rate of employees continuing their jobs one year after returning from leave was 98 percent for women and 100 percent for men.

In 2023, there were no female employees who took maternity leave, while 27 male employees took paternity leave. These figures demonstrate that our policies strongly support the active participation of male employees in parental responsibilities and that both genders have high return-to-work and retention rates.



Remuneration

As Yurtbay Seramik, we prioritize the principles of fairness, equality, and transparency in all our practices related to human resources. We structure our compensation policy based on objective criteria such as job descriptions, areas of responsibility and individual performance, while taking into account industry norms and internal company balances. This approach not only establishes a compensation policy but also forms the foundation of a comprehensive human resources strategy aimed at strengthening employee loyalty and increasing corporate motivation.

In line with our “equal pay for equal work” principle, all employees with similar responsibilities are evaluated with equal rights and compensation, regardless of gender, age, ethnic origin or disability.

Pay differences are determined solely by the nature of the position, scope of duties and performance; every employee’s work is evaluated within a fair system. We operate with a transparent, fair and sustainable pay philosophy; creating a work environment where employees are fairly compensated for their efforts is one of our top priorities.

Employee Well-Being and Benefits

At Yurtbay Seramik, increasing employee motivation, supporting work-life balance and improving overall well-being are the cornerstones of our human resources policies. In line with this, we offer all our team members a comprehensive benefits package that covers both basic needs and contributes to their quality of life.

Basic support services, such as the meal and transportation services available to all staff, aim to streamline daily work routines and enhance employee satisfaction. Our benefits system, tailored to the diverse nature of our workforce, offers flexibility to meet the specific needs of both blue-collar and white-collar employees.

For blue-collar employees, benefits include bonuses under the CLA, various social assistance programs, fuel support, shopping vouchers provided on special occasions, and support for events such as birth, marriage and death. Additionally, we encourage long-term

commitment through a seniority incentive bonus program.

White-collar employees, particularly those in managerial and senior positions, are supported with additional benefits such as private health insurance (PHI). This differentiation aims to create a comprehensive support mechanism tailored to the specific needs of each position.

Our benefits policy is shaped with consideration for the diversity of our workforce. While our benefits are tailored to the needs of employees in different positions, basic amenities such as services, meals and general social assistance are available to all employees.

We ensure that our employees are protected through relevant insurance coverage in cases of disability or injury.



Talent Development

At Yurtbay Seramik, we view supporting the professional, technical and personal development of our employees through a culture of continuous learning as a critical investment in both individual performance and organizational competence. Development is not merely an increase in job-related skills; it is the result of a multidimensional approach that enables our employees to discover their potential.

With this approach, we run programs such as Operator Certification and Professional Competency Certificates in technical areas of expertise, while our training portfolio also includes various content that supports personal and organizational development, such as business English, effective communication, fire safety training, and environmental training.

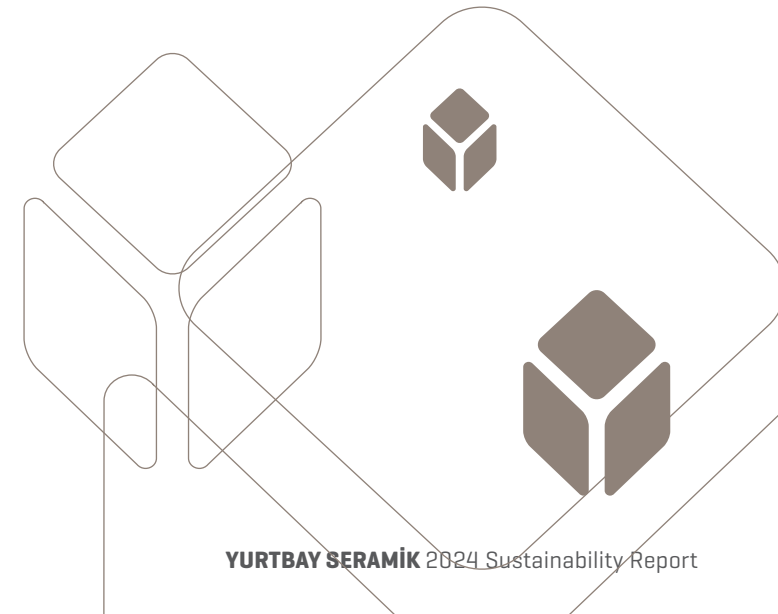
Although we do not yet have a structured performance and career development evaluation system, our managers closely monitor the development of team members and strive to provide them with one-on-one support. While all employees are offered equal

development opportunities, managers also play a guiding and encouraging role in this process.

We value strengthening our culture of participation and create communication channels where our employees can freely share their ideas. Suggestions submitted through suggestion boxes located in the factory and our internal intranet platform are regularly evaluated, thereby enriching our improvement processes with insights from the field. We consider our employees' contribution to decision-making processes to be an important part of our cultural development.

Our security services are provided by an external company, and personnel working in this area are required to receive training in accordance with relevant legislation, including human rights. These official training courses, which are renewed every five years, ensure that security personnel fulfill their legal obligations and adopt a rights-based approach in the workplace.

