

2022 Sustainability REPORT





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1. About The Report

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

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We continuously develop our products, which not only fully meets the lighting needs of our customers but also stand out with their quality, in order to have a positive impact on the future with their sustainability functions. In addition to our efforts towards quality and customer satisfaction, we make elaborate efforts for our decarbonization and green transformation processes, which serve the environment, society and sustainable future.

We, as EAE Aydınlatma A.Ş., enjoy the pride of share our sustainability efforts, covering the period from January 1, 2022 to December 31, 2022, the management of our priority issues, as well as our economic, social and environmental performance, with our valuable stakeholders through our first sustainability report.

We have issued our first sustainability report by adopting the GRI Universal Standards for 2021 as a guide, as set out by the Global Reporting Initiative (GRI). In accordance with the European Green Deal Corporate Sustainability Reporting Directive (EU Green Deal, CSRD), we attach importance to identifying our efforts for sustainability reporting, which started in 2022, with the green development and green transformation vision. We will continue to develop and report our sustainability practices, by adopting an innovative approach as part of the combat against climate crisis, in the annual period.

This report aims to introduce the first steps of the sustainability journey of EAE Lighting. The Sustainability Report of EAE Lighting for 2022 has been drawn up in cooperation with our sustainability committee and competent units, without an external audit.

We believe that, for sustainable future, stakeholder interaction is one of the key and determinative approaches. We are open to collaboration in all of our services, which can have a positive impact on our sustainability journey, and we are aware of the fact that setting actions together with our value chain will bring maximum benefit. You can follow our sustainability efforts on our website at <https://www.eaeaydinlatma.com>.

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



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Message from Board of Directors

Dear Stakeholders,

After 2022, when the pandemic started to die down, we experienced severe loss of life and property due to the earthquake on February 6, 2023, which affected 11 provinces in our country. Firstly, we would like to send our best wishes to the country, particularly the citizens affected by the earthquake, wish a quick recovery for wounded citizens and give our condolences to the relatives of the victims.

The only way to overcome the damage caused by disasters is through the power of social unity. Once again, through a painful experience, we have realised the importance of building resilient and sustainable cities. We wish that actions to make our cities and buildings resilient will continue full steam ahead and hope that such a disaster will never happen again.

The repercussions of the global economic recession, exchange rate fluctuations and inflation affecting all sectors, as well as a serious price increase in the energy market as a result of the Russian-Ukrainian war adversely affected economic structures. The energy shortage that has risen during this period slowed down the combat against climate change, both locally and internationally. During this difficult time, we, as EAE Lighting, accelerated our efforts to combat climate change and ensure compliance, and took firmer steps, with the aim to serve the environment and society.



HAKAN AKSU
GENERAL MANAGER

A handwritten signature in blue ink, consisting of a stylized 'H' and 'A' followed by a series of loops and a long horizontal stroke.

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We are taking firm and rapid steps towards a “Sustainable Future”

We have placed our sustainability journey, which we set out with the sense of duty to leave a fair and livable world to future generations, at the centre of the EAE brand. Since our foundation in 1983, we have maintained our ability to use our struggle power in the right place at the right time. We, as EAE family, together with our entire team, aim to become the leader of transparency, reliability and quality service for our stakeholders, in every field which we have an impact on. With more than 40 years of experience, we have had continuous efforts in order not to compromise customer satisfaction and quality.

We carefully follow the development of technology and integrate it into our corporate sustainability operations, and we plan to increase our efforts regularly in the next three-year period.

We aim to serve the Sustainable Development Goals with a holistic approach through efficient activities with high impact, which focus on final results.

We have integrated our sustainability vision into economic, social and environmental strategies based on a collaboration, by adopting an approach for ensuring powerful stakeholder interactions. We wish our innovative business techniques to be

adopted by our stakeholders, strengthening our value chain and transforming it into global capital. We have integrated our sustainability strategy, which we built together with our sustainability committee, our R&D centre consisting of expert scientists, field employees,

sustainability-focused sub-working groups and executives, into our corporate culture. Thanks to our social, environmental and governance-oriented efforts, we have made our corporate mechanisms stronger, in line with our sustainability priorities. Through our policies, vision, and sense of duty and responsibility, we plan to accelerate our efforts by providing short-term incentives for management of sensitive issues about climate and sustainability and achievement of our goals.

We work interactively with our stakeholders to make our Green Transformation and Green Development efforts innovative, fast, convenient, useful, beneficial and sustainable under the guidance of the Green Deal and the Paris Climate Agreement. We, as EAE Lighting, believe that a sustainable future is possible only through strong stakeholder cooperation, and present our first sustainability report to our stakeholders.

We are committed to make our sustainability efforts stronger and share our performance in achieving our goals regularly through our sustainability report.
Best regards...

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Message from Sustainability Leader

Dear Stakeholders,

As a result of the devastation caused by climate change, it has become an incontrovertible necessity for all companies to update their production activities and operations. We all got to a realization that shaping a sustainable future is only possible through a value chain with a wide scope and stakeholder interaction.

Our sustainability vision and corporate governance approach are becoming stronger.

The risks faced by the local and global markets drive the renewal of the ways our company makes business and of sustainable governance practices. We have integrated the Sustainable Development Goals into the core of our corporate culture through prioritization efforts during development of our strategies. For a strong participation in the Agenda of United Nations for 2030, we integrate our efforts with the sustainability vision, in full focus on the responsibilities we shoulder.

We have developed our sustainability vision with operations in line with the decarbonization and green transformation visions. We set up the EAE Lighting Sustainability Committee in 2022, in order to pursue our sustainability policy on the basis of the goals and to develop our sustainability strategies and actions.

We believe that collaborations in the supply process are of great importance in combating the climate crisis. In this context, as part of our short-term goals, we aim to have a large impact network, under the leadership of our sustainability committee and sub-working specialization groups. Thus, we aim to move our company, holding



SAVAŞ UYANIK
PLANT MANAGER

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the second position in the export ranking of Turkish Exporters Assembly (TIM) for 2022, in the industry of Chandelier Sconce and Other Electric Lighting Fixtures, to a leading and policy-making position in sustainability. As part of our efforts to become a “Carbon Neutral” company, we measured our greenhouse gas emissions. We have verified our inventory with ISO 14064 certification. We have started our efforts to set our emission reduction targets in accordance with the Science Based Targets (SBTI) Initiative and Carbon Disclosure Project (CDP) standards. With our annual renewable energy capacity of 2860 GVVh and our renewable energy (SPP) investment of USD 2.3 million in 2022, we continue our efforts to become a “Carbon Neutral” company by 2050 by serving the 1.5°C target. Thanks to our sustainability and decarbonization trainings reaching 1046 people/hour, we raise the awareness of our employees in this respect and strengthen our commitment to our sustainability practices.

We make continuous efforts with the awareness that raw material, water and waste management are the most critical points lying at the heart of sustainability practices. We continue our water efficiency practices with the awareness that we are located in the Mediterranean Basin, one of the regions at risk of drought within the scope of the IPCC Sixth Research Report. Accordingly, we are committed to reducing our water consumption from our supply and production activities by 25%. We aim to increase our sustainable product range, which has a low ecological footprint, and is developed by the expert employees at our R&D Centre through LCA analyses (life-cycle analysis), as well as our recycling capacity to 50% by 2030.

We plan to reduce the amount of waste to be disposed of by 50%, and in long-term, increase the amount of raw materials derived from recycling. In 2022, we became a member of the Turkish Circular Economy Platform. We make continuous efforts to become a signatory member of the Science Based Targets (SBTI) and Carbon Disclosure Project (CDP) in 2023, which develop effective practices in the prevention of climate change on a global scale and compliance, and to improve our compliance with the global decarbonization vision.