As a concrete demonstration of our commitment to employee development, we increased our training investment by raising the average training hours per employee from 7.75 hours in 2022 to 17.9 hours by 2024.





Training Topic	Unit	2022	2023	2024
Average Annual Training Hours Per Employee	man*hour	7.75	21.8	17.9
Basic First Aid Training	person	42	20	14
Manager Development Program	person	24	-	-
BGYS Basic Training	person	49	-	-
First Aid Refresher Training	person	28	11	-
Mini MBA	person	16	-	-
Autonomous Maintenance Training	person	40	-	-
Problem Solving Techniques	person	105	-	-
Field Leader Development Program	person	100	-	-
Supervisor Development Program	person	16	-	-
Basic Disaster Awareness / Fire and Firefighting Training	person	70	-	-
Competency-Based Interview Techniques Training	person	15	3	-
BGYS Awareness Training	person	-	230	-
Ethical Values Training	person	-	-	77
Environmental Awareness Training	person	-	587	713
Kariyer.Net System Training	person	-	2	-
Industrial Transportation MYK Level 3	person	-	148	-
Occupational Health and Safety Training	person	-	766	795
ISO 27001.2022 Information Security Management System Transition Training	person	-	6	-
DISC Inventory Interpretation	person	-	2	-
DISC Workshop	person	-	2	-



Training on Combating Violence Against Women 2023	person	-	600	-
Man-Lift Training	person	-	14	-
Training on topics related to the duties of personnel with special responsibilities (union representatives, support staff, etc.)	person	-	354	-
Safe Handling of Chemicals ADR Training	person	-	48	15
Manager Training Package	person	-	26	456
Green Agreement	person	-	23	2
Business English	person	-	54	6
Office Programs Training	person	-	54	23
Industrial Ceramic Coating Materials Training	person	-	11	-
Civil Defense Specialist/Officer Department and Institution Civil Defense Planning Training	person	-	2	-
Design Training Package	person	-	-	1
ISO/IEC 42001:2023 Information Technology Artificial Intelligence Standardization	person	-	-	5
Effective Communication Training	person	-	-	360
Energy Management System Awareness Training	person	-	-	21
General Awareness, Job-Specific, and Safety Training	person	-	-	22
Water Footprint Training Water Footprint Calculation	person	-	-	15
Fire Training	person	-	-	702
Eked (Lotto) Training	person	-	-	32
ISO 9001-2015 Quality Management System Internal Auditor Training	person	-	-	3
TS EN ISO 14067-2018 Product Carbon Footprint	person	-	-	2
TS EN ISO 14064-1:2019 Corporate Carbon Footprint Calculation	person	-	-	2
ISO/IEC 420001:2023 Information Technology Artificial Intelligence Standardization Webinar	person	-	-	5



Talent Management

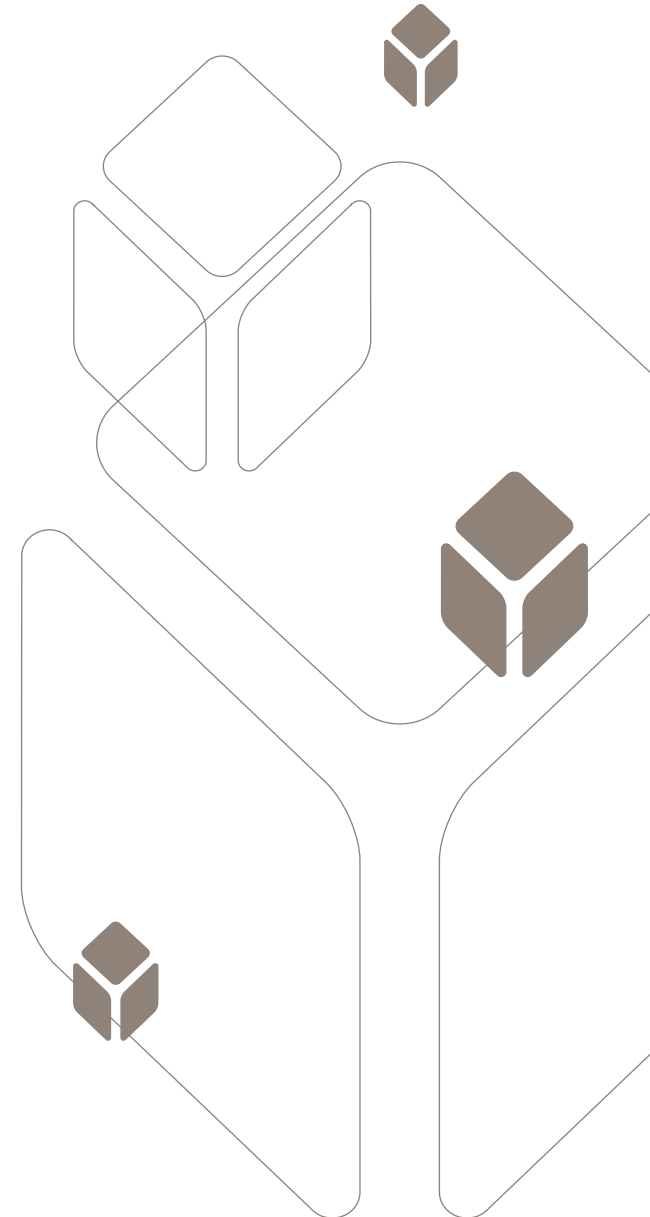
At Yurtbay Seramik, we believe that our strong human resources form the foundation of our sustainable growth. In line with this belief, we do not view talent management as merely attracting the right talent to our organization; rather, we approach it as a comprehensive strategy aimed at developing, retaining and maximizing the potential of our existing talent. Through our employee-focused initiatives that support their career journeys and prioritize learning and development, we aim to advance both individual success and our organizational goals.