Through our ethics & compliance and anti-bribery & anti-corruption policies, our approach to compliance with the standards set by national and international organizations, and our practices to monitor products throughout their life cycle for customer satisfaction and high-quality, we plan to eliminate all the risks that our company may face. We plan to ensure maintenance and management of our activities in full compliance with universal law, under the guidance of the UN Global Compact (UNGC), and we expect all the stakeholders in our value chain to comply with our principles.

By maintaining our activities on a sharing and transparent basis and refer to the opinion of our esteemed stakeholders in this respect, we strive to take stronger steps. We work hard towards handing on a sustainable world to future generations, by adopting a common benefit approach for our world and future generations.

Hope to meet in a sustainable future.....



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3. EAE Lighting at a Glance

We move forward in our journey of lighting to illuminate the future through innovative, contemporary and sustainable business models. We aim to carry our lighting journey, which we have set out 40 years ago, into a sustainable future, together with our stakeholders.

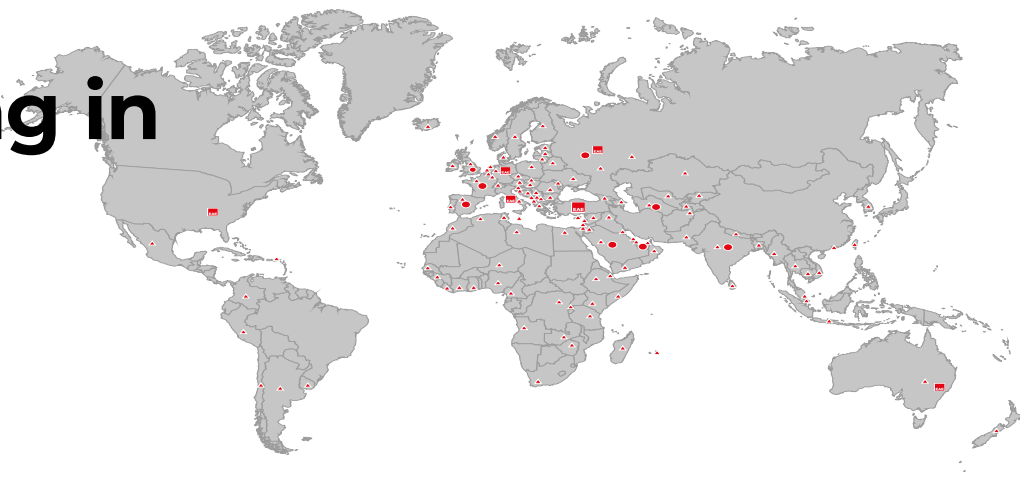


EAE

AYDINLATMA

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EAE Lighting in Figures




 **1983**
Foundation

%90 Domestic - Approved
Supplier Ratio, 2022

 **TL 33,6 Million**
R&D Investments, 2022


 **362**
Number of Employees,
2022

 **USD 4.4 Million**
Infrastructure Investments,
2022

 **4344**
(People x Hour) Occupational
Health and Safety Training,
2022


 **2.**
Turkish Exporters
Assembly (TIM)

 **15966**
(People x Hour) Training,
Total, 2022


 **2860 GWh**
Annual Renewable Energy
(SPP) Capacity, 2022


 **40**
Number of Countries
Exported, 2022

 **911 Ton**
Amount of Recycled
Waste, 2022

 **%91,33**
Customer Satisfaction
Percentage, 2022

 **USD 2.3 Million**
Renewable Energy (SPP)
Capacity, 2022

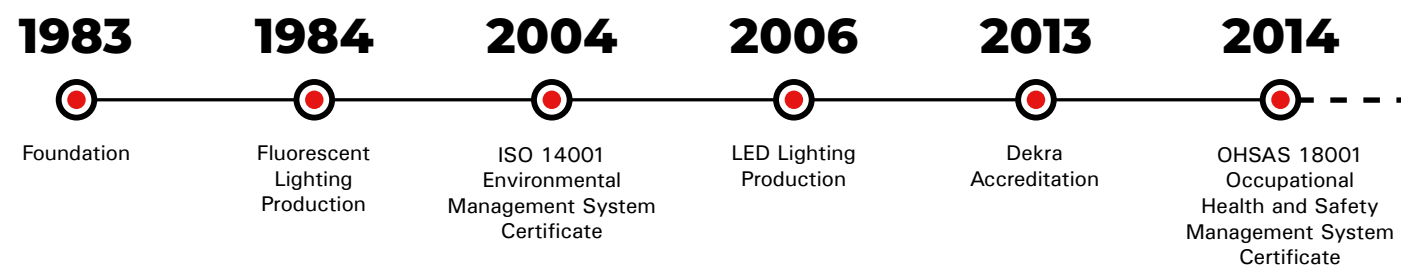
 **1629 m3**
Rainwater Storage Capacity,
2022

 **%18**
Number of Female Employees,
2022

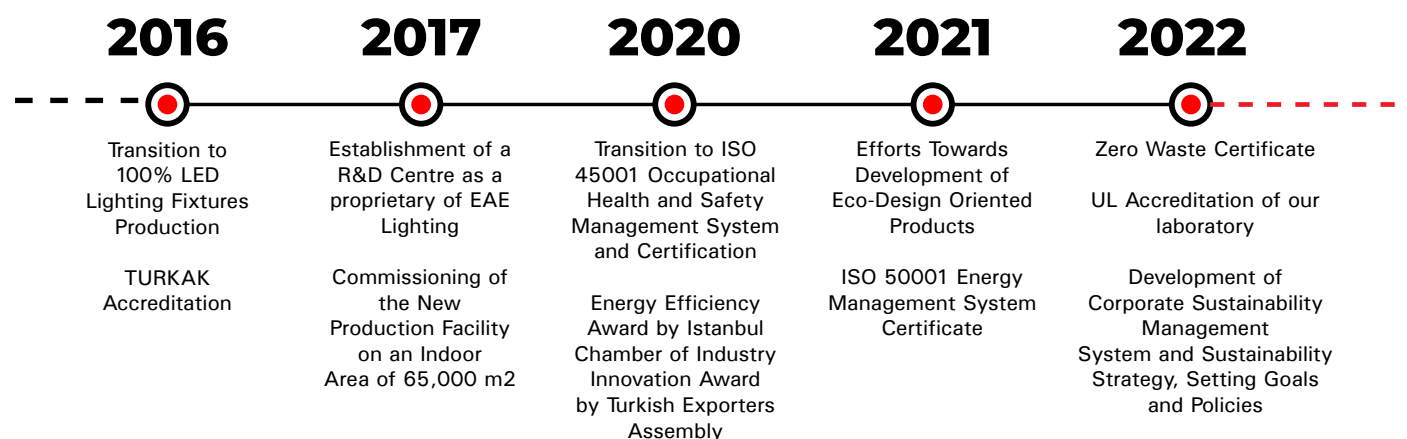
 **1046**
(People x Hour) Sustainability
and Decarbonization Training

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#TogetherIntoTheFuture

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Corporate Profile

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

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

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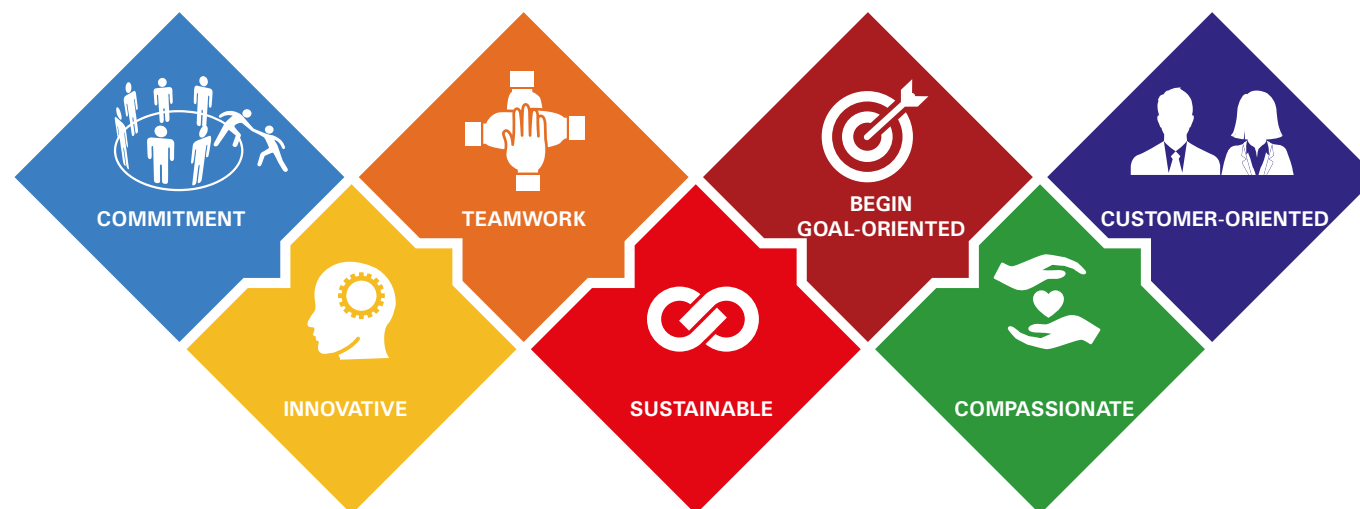
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CUSTOMER-ORIENTED

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



COMMITMENT

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



TEAMWORK

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



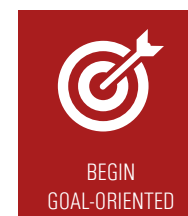
COMPASSIONATE

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



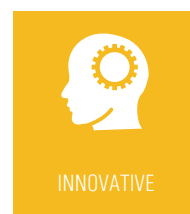
SUSTAINABLE

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



BEGIN
GOAL-ORIENTED

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



INNOVATIVE

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

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“We offer professional lighting solutions and energy-efficient, new-generation lighting technologies, by adopting a light engineering approach.”

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

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

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

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Mission

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



Vision

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

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

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

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

“EAE Lighting ranks as the 2nd largest exporter in the ranking of Turkish Exporters Assembly (TIM) for 2022, in the industry of Chandelier Sconce and Other Electric Lighting Fixtures.”

ışık mühendisliği

PRODUCTS



Interior Lighting

High-Ceiling

Linear Etage

Linear Trunking Systems

Surface-Mounted / Hanging

Flush Mounted

Downlight / Spotlight

Rail Spot

Sconce

Mesh Ceiling

Emergency Lighting

Concealed Lighting

Semi-Flush Mounted Lighting



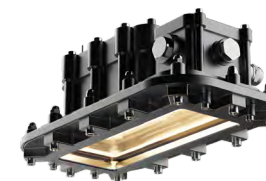
Exterior Lighting

Projectors

Road & Environment Lighting

Landscape & Façade Lighting

Canopy Lighting



Ex-Proof

Lighting for Explosive Atmospheres

Industrial Lighting

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

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We, as EAE Group of Companies, have been carrying out commercial activities in 100 countries, which enables us to deliver our products and services to all parts of the world. Our Group has distributors and authorized dealers in more than 100 countries, from the UK to Taiwan. EAE Italia, affiliated to the EAE Group, started its operations in 2007, while EAE Germany EAE Australia and EAE America started their operations in 2019. In 2023, we aim to increase our global commercial power to higher regional sales levels by launching EAE Dubai and EAE France.

EAE Germany delivers all products of EAE Group companies directly to its customers in Germany, and introduces EAE quality to its customers through on-site technical support. EAE Italia, which was established in 2007 with the company title of EAE Italia Sri. and based in Milan, markets and sells the products of our group companies through 18 local dealers. Our Italian employees working in EAE Italy also take on the task of introducing the quality- and excellence-oriented corporate culture of EAA Group of Companies to Italy through advanced trainings and informative meetings held by our group. EAE Italy applies customer satisfaction principles, which is the key sustainability strategy of our Group, by delivering all of our Group's products directly to Italian customers, providing all kinds of on-site technical and commercial project support and managing after-sales processes. EAE America was established in Atlanta-Georgia in 2019 as the newest company of our Group and

It conducts marketing and sales of our group's products, including busbar systems, cable trays and lighting solutions across United States. It adds value to electrical distribution system projects in the construction of data centres, hospitals, subways and tunnels, as well as industrial production facilities of oil and gas, automobile, textile and food, with its high quality, flexible, fast production and delivery capacity.

EAE America focuses on providing its customers with excellent sales, service and engineering support, by meeting the major management systems standards.

EAE Australia was established in Sydney in 2019, with a focus on the Australian market to meet the growing demands of our group's data centre customers in the Oceania region. As a local point of contact, our EAE Australia office provides rapid solutions with project and after-sales support for busbar energy distribution systems.

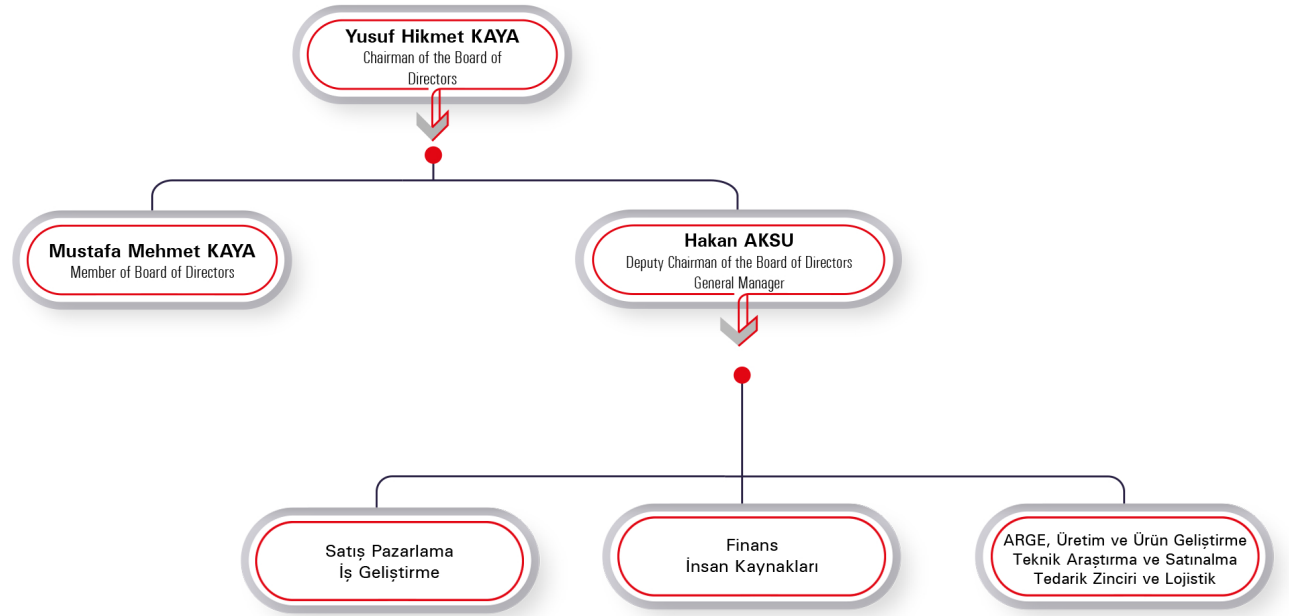
You can find the detailed list of our global distribution network on www.eae.com.tr/bayi-ve-yetkili-saticilar address.