We conduct regular one-on-one meetings and satisfaction surveys to understand our employees' views and expectations and develop policies that are more responsive to their needs. These practices not only analyze the current situation but also guide our strategies for continuous improvement in the workplace. The 41.6 percent satisfaction rate achieved in the 2023 satisfaction survey has been an important indicator in identifying areas for improvement and taking new steps in this direction.

Our approach to increasing employee satisfaction is not limited to improving the work environment; it also includes a people-oriented perspective that values our employees' special moments. By giving gifts to our employees on special days such as Women's Day, we show them how much we value them and support our goal of creating a sincere corporate culture.

As a reflection of the importance we attach to work-life balance, we organize various activities throughout the year that support both social interaction and personal development. The family picnics we organize in this context strengthen team spirit while also responding to the social needs of our employees outside of work.

At Yurtbay Seramik, we view human resources not merely as a production factor but as the cornerstone of our sustainable development goals. Building a safe, supportive and inclusive work environment where every employee can realize their full potential remains one of our top priorities.





Occupational Health and Safety

At Yurtbay Seramik, we have adopted the principle of **“healthy individuals, healthy production”** and made occupational health and safety (OHS) an integral part of all our activities. We place people at the center of our work life and take responsibility at every level to ensure that our employees work in a safe, healthy and sustainable environment.

In line with our people-centric approach, we view occupational health and safety not merely as a legal obligation but also as a shared consciousness and value. Within this framework, we develop a systematic and participatory management approach aimed at enhancing the OHS awareness of our employees and stakeholders.

Our core principles and values within the scope of OHS are as follows:

- Full compliance with all legal obligations.
- Regularly updating risk analyses and implementing necessary improvements.

- Encouraging active participation of all employees in the process.
- Creating a field-driven improvement cycle by taking near-miss incident reports and employee suggestions into account.
- Prioritizing sustainability in OHS practices with the goal of zero workplace accidents.

Practices and Processes

All new employees receive OHS training upon joining the company, and their knowledge is kept up to date through annual refresher training. These training sessions are not only theoretical but also practical, reflecting real-life situations and integrated into daily workflows. Our OHS experts conduct regular on-site inspections in production areas, communicate directly with employees, identify non-conformities, and initiate improvement efforts.

Visual and written information regarding OHS rules is displayed on screens located throughout our factory, continuously supporting our employees' daily awareness. Additionally, findings identified on-site are thoroughly evaluated during OHS Committee Meetings, and the implementation of decisions made is closely monitored.

A Participatory and Continuously Improving Culture

We approach the occupational health and safety process not only as a managerial responsibility but also as the product of a participatory culture. In this structure, which is nourished by employee feedback, we place great importance on ensuring that every individual is a natural part of the process.

In every step we take to ensure the continuity of a safe and healthy work environment, we prioritize the well-being of both our employees and the communities we operate in, and we are committed to achieving our goal of zero accidents. The OHS data for the last three years clearly demonstrate Yurtbay Seramik's steady progress in this area. The accident frequency rate, which was 107.86 in 2022, decreased to 67.46 in 2024, representing a significant improvement. Similarly, there has been a decrease in the accident severity rate, with the number of lost workdays dropping from 1,794 to 945. In particular, the reduction of lost workday accidents to zero in 2024 is a positive development toward our goal of zero workplace accidents.

There are variations in working hours across years. The total working hours in 2023 were 2,156,115, compared to 1,823,376 hours in 2024.



	2022	2023	2024
Working Hours	2,382,686	2,156,115	1,823,376
Accident Frequency Rate	108	102	67.5
Accident Severity Rate	6.02	6.47	4.15
Number of Days Lost	1,794	1,744	945
Number of Accidents with Lost Days	203	213	123
Number of Accidents without Lost Work Days	54	7	0
Occupational Disease Rate [%]	0.09	0.11	0.13
Number Of Incidents Close to Completion*	0	0	0

*No reports have been received.

Risk Assessment Processes

We conduct our occupational health and safety risk assessments in accordance with the Fine-Kinney methodology. This systematic approach allows us to identify all potential hazards in our workplace and analyze each hazard according to its probability, severity and exposure levels to create risk scores.

For each risk we identify, we clearly define the necessary measures, the teams responsible for these measures, and the deadlines for

completion. We regularly follow up on the actions we have identified in accordance with the deadlines and, after each action is completed, we review the relevant risk analysis and make the necessary updates.

With this approach, we aim not only to effectively manage existing risks but also to proactively prevent potential hazards. We adopt a proactive approach to continuously improve our occupational health and safety culture.

Scope of Health Services Provided

At Yurtbay Seramik, protecting the health and safety of our employees is one of the fundamental elements of how we do business. In line with this, the health services we offer begin with pre-employment medical examinations and continue with regular health checks throughout the working life of our employees. We plan our health monitoring processes based on risk assessments specific to each position and working condition. We regularly conduct environmental measurements for risk factors such as dust, noise and chemical exposure, and based on our findings we take the necessary preventive measures without delay.

Ensuring that our employees are knowledgeable and prepared in terms of occupational health and safety is just as important to us as physical precautions. For this reason, we carry out regular activities in many different areas, from OHS training to first aid applications, emergency drills and information meetings. Through these practices, we not only fulfill our legal responsibilities, but also encourage our employees to actively participate in our safety culture.



Monitoring the Impact on Health

The work we do to protect employee health is not limited to routine practices; we also monitor all health-related indicators through a comprehensive system. We regularly analyze numerous data sources, including periodic examination results, biological monitoring records, environmental measurements, suspected work-related illnesses, absenteeism rates and outpatient clinic visits, and evaluate the findings together with risk assessments. We prioritize taking preventive measures in high-risk areas before issues arise. This approach strengthens our reflexes in protecting employee health and enables us to enhance the effectiveness of preventive healthcare services year after year.

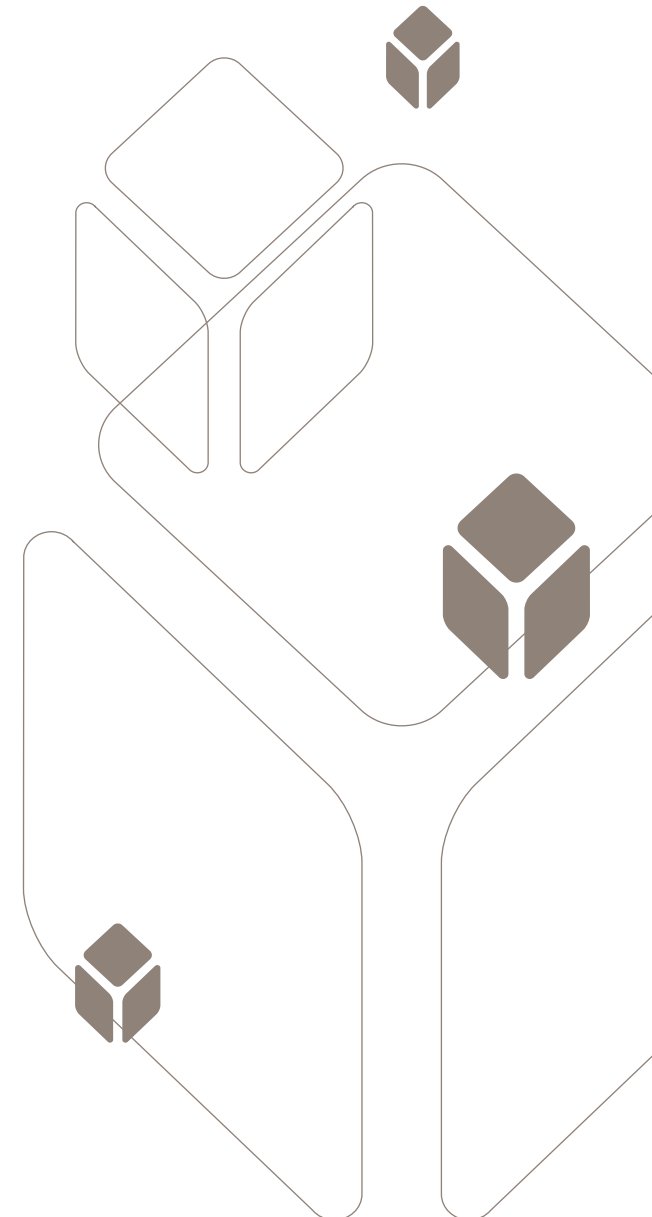
Participatory Occupational Health and Safety Committee Structure

At Yurtbay Seramik, we believe that decisions regarding occupational health and safety should not be made solely at the management level, but with the participation of all employees. With this understanding, our OHS Committee, which includes employee representatives, meets regularly. The committee operates as a structure where employees can directly voice their opinions, with representatives from different departments, including the employer's representative, OHS expert, workplace

physician, human resources department, and field managers. At monthly meetings, observations from the field, employee feedback and audit reports are evaluated together, and concrete action plans are developed for priority issues. The feasibility of the decisions made is monitored and reviewed on a regular basis.