Our industrial activities continue in our modern LED production facility established on a total area of 65,000 m2 at our production base in Gebze Organized Industrial Zone in Kocaeli. Sustainable development of our products takes place at our R&D centres, approved by TUBITAK (Scientific and Technological Research Council of Türkiye), within our group companies.



“As EAE Group of Companies, we have made our sustainability-oriented **innovative perspective stronger with over 30 patents, 300 trademarks and 100 industrial design registrations.**”

Organizational Chart of Board of Directors



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

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

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

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

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

Company Profile

Company Type: Joint-Stock Company

Mersis: 0323004298100013

Trade Registry Office: Istanbul

Trade Registry No: 194189

Trade Name: EAE ELEKTRİK AYDINLATMA END. SANAYİ VE TİCARET A.Ş.

Address: İkitelli OSB. Mah. Eski Turgut Özal Cad. EAE No: 20 iç Kapi No: Giriş Kat Başakşehir/İSTANBUL

Contact: TEL: 02125499713 **FAX:** 02125493790

E-mail: aydinlatmatgöeaegroup.com

Date of Registration: 30/03/1983

Tax Office: Marmara Kurumlar

Tax No: 3230042981

Industry: Lighting Products



We, as **EAE Lighting**, have developed our Anti-Bribery & Anti-Corruption Policy to set the framework of the principles and practices on **anti-bribery & anti-corruption** and to ensure clear communication thereof.

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Ethics and Compliance Policies

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

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You can find detailed information on our Anti-Bribery & Anti-Corruption Policy and Code of Business Ethics and Conduct on www.eaeaydinlatma.com.

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

Code of Business Ethics and Conduct

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

All our employees are obliged to comply with the codes of business ethics and conduct. We expect all stakeholders included in our value chain to comply with our code of business ethics and all principles that support them.

It is one of the primary duties and responsibilities of our employees engaged in management functions to inform all our employees of the Code of Business Ethics and Conduct,

to ensure that our employees attach required importance to them, and to make efforts and show the leadership required to comply with them. The managers of EAE Lighting have responsibilities other than those defined for employees within the framework of the Code of Business Ethics and Conduct.

Managers of EAE Lighting are responsible for:

- *Shaping and maintaining a corporate culture and workplace that supports ethics,*
- *Setting an example for the implementation of ethics with their behaviours and informing their employees about ethics,*
- *Supporting employees in communicating their questions, complaints and reports regarding ethics,*
- *Helping about what to do when they are referred to, paying attention to all the reports received and submitting them to the Ethics Committee as soon as possible, if necessary,*
- *Ensuring that the business processes under his/her responsibility are developed in a way to minimize the risks associated with ethics and applying the necessary methods and approaches to ensure compliance with ethics.*

In case that any of our employees learns that there has been a violation of the Code of Business Ethics or of the legislative regulations to which our company is subject, they are obliged to report it to their direct managers or to the Human Resources Department or the Ethics Committee. The reports are finalized and re-

solved in accordance with the internal operations and procedures of the company, and those who violate the Code of Business Ethics or the policies and procedures of our company are treated in accordance with the Disciplinary Management Procedure.

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

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

Work Principles of Ethics Committee

- *Reports and complaints and the identity of those who forward the complain or the report shall be kept confidential.*
- *Any person, who forwards a report to the Ethics Committee, shall be under the protection of the Ethics Committee, against pressure, discrimination or mobbing.*

- *The Ethics Committee shall maintain confidentiality as much as possible during the evaluation process.*
- *It shall be authorized to request the information, documentation and evidence associated with the investigation, directly from the relevant unit. It may check any information and documentation it obtains, limited to the subject of the evaluation/complaint.*
- *The evaluation process shall be recorded in a written official report from the beginning. Information, evidence and documentation shall be attached to the report.*
- *The evaluation shall be immediately made, and after coming to a conclusion as soon as possible, it is immediately put into action.*
- *The relevant departments and authorities shall be informed about the result.*
- *The chairman and members of the Committee shall act independently of and without being negatively affected by the department managers and the hierarchy of the organization, while fulfilling their duties in this respect.*
- *The Board may refer to experts during the evaluation process by taking actions to secure confidentiality.*

A hand holding a pen is positioned over a calculator, which is resting on a document. In the foreground, there are several stacks of coins. The background is blurred, showing a person's hand and a laptop. The text is overlaid on the image, with a red horizontal line above and below it.

“As part of our social responsibilities,
we, as **EAE Lighting**, attach
**great importance to tax for the
development of our country.”**

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TAXES

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

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

We do not have any undischarged or restructured debts. We benefit from various discounts and incentives provided by our government, by fulfilling the conditions required for a tax compliant taxpayer.

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



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

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Integrated Management System and Certificates

We maintain our production activities and services in accordance with ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 14064-1 Greenhouse Gases Management System, ISO 45001 Occupational Health and Safety Management System, ISO 10002 Customer Satisfaction Management System, ISO 50001 Energy Management System and ISO 27001 Information Security Management System standards using an Integrated Management System approach. Furthermore, our laboratory within the company continues its activities with ISO 17025 Accreditation System.

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

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“We manage all the documentation, improvement, tracking and self-evaluation processes required by our Integrated Management Systems via QDMS modules, by adopting a total quality approach.”

We make use of QDMS modules for documentation, improvement, monitoring, tracking and self-assessment of our activities as part of our Integrated Management System. We make use of digital QDMS application in two processes, which are document and device management modules. Document management module helps us create and revise internal documents.

Everyone in our company can easily access the system and documentation. Documents are physically printed as controlled copies and distributed to the relevant units, in order for our blue-collar employees to have full access.

QDMS application is for calibration and verification of control equipment. All our employees can easily monitor the calibration and verification process of their own devices via this application.

We make use of QDMS application modules to ensure that all our employees at all levels can easily access the information they request.

Our Policy on Integrated Management Systems

- *We continuously improve the environmental performance of all our products in the production and after-sales processes, and raise awareness of our employees towards reduction of environmental risks.*
- *We take necessary actions to protect and recover existing natural resources and minimize waste.*
- *We support the procurement of energy-efficient products and services, which have an impact on energy performance, and the energy efficient designs.*
- *We measure our greenhouse gas emissions and make efforts to reduce our greenhouse gas emissions in accordance with national and international goals.*
- *We fully and continuously fulfil current legal obligations concerning our company, and comply with the contracts.*
- *All our practices are transparent and open to public attention.*
- *We provide all necessary resources and take all foreseeable actions to ensure that our employees work in a safe environment and protect their physical and mental health and integrity.*
- *We ensure that our employees increase their knowledge and awareness of Integrated Management Systems through continuous trainings, and play an active role in the implementation and continuous development of the system.*
- *We make the necessary preparations and take necessary actions to ensure the well-being and safety of our employees in emergency and abnormal situations.*
- *We make efforts towards ensuring maximum customer satisfaction by continuous improvement of service quality.*
- *We make joint efforts to increase the quality of our suppliers.*
- *We identify the needs for resources and ensure optimum use of resources.*
- *We fulfil the requirements of the Integrated Management Systems we have developed, and improve them continuously.*
- *We assess risks that may threaten information assets, take actions and develop business strategies accordingly.*
- *We provide the necessary infrastructure and take security measures to ensure that the IT services, which are utilized to carry out our corporate activities, are not interrupted, and that personal and private data is accessible only by authorized persons.*