Our responsibilities in OHS are not limited to our own employees; they also extend to our business partners, such as our suppliers, subcontractors, and sub-contractors. OHS risks are regularly identified for all our stakeholders operating in the factory, and the necessary measures are taken to address these risks. Our risk identification processes begin with the identification of potential hazards that may be encountered on-site. These efforts are updated as conditions change and are continuously improved in line with our commitment to continuous improvement.

Total man-hours of OHS training given		
2022	2023	2024
21,376	24,592	17,648





Corporate Social Responsibility

YAs Yurtbay Seramik, we view corporate social responsibility not merely as an extension of our activities, but as an integral part of our culture, values and sense of responsibility toward society. Within this framework, we prioritize projects that are environmentally conscious, people-centered, and beneficial to society.

Social and Environmental Responsibility Projects

Since our inception, we have been moving forward with the belief that a sustainable life and business world are possible. With a clear and long-term vision, we develop strategies aimed at contributing to the natural environment, society and individual development. In this direction, we have initiated a meaningful collaboration with Ecording, a leading organization in the field of sustainability and innovation.

The seed ball campaign we launched in Muğla in 2024 has brought our goal of contributing

to the environment to life through concrete steps. We achieved our initial target of 100,000 seed balls with the voluntary participation of our employees. The project has transcended being merely an environmental initiative, becoming an integral part of our corporate culture and a strong reflection of our shared sense of responsibility.

Using EcoDrone systems, we conducted 17 flights, spending approximately 4.25 hours placing seeds with high precision in targeted areas, contributing to leaving a green legacy for the future. The planting activities were carried out between March 1 and May 5, and October 5 and December 10. Through these operations, which covered a total area of 12,500 m², we aimed to directly offset 15,200 tonnes of CO₂ equivalent carbon emissions, in addition to contributing to biodiversity.

This initiative, in which our teams actively participated at every stage, not only helped us redefine our connection with nature but also deepened our commitment to environmental sustainability. Each seed that meets the soil symbolizes our determination to leave a livable world for future generations and our commitment to building a sustainable future.

With our products and designs inspired by nature, we adopt environmentally conscious

production processes to reduce our carbon footprint and prioritize the efficient use of natural resources. This project, realized in collaboration with Ecording, contributes not only to nature but also to raising the awareness of sustainability in society.

Education, Design, and Young Talent

As part of our support for education, we play an active role in university career days alongside schools and develop projects that guide young talents. We view the “Zeki Yurtbay Design Competition”, which we organize to encourage students to design and to contribute to the field of design, as a social responsibility. Through this competition, we support the creative potential of young designers and contribute to bringing innovative ideas and fresh perspectives to the ceramics industry.



Corporate Culture and Employee Relations

At Yurtbay Seramik, we believe that a strong corporate culture is an important building block on the path to sustainable success. With this understanding, we organize various social events throughout the year to increase solidarity among our employees, strengthen team spirit, and enhance internal communication. The dinners and gatherings we organize during special periods such as Ramadan and New Year's Eve allow employees from different departments to come together and spend time together. These events contribute to the development of a sincere and trusting work environment.

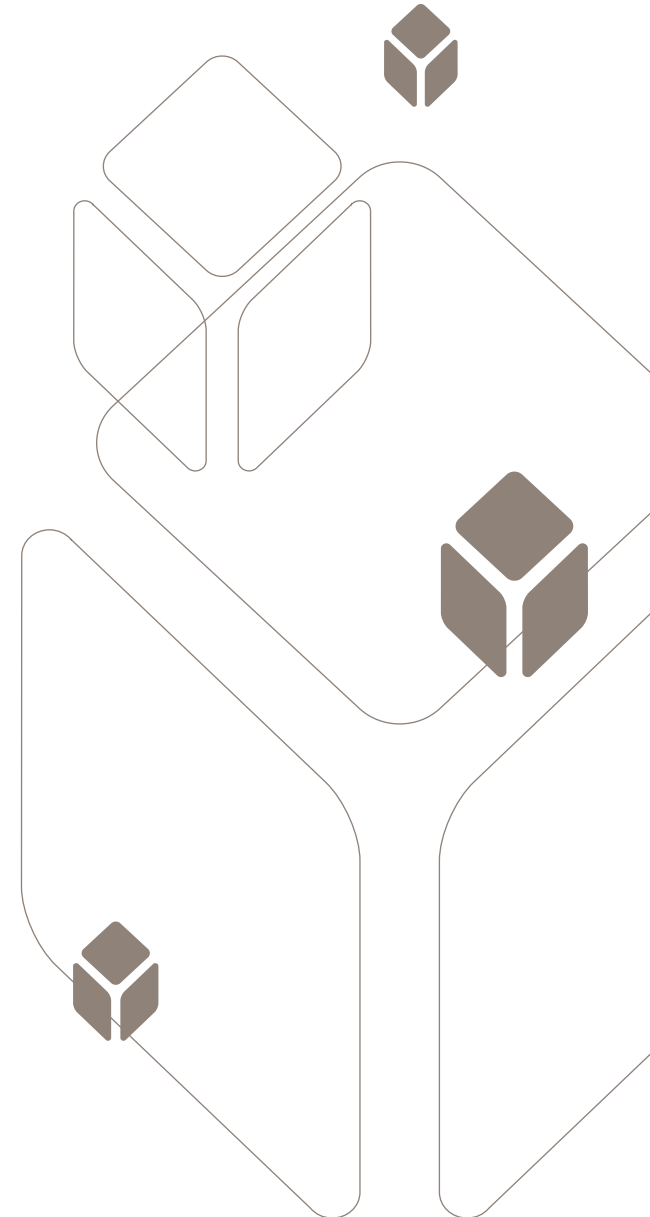
In addition, regular meetings with our marketing and sales departments not only facilitate the exchange of information but also support stronger teamwork and a shared understanding of collaboration. Getting to know each other better helps teams from different disciplines coordinate more effectively toward common goals.

Corporate Social Responsibility Culture and Leadership

Our approach to social responsibility is not merely a directive from top management; it has become an institutional culture internalized by all Yurtbay Seramik employees. Our sustainability-focused projects are shaped by the active participation of teams from different departments and are carried out with a shared sense of responsibility throughout the organization.

Our leadership team not only supports this process but also embraces social contribution as one of our strategic goals and provides guidance. The commitment of senior management to this issue increases the visibility of CSR projects within the organization and encourages our employees to participate in these projects wholeheartedly.

Thanks to this approach, social responsibility projects have evolved from being a separate initiative at Yurtbay Seramik to becoming an integral part of how we operate. Our employees are not merely participants in these processes; they actively contribute to their development by generating ideas, making suggestions, and taking an active role on the ground.





Attachments



YURT BAY
S E R A M İ K



Certificates

Certificate Group	Certificate Name
Management System Certificates	ISO 9001 Quality Management System
	ISO 14001 Environmental Management System
	ISO 50001 Energy Management System
	ISO 27001 Information Security Management System
	Zero Waste Certificate
TSE Conformity Certificates	TS EN 14411 2016 Product Conformity Certificate
	TS 7847 Yurtbay Deco Product Conformity Certificate
	TS 13687 Thermal Insulation Board Coating Product Conformity Certificate
	TS 13744 Filler Material-Based Adhesive Primers Product Conformity Certificate
	TS EN 998-2 Masonry Mortar Product Conformity Certificate
	TS EN 12004-1 Adhesives Product Conformity Certificate Adana
	TS EN 13813 Leveling Mortar Product Conformity Certificate
	TS EN 13888-1 Joint Filler Product Conformity Certificate 'Eskişehir'
	TS EN 13888 Joint Filler Product Conformity Certificate Adana
	TS EN 14891 Aqualatex-Isoqua Product Conformity Certificate
	TS EN 12004-1 Ceramic Adhesives Product Conformity Certificate
	TS EN 1504-3 Repair Mortar
	TS 13566 Thermal Insulation Board Adhesive
Declarations of Conformity (CE-UKCA)	CE DOP PORCELAIN TILES
	CE DOP WALL TILES
	CE DOP FLOOR TILES
	CE DOP GLOSSY FLOOR TILE
	UK DoP PORCELAIN TILE PB-YS GK_10082021-00_UKCA
	UK DoP Wall Tile PB-YS DK_10082021-00_UKCA
	UK DoP Floor Tile PB-YS YK_10082021-00_UKCA
	UK DoP HIGH Glossy TILE PB-YS HG_10082021-00_UKCA
Other Compliance Documents	Yurtbay Seramik ISO 17889-1_24_TR
	Environmental Label Certificate
	EPD Environmental Product Declaration - Wall Tile
	EPD Environmental Product Declaration - Glazed Porcelain Tile
	EPD Environmental Product Declaration - Floor 'High Glossy' Tile
	MAS Certified Green Yurtbay Wall TILE
	MAS Certified Green Yurtbay Floor TILE
	MAS Certified Green Yurtbay Porcelain TILE
	AQUALATEX WATER PERMEABILITY LAB. REPORT
	FUGA WATER PERMEABILITY LAB. REPORT



GRI Content Index

Statement of Use	Yurtbay Seramik has reported the information cited in this GRI content index for the period 1 January 2024 – 31 December 2024 with reference to the GRI Standards. GRI Services has reviewed that the GRI content index has been presented in accordance with the requirements for reporting with reference to the GRI Standards, and that the information in the index is clearly presented and accessible to stakeholders.		
GRI 1 Used	GRI 1: Foundation 2021		
GRI Standard / Other Source	Disclosure	Location and/or Direct Answers	Page
General disclosures			
	2-1 Organizational Details	Corporate Profile	7
	2-2 Entities included in the organization's sustainability reporting	About the Report	4
	2-3 Reporting period, frequency and contact point	About the Report	4
	2-4 Restatements of information	Because this is Yurtbay Seramik's first sustainability report, there is no duplication of information.	
	2-5 External assurance	The Yurtbay Seramik Sustainability Report has not been subject to external assurance.	
	2-6 Activities, value chain and other business relationships	Stakeholder Relationship Management / Value Chain Management / Supply Chain Management / Business Ethics and Legal Compliance	44 46 48 50
	2-7 Employees	Social	72
GRI 2: General Disclosures 2021	2-8 Workers who are not employees [Subcontractors]	Equality, Diversity, and Inclusion	75
	2-9 Governance structure and composition	Organizational Structure / Our Corporate Governance Boards	41 43
	2-10 Nomination and selection of the highest governance body	Organizational Structure / Our Corporate Governance Boards	41 43
	2-11 Chair of the highest governance body	Organizational Structure	41
	2-12 Role of the highest governance body in overseeing the management of impacts	Organizational Structure / Sustainability Governance	41 32
	2-13 Delegation of responsibility for managing impacts	Organizational Structure / Sustainability Governance	41 32
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Strategy / Sustainability Governance	32 33