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Quality Certificates

Management System Certificates, Certificates of Conformity, International Equivalences and Certificates	Applicable Facilities	Validity Period
ISO 9001 : 2015 Quality Management System	Factory Headquarter	22/03/2024
ISO 10002 : 2018 Customer Satisfaction Management System	Factory Headquarter	22/03/2024
ISO 14001 : 2015 Environmental Management System	Factory Headquarter	22/03/2024
ISO 45001 : 2018 Occupational Health and Safety Management System	Factory Headquarter	22/03/2024
ISO 27001 : 2013 Information Security Management System	Factory Headquarter	24/03/2024
ISO 50001 : 2018 Energy Management System	Factory Headquarter	22/03/2024
ISO 17025 : 2017 Accreditation Certificate	Factory	07/06/2024
ISO 14064-1 : 2018 Greenhouse Gas Management System (verifications for 2021 and 2022)	Factory Headquarter	10/04/2024
Domestic Goods Certificate	Factory Headquarter	07/11/2023
Zero Waste Certificate	Factory Headquarter	26.08.2026 (Factory) 03.08.2027(Head-quarter)
Declaration of Conformity to EU RoHS	Factory Headquarter	Unlimited
LEED GOLD Certificate	Factory	Unlimited
Dekra CTF Certificate	Factory	07/11/2023

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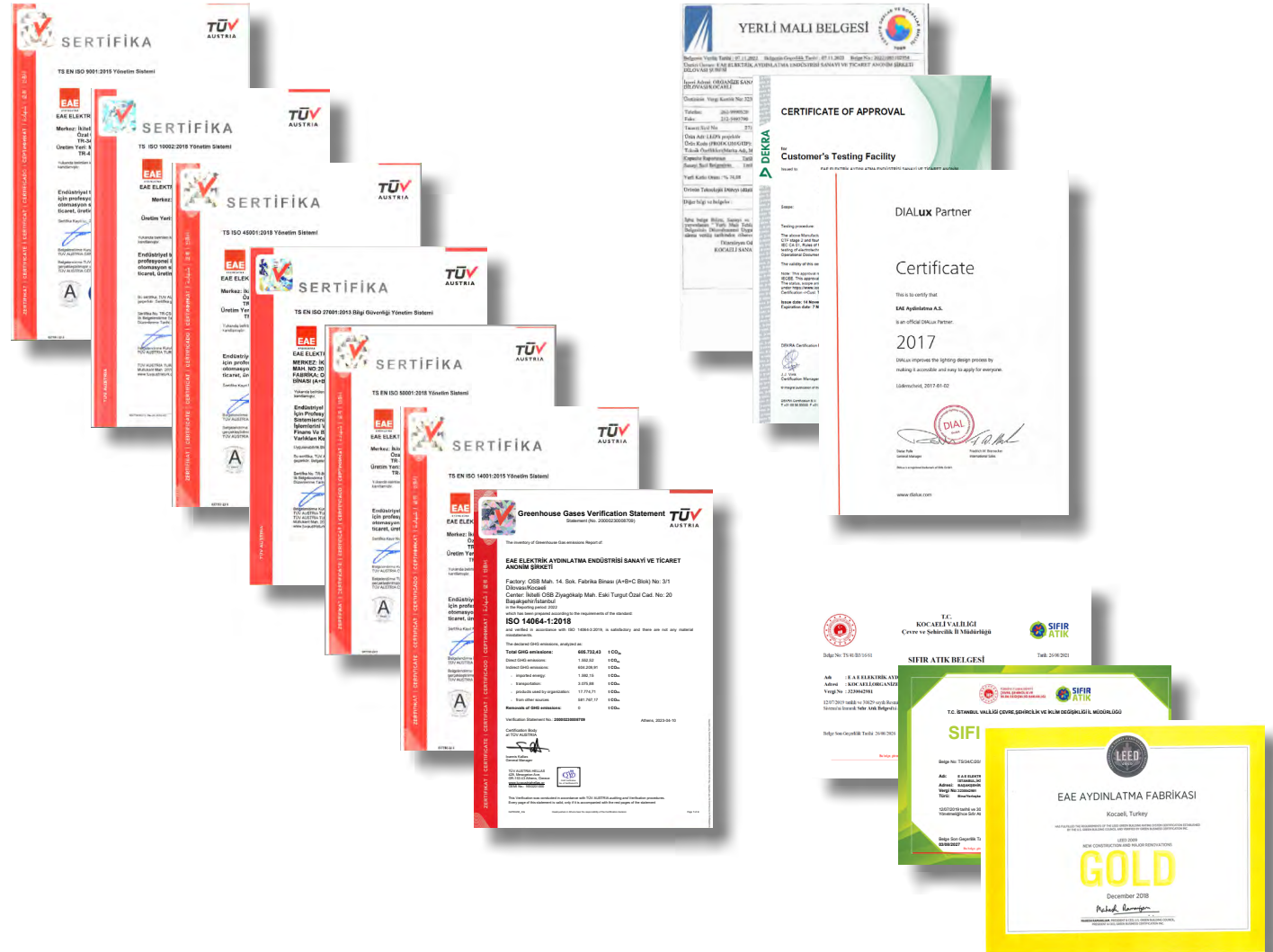
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“We attach importance to the principle of being transparent, honest and open in all of the processes, where we actively communicate and interact with **our stakeholders.”**

Communication with Stakeholders and Memberships

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

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

We are inspired by our stakeholders while setting our sustainability priorities, establishing our procedures in line with sustainability policies, developing sustainable products, optimizing production factors,

ensuring quality, trust and satisfaction, and in the processes of business continuity implementation and bringing new investment projects into life.

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

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

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

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

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



In 2022, we became a member of the Circular Economy Platform of Türkiye, which was founded by the Sustainable Development Association (SKD Türkiye) and the European Bank for Reconstruction and Development (EBRD) to meet the need for information and resources in circular economy, to offer measurement mechanisms, to donate technical support and to create collaboration opportunities.

We make continuous efforts to become a signatory member of the Science Based Targets (SBTi) and Carbon Disclosure Project (CDP) in 2023, which develop effective practices in the prevention of climate change on a global scale and compliance, and to improve our compliance with the global decarbonization vision.





Awards

Istanbul Chamber of Commerce, Energy Efficiency Awards, 2020

Our SROUND Industrial Lighting Luminaire has been honoured with the second prize under the category of “Large Scale Enterprise Energy Efficient Product” at the Energy Efficiency Awards held by Istanbul Chamber of Commerce. At the ceremony held at ISO Odakule, our R&D Laboratory Manager received the award on behalf of EAE Lighting Family, from Fatih Donmez, the Minister of Energy and Natural Resources.



8th edition of Türkiye Innovation Week 2020

The 8th Türkiye Innovation Week, organised by the Turkish Exporters Assembly, was held between 25-26 December 2022 under pandemic conditions. As EAE Lighting, we received our third prize in the “innovation” category at the inovaLiG organisation from the hands of the Minister of Industry and Technology, Mr. Mustafa Varank.



The background is a complex collage of financial and business-related imagery. It includes a close-up of a hand holding a pen, poised to write on a document. Overlaid on this are various financial charts, including a candlestick chart with red and green bars, and a line graph with a blue trend line. Numerous numerical values, some in red and some in green, are scattered across the image, suggesting stock market data or financial reports. A semi-transparent black box in the center contains a quote in white text, flanked by two horizontal red lines.

“We exercise due diligence in the analysis, monitoring and management of economic, environmental and social impacts and risks.”

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4. Sustainability Management at EAE Lighting

In accordance with the goal of supporting sustainable development and green transformation, measurement, evaluation and management of all kinds of economic, environmental and social impacts resulting from our sustainability practices is a governance element of top priority for EAE Lighting.

We exercise due diligence in the analysis, monitoring and management of economic, environmental and social impacts and risks resulting from the operations we carry out both inside and outside the country, across our value chain.



“Our sustainability policy involves the basic principles that drive our sustainability activities in accordance with our vision of transition to a low-carbon economy and green transformation.”

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Sustainability Policy

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

Our Sustainability Policy was published in 2022 after the approval of our Board of Directors. This policy is regularly reviewed by our Sustainability Committee, at least once a year, with a focus on current requirements and changes in our operating conditions. After the approval of the Chairman of the Board of Directors upon the recommendation of our Sustainability Committee, required updates/revisions come into force. Our policy is available for all our stakeholders on our corporate website and for all our employees via QDMS.

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- By integration of our management approach, operational activities and future goals with the UN Sustainable Development Goals, relevant sub-goals and European Green Deal achievements and operating in accordance with international corporate sustainability guidelines and sustainability taxonomies, we ensure compliance with global sustainability standards and ESG criteria.
- We make efforts to maximize our sustainability performance in line with our vision, mission and values.
- We identify and monitor our sustainability activities in an effective, transparent and participatory manner, through the democratic decision-making mechanisms in our Sustainability Committee, which is entitled to direct representation and voting on our board of directors, and the activities associated with the issues that focus on sustainability are carried out by sub-working groups and task force groups.
- Through sustainable investments, we adopt a growth strategy focusing on green transformation, and aim to enable responsible production, which respects the environment and society, by reduction of our economic, environmental and social impacts and risks resulting from our operational activities.
- Our vision of becoming the leading company in our industry aims to ensure world-class product quality and safety, create long-term value for all our stakeholders, develop R&D-oriented, safe, sustainable products with energy-saving and high quality, through innovative technologies and methods, and to be ready for green transformation.
- “As part of the goal of Net-Zero Emission and 1.5°C, we measure the carbon footprint of our products and conduct life-cycle analysis. We carry out carbon neutralization studies to reduce the impacts of our products on climate change.
- We contribute to the sustainable development of our industry through the employment opportunities we provide and our domestic and foreign trade volume.
- We exercise due diligence on stakeholder engagement and the needs and expectations of our consumers/customers, with the aim to maximize consumer/customer satisfaction.
- We take a fair, honest, transparent and objective approach, which respects human rights, by setting sustainability as a criterion in the supplier selection.
- We integrate sustainability and green transformation into our corporate culture, and we strive to make these concepts widespread across our value chain.
- Our approaches, which respect human rights, advocate equal opportunity and are inclusive, diverse, participatory and fair, aim to raise the awareness of not only our employees but also our suppliers, customers and all our stakeholders on sustainability.
- We integrate risk management into all our business processes in a holistic manner, and assess any and all kinds of financial, operational, strategic, legal and external risks.
- We consider the impacts of climate change on economic, environmental and social welfare, and the associated risks and opportunities, and contribute to the global struggle to transition to a low carbon economy.

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- We intend to increase our investments in energy/resource efficiency, renewable energy, recycling and recovery in line with our country's goal of net-zero emission by 2053, green development vision and circular economy principles.
- We exercise zero tolerance to any conduct contrary to human rights and anti-competitive behaviours, as well as bribery and corruption throughout our operations and the operations across our value chain, and we act in accordance with our policies in such situations.
- Paying regard to the satisfaction of our employees, we offer an inclusive working environment, which respects human rights, provides equal opportunities and is participatory, diverse and fair, and we exercise zero tolerance to any discrimination, as required by our ethical principles. Our fair rewarding and performance system aims to support the success of our employees.
- With respect to the Occupational Health and Safety, we comply with national, international and industrial regulations, and provide a healthy and safe working environment for our employees. We also provide regular trainings, hold instructional events and take the necessary actions.
- We aim to provide added value to society by developing social responsibility projects supporting sustainable development.
- We follow the sustainability efforts of national and international initiatives closely and attach importance to taking a part in such cooperation platforms. We exchange experiences with our stakeholders, particularly with industry representatives, universities, public institutions/organizations and non-governmental organizations.
- We share our sustainability performance with all our stakeholders in a transparent manner on our corporate website, and take notice of all the opinions and suggestions.
- In order to ensure that our reporting activities, developed in accordance with the international standards regulating global trade and financial markets, expand across our value chain, to align them with ESG criteria, to maximize our corporate sustainability performance and to ensure our compliance with international sustainability standards, we carry out regular sustainability reporting activities, and submit our reports to our stakeholders through active communication channels.
- We strive to reduce the amount of water used and the amount of wastewater discharged, on the basis of resource, and to improve efficient water use.
- As part of sustainable packaging management, we make efforts to reduce the amount of packaging waste and the weight of packaging materials resulting from the products we introduce to the market, and to increase the recycling rate.
- As part of R&D studies, we prioritize sustainable product design.
- We follow innovations and developments in information security closely and improve our processes continuously. We attach importance to the confidentiality and protection of private information of our employees, consumers/customers and stakeholders during our activities and in our business connections.

An aerial photograph of a dense, vibrant green forest. A winding river or stream flows through the center of the forest, creating a natural path. Mist or low clouds are visible, particularly on the right side and around the river, adding a sense of depth and atmosphere. The text is overlaid on the left side of the image, framed by two horizontal red lines.

The Sustainability Committee
of EAE Lighting started to operate
in 2022

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Sustainability Mechanisms

The Sustainability Committee of EAE Lighting, which functions in coordination with all our subsidiaries, started to operate in 2022, in order to ensure that our sustainability policy becomes an important part of our corporate strategy and to accelerate our green transformation process.

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

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Our sustainability committee was shaped with an inclusive and multi-layered structure including our employees, who were assigned according to criteria of seniority, expertise and educational background, from the units that function in parallel with each other in terms of sustainability.

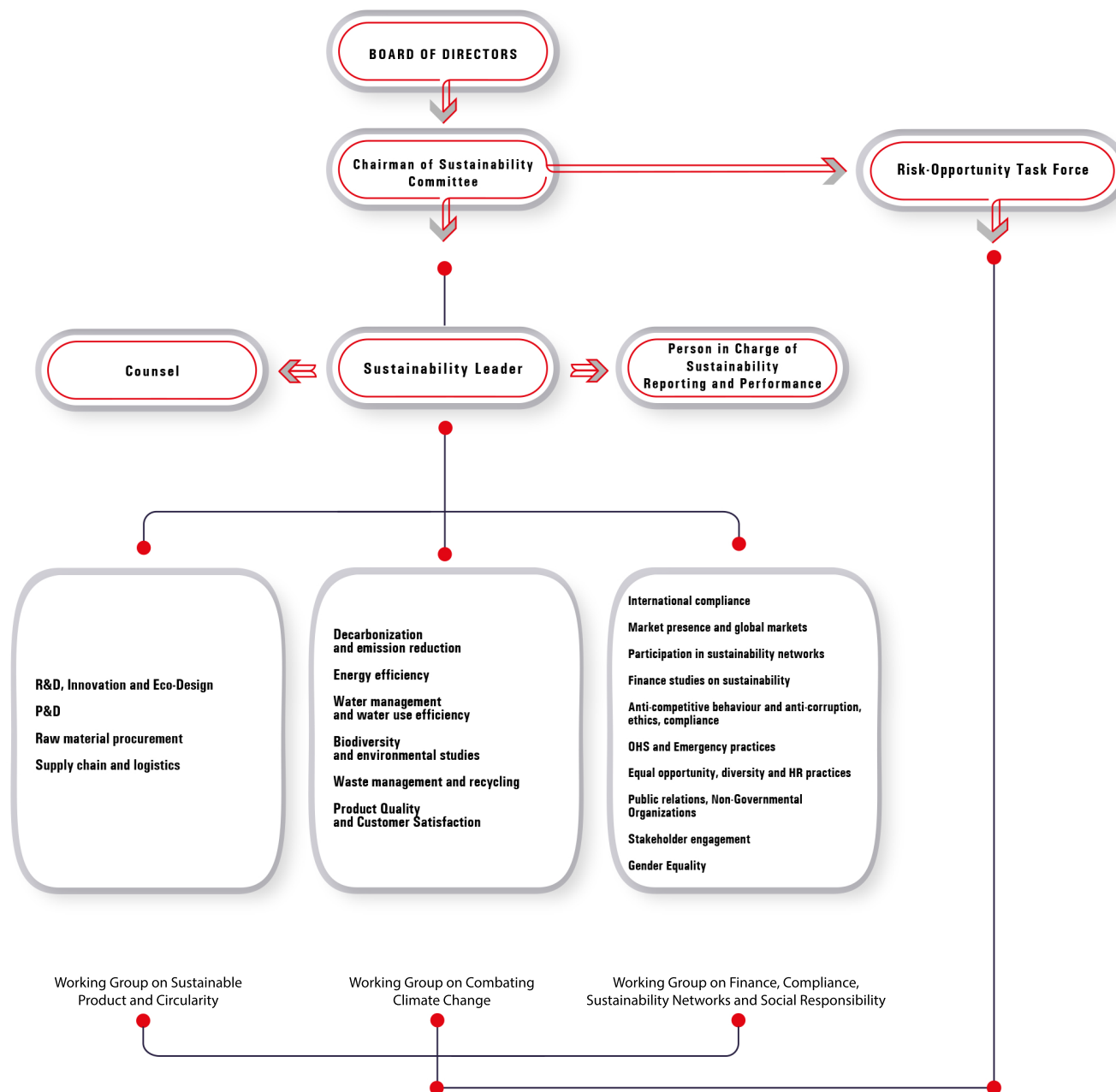
“Our Sustainability Committee has direct responsibility for managing our corporate sustainability strategy in line with our goals for 2023-2025 and 2030, measuring, evaluating and auditing the environmental, economic and social impacts resulting from our sustainable activities, and ensuring the flow of data/information.”