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GRI Standard / Other Source	Disclosure	Location and/or Direct Answers	Page
General disclosures	2-15 Conflicts of Interest	Business Ethics and Legal Compliance	50
	2-16 Communication of Critical Concerns	Business Ethics and Legal Compliance	50
	2-17 Collective Knowledge of the Highest Governance Body	Organizational Structure / Our Corporate Governance Boards	41 43
	2-18 Evaluation of the Performance of the Highest Governance Body	Organizational Structure / Our Corporate Governance Boards	41 43
	2-19 Remuneration Policies	Equality, Diversity, and Inclusion	75
	2-20 Wage-Setting Process	Equality, Diversity, and Inclusion	75
	2-21 Total Annual Compensation Rate	Equality, Diversity, and Inclusion	75
	2-22 Statement on Sustainable Development Strategy	Sustainability Strategy / Sustainability Governance	32 33
	2-23 Policy Commitments	Sustainability Governance Business Ethics and Legal Compliance	33 50
	2-24 Establishment of Policy Commitments	Sustainability Governance Business Ethics and Legal Compliance	33 50
	2-25 Processes for Remediating Negative Impacts	Business Ethics and Legal Compliance / Human Resources Management	50 73
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Business Ethics and Legal Compliance	50
	2-27 Compliance with Laws and Regulations	Business Ethics and Legal Compliance	50
	2-28 Association Memberships	Stakeholder Relations Management	44
	2-29 Stakeholder Engagement Approach	Stakeholder Relations Management	44
	2-30 Collective Bargaining Agreements	Equality, Diversity, and Inclusion	75
GRI 2: General Disclosures 2021	3-1 Process for Identifying Material Topics	Materiality Analysis	37
	3-2 List of material topics	Materiality Analysis	37
GRI 3:Material Topics 2021			



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GRI Standard / Other Source	Disclosure	Location and/or Direct Answers	Page
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Produced and Distributed	Value Chain Management / Supply Chain Management / Business Ethics and Legal Compliance	46 48 50
	201-2 Financial Impacts of Climate Change and Other Risks and Opportunities	Short-, Medium-, and Long-Term Sustainability Goals	39
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	Equality, Diversity, and Inclusion	75
	201-4 Financial Assistance Received from the Government	Stakeholder Relationship Management	44
Market Presence			
GRI 3: Material Issues 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 202: Market Presence 2016	202-1 Standard entry-level wage rates by gender compared to the local minimum wage	Stakeholder Relationship Management	44
	202-2 Proportion of senior managers hired from the local community	Stakeholder Relationship Management	44
Purchasing Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	48
Yolsuzlukla Mücadele			
GRI 3: Material Topics 2021	3-3 Management material topics	Materiality Analysis	37
GRI 205: Combating Corruption 2016	205-1 Activities assessed for corruption-related risks	Business Ethics and Legal Compliance	50
	205-2 Communication and training on anti-corruption policies and procedures	Business Ethics and Legal Compliance	50
	205-3 Confirmed corruption cases and actions taken	Business Ethics and Legal Compliance	50
Fighting Corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Circular Economy	67
	301-2 Recycled input materials used	Circular Economy	67
	301-3 Recycled products and their packaging materials	Circular Economy	67



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Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	Energy Efficiency	64
	302-2 Energy Consumption Outside the Organization	Energy Efficiency	64
	302-3 Energy Intensity	Energy Efficiency	64
	302-4 Reducing Energy Consumption	Energy Efficiency	64
	302-5 Reducing Energy Requirements for Products and Services	Energy Efficiency	64
Water and Wastewater			
GRI 3: Priority Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 303: Water and Wastewater 2018	303-1 Interactions with Water as a Common Resource	Water Management	70
	303-2 Management of Water Discharge-Related Impacts	Water Management	70
	303-3 Water Abstraction	Water Management	70
	303-4 Water Discharge	Water Management	70
	303-5 Water Consumption	Water Management	70
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed, or adjacent to protected areas and areas of high biodiversity value outside protected areas	Yurtbay Seramik does not have any operational areas located in protected areas, areas of high biodiversity value outside protected areas, or adjacent to these areas.	
	304-2 Significant impacts of activities, products, and services on biodiversity	The activities, products, and services conducted do not have a significant impact on biodiversity.	
	304-3 Protected or restored habitats	There are no studies on protected or restored habitats.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Yurtbay Seramik's operational areas do not contain any species listed on the IUCN Red List or national conservation lists.	