Our sustainability committee may be chaired by the Board Members and managers holding the position of General Manager, who have direct responsibility in the board of directors as part of sustainability management. The managerial definitions, duties and responsibilities, membership conditions, formation of the committee, meeting and reporting frequency of our sustainability committee have been set forth in the “Sustainability Committee Procedure” and integrated into our quality management system. The responsibility for monitoring the practices, decisions and requirements within the committee, submitting such practices, decisions and requirements to the Board of Directors, reviewing the issues submitted and resolving such issues at the board level lies with the Chairman of the Sustainability Committee. Ensuring the functioning of the committee, our Sustainability Leader

directs the works of the committee in line with the goals and performance criteria, and ensure that the committee fulfils its duties and that sustainability practices are exercised in coordination.

Sustainability Specialists within our Committee are responsible for organising committee meetings, participating in committee meetings and creating meeting minutes, ensuring the flow of quantitative data and qualitative information between the committee and other relevant parties, creating the data framework for sustainability reporting and performance monitoring, and archiving the results of sustainability practices. Working Groups formed within our Committee and our Committee Members are responsible for the timely and complete implementation of sustainability practices in priority sustainability areas, proposing visionary sustainability practices to the committee, projecting, executing, auditing and reporting to our committee. The working groups built in line with our sustainability strategy and the members of the committee report their activities directly to the Sustainability Leader.

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Organizational Chart of Sustainability Committee for 2022

Duties and Responsibilities of Sustainability Committee

- *To ensure alignment of the sustainability strategy and policy with the strategies of EAE Lighting,*
- *To monitor and follow current processes, practices and projects, to set goals for performance measurement and to ensure that data and information provided by relevant units are reported, in order to bring the approved sustainability strategies and policies into life,*
- *To follow current developments associated with sustainability and to make proposals for the development of current strategies, policies and practices in this respect,*
- *To ensure communication of sustainability strategy, policy and practices in order for the stakeholders of our company to adapt them, to provide the necessary training on relevant issues and to coordinate stakeholder participation when necessary,*
- *To ensure that environmental, social and economic risks about climate change, carbon management and circularity and the extent of their impacts are identified, measured, monitored, recorded, audited and reported, and that any public disclosure is reviewed, and improvements are made.*
- *To follow the changes in markets and products, laws and regulations on sustainability in the countries where EAE Lighting operates, and to ensure compliance of business processes with such regulations,*
- *To ensure that data collection, analysis and digitalization practises are considered and adapted to the company, for compilation and analysis of sustainability data obtained during business processes, and for employment of such data in decision-making.*
- *To set sustainability-oriented qualitative and quantitative evaluation criteria for each of the links/ components of the market, marketing, customer satisfaction, logistics and supplier chain,*
- *To make proposals for investment, project and improvement activities to the Board of Directors, in coordination with the R&D Centre, by evaluating the potential to benefit from national and international fund supports in new-generation ecological and technological sustainability and applicability of them to business processes,*

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- *To ensure that an informative report, which includes the following details, is drawn up for submission while making investment, project and improvement proposals to the Board of Directors,*

1. *The field where investment is to be made*
2. *Approximate cost of investment*
3. *Those who will take part in the project*
4. *Project schedule and roadmap*
5. *Final goals and outputs intended by the project*

- *For projects longer than six months, to ensure that a project evaluation report is drawn up every two months, and submitted to the Board of Directors,*

- *To execute governance activities in cooperation with national and international policy-making bodies associated with sustainable development, including NGOs, to manage the processes related with membership of and declaration and reporting to these bodies, and to ensure adaptation of these to the business,*

- *To work in full coordination and effective communication with the consulting company or companies for periodic data collection, data consolidation, graphic visualization, web application, digitalization, promotion, dissemination and editorial processes in order for the Sustainability Report to be drawn up.*

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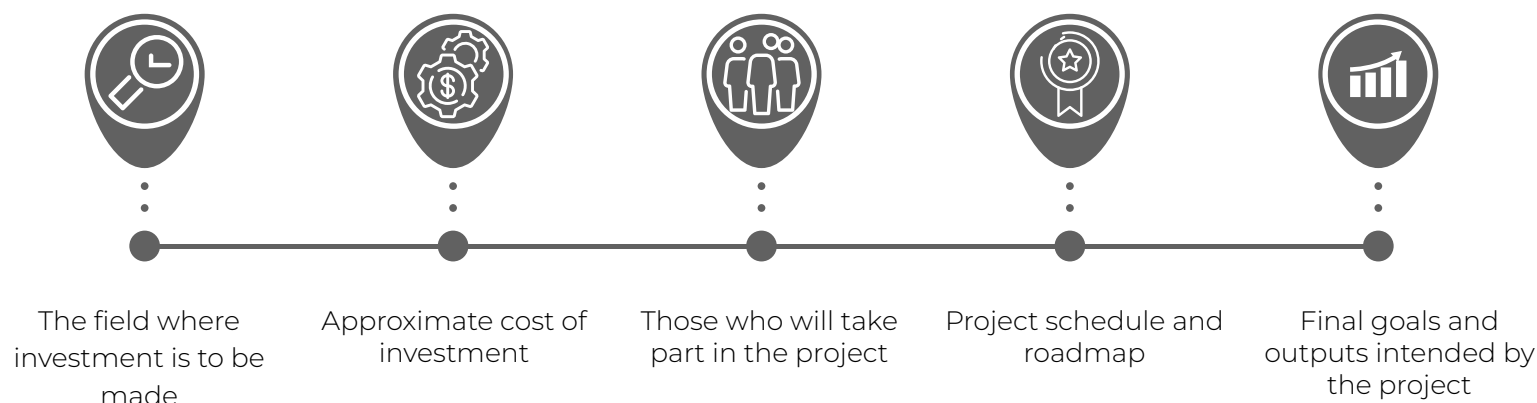
Strategic Risk & Opportunities Task Force

Strategic Risk & Opportunities Task Force presents the evaluations, which are carried out within EMEA and on the impacts of climate change, sustainability practices, just transition mechanisms and climate compatibility approaches, to the board of directors, along with the related specific strategic elements (risk and opportunity distribution). It guides the sustainability committee leader and the working groups within the committee to develop an action plan in line with the strategies. It presents the evaluations on investment and budget for the actions and projects of top priority to the board of directors. Board member representation leads the strategic risks and opportunities task force, ensuring control of the impact of risks and opportunities. It reviews the sustainability reports and derivative data of EAE Lighting and presents the indicators for periodic performance improvement to the board of directors. The Risk & Opportunities Task Force, which determines harmonising corporate approaches in line with the principle of management by objectives for the transformation of transition plans into all units of the company, and is designed as a high-level corporate mechanism where climate and sustainability issues are taken into consideration, has the functions of guiding business strategy, guiding risk management policies, guiding annual budgets, setting performance targets, monitoring / supervising the implementation of the transition plan, reviewing R&D and innovation priorities, and evaluating the development plans of critical suppliers on climate adaptation.