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GRI Standard / Other Source	Disclosure	Location and/or Direct Answers	Page
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Corporate Carbon Footprint	60
	305-2 Energy Indirect (Scope 2) GHG Emissions	Corporate Carbon Footprint	60
	305-3 Other Indirect (Scope 3) GHG Emissions	Corporate Carbon Footprint	60
	305-4 GHG Emission Intensity	Corporate Carbon Footprint	60
	305-5 Reduction of GHG Emissions	Corporate Carbon Footprint	60
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy	67
	306-2 Management of significant waste-related impacts	Circular Economy	67
	306-3 Waste generated	Circular Economy	67
	306-4 Waste diverted from disposal	Circular Economy	67
	306-5 Waste diverted from disposal	Circular Economy	67
Supplier Environmental Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Supply Chain Management	48
	308-2 Negative environmental impacts in the supply chain and measures taken	Supply Chain Management	48
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 401: Employment 2016	401-1 New Hiring and Employee Turnover	Equality, Diversity, and Inclusion	75
	401-2 Benefits Provided to Full-Time Employees Not Provided to Temporary or Part-Time Employees	Equality, Diversity, and Inclusion	75
	401-3 Parental Leave	Equality, Diversity, and Inclusion	75



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Labor/Management Relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 402: Labor/Management Relations 2016	402-1 Minimum notification periods for operational changes	Risk Management	52
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	86
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	86
	403-3 Occupational health services	Occupational Health and Safety	86
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	86
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	86
	403-6 Worker health promotion	Occupational Health and Safety	86
	403-7 Prevention and reduction of occupational health and safety impacts directly related to work relations	Occupational Health and Safety	86
	403-8 Workers covered by the occupational health and safety management system	Occupational Health and Safety	86
	403-9 Work-related injuries	Occupational Health and Safety	86
	403-10 Work-related diseases	Occupational Health and Safety	86
Education and Training			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 404: Education and Training 2016	404-1 Average hours of training per employee per year	Talent Development	82
	404-2 Employee Skill Development Programs and Transition Assistance Programs	Talent Development	82
	404-3 Percentage of employees receiving regular performance and career development evaluations	Talent Development	82



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GRI Standard / Other Source	Disclosure	Location and/or Direct Answers	Page
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality, Diversity, and Inclusion	75
	405-2 Ratio of women's basic salaries and wages to men	Equality, Diversity, and Inclusion	75
Non-Discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 406: Non-Discrimination 2016	406-1 Cases of discrimination and corrective actions taken	Equality, Diversity, and Inclusion	75
Freedom of Association and Collective Bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Activities and Suppliers Where Freedom of Association and the Right to Collective Bargaining May Be at Ris	Equality, Diversity, and Inclusion	75
Child Labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for child labor cases	Equality, Diversity, and Inclusion	75
Forced or Compulsory Labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk of incidents of forced or compulsory labor	Equality, Diversity, and Inclusion	75
Security Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Talent Development	82
Indigenous Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 411: Indigenous Rights 2016	411-1 Cases of violations involving the rights of indigenous peoples	Human Resources Management	73



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GRI Standard / Other Source	Disclosure	Location and/or Direct Answers	Page
Local Communities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 413: Local Communities 2016	413-1 Local community participation, impact assessments, and development programs and operations	Corporate Social Responsibility	89
	413-2 Operations with significant actual or potential adverse impacts on local communities	Business Ethics and Legal Compliance	50
Supplier Social Assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Supply Chain Management	48
	414-2 Negative social impacts in the supply chain and measures taken	Supply Chain Management	48
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis	37
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Our Product Range	16
	417-2 Incidents of non-compliance with product and service information and labeling	During the reporting period, Yurtbay Seramik did not report any non-compliance with its product and service information or labeling.	
	417-3 Incidents of non-compliance with marketing communications	Business Ethics and Legal Compliance	50

REPORT OWNER

Yurtbay Seramik Sanayi ve Tic. A.Ş.

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SUSTAINABILITY AND REPORTING CONSULTANCY

Metsims Sustainability Consulting

REPORT DESIGN

Bahadır Songül

LEGAL WARNING

The Yurtbay Seramik Sustainability Report [the Report] has been prepared in accordance with the Global Reporting Initiative (GRI) Reporting Guidelines. The information contained in this Report, prepared solely for the purpose of informing Yurtbay Seramik Sanayi ve Tic. A.Ş.'s stakeholders, was generated using information and sources believed to be accurate and reliable at the time of preparation. The information and content contained in the Report cannot be construed as a representation, warranty, and/or commitment of any kind, and the completeness and immutability of the information and content are not guaranteed. All rights to the Report belong to Yurtbay Seramik Sanayi ve Tic. A.Ş.