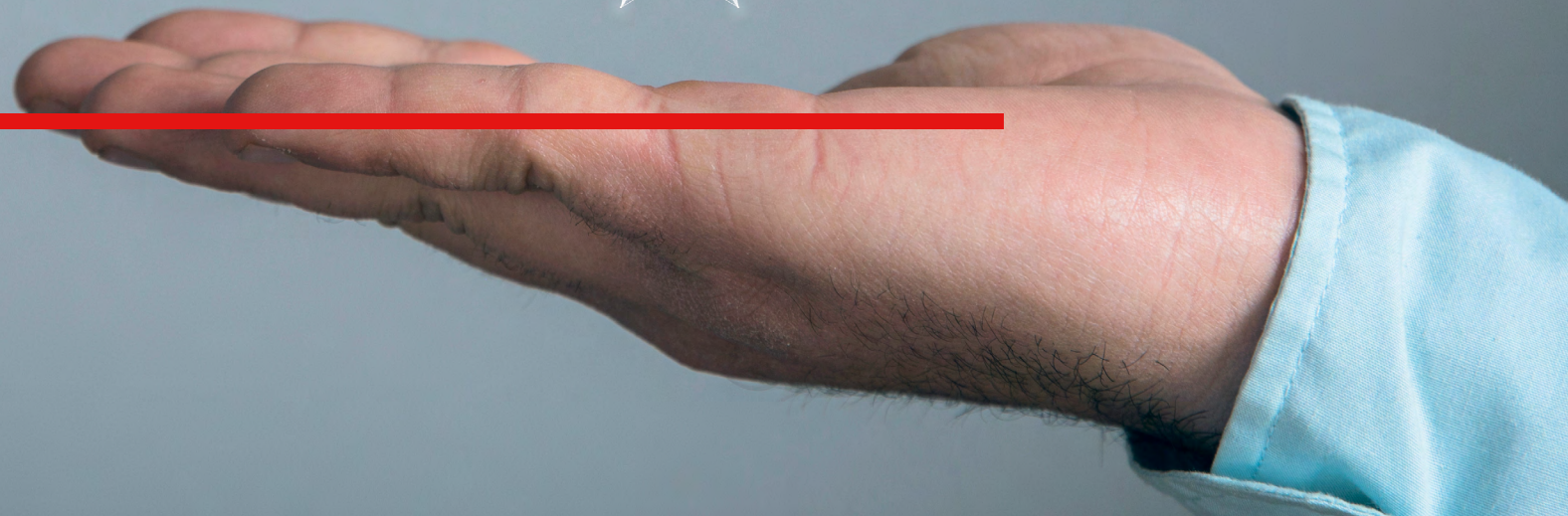
The Strategic Risk & Opportunities Task Force is responsible for conducting analyses on risk-opportunity areas related to climate change and sustainability, ensuring the dissemination of risk-opportunity areas at the unit level, following global, regional, sectoral risk analysis and climate adaptation outlook reports (IEA, UNEP-FI, UNGC, SBTi, IPCC), creating action plans at the unit level for the localisation of climate scenarios after the analyses, strategically examining local, regional and national approaches of climate change impact in the existing value chain. Climate-related strategies, strengths-weaknesses, action plans, strategic planning, performance evaluation and fund management proposals are discussed in this committee and presented to the board of directors. The proposals for feasibility of the active projects of the task force and the sustainability committee working groups and access to funding sources are made simultaneously within both mechanisms, under co-chairmanship. The task force reports directly to the board of directors and the chairman of the sustainability committee every three months. The Strategic Risk & Opportunities Task Force is led by executives with the titles of Board Member, General Manager Responsible for Sustainability and Sustainability Committee Chairman, who have direct responsibility in the board of directors within the scope of sustainability management. The decision-making, steering and management role of the Risk & Opportunities Strategic Task Force on climate change analytics, action plans and strategic climate action in the Sustainability Committee is included in the committee procedure. stratejik iklim eylemi konularındaki karar, sevk ve idare rolü komite prosedüründe yer almaktadır.

The Area of Responsibility of Strategic Risk & Opportunities Task Force

- To ensure that environmental, social and economic risks about climate change, carbonization and circularity and the extent of their impacts are identified, measured, monitored, recorded, audited and reported, and that any public disclosure is reviewed, and improvements are made.
- To set decarbonization-oriented qualitative and quantitative evaluation criteria for each of the links/components of the market, marketing, customer satisfaction, logistics and supplier chain,
- To make proposals for investment, project and improvement activities to the Board of Directors, in coordination with the R&D Centre, by evaluating the potential to benefit from national and international fund supports in new-generation ecological and technological sustainability and adaptation to climate change, and applicability of them to business processes,
- To ensure that an informative report, which includes the following details, is drawn up for submission while making investment, project and improvement proposals to the Board of Directors,



We intend to provide our employees with **incentives** within 2 years in consequence of managing critical climate and sustainability issues and achieving the goal.



Sustainability Management Incentive Mechanism

The incentive mechanism will first be implemented within the scope of the risk and opportunity strategic task force, the sustainability committee and the members of the relevant working group, and then incentive practices will be extended to all employees.

Rewards, project fund management and feasibility support and increase in the purchase of consultancy services are planned as incentives for committee members who show high performance in the prevention of climate change and harmonisation studies, and for all company employees who can develop ideas/concepts, while deterrent measures such as suspension from the committee and affiliated working groups and periodic reductions in budget items are considered for committee members who fail to perform within the scope of climate action. It is planned to hold in-house project/application competitions as a rewarding activity to encourage behavioural change.

The rewarding mechanisms are planned to include article writing, participation in scientific meetings, authorization of representation and presentation at congresses and meetings of international organizations. According to the performance in sustainability and mitigation of and adaptation to climate change included in the balanced scorecards to be created for processes and units after 2 years, the system

will include rewarding of the owners of the processes with promotion to a higher level or a managerial position, depending on the long and short-term incentive plan, and with success bonuses (bonus sets) of different percentages, depending on maximum bonus. The level promotion will be made by the Human Resources Unit, included in the performance system, and the incentive process will be approved/supervised by the Board of Directors and the Chairman of the Sustainability Committee.

As a result the materiality analysis and benchmarking studies we carried out, **we have developed our holistic sustainability strategy**, which we will follow in 2023-2030.



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Sustainability Strategy and Priorities

All stakeholders make efforts to integrate sustainability elements into corporate strategies and to make the sustainable development vision an essential and central part the corporate strategies, in order to be at the forefront in the competition in today's dynamic and global markets.

We made efforts to develop a vision by taking the critical links of our value chain into consideration, to foresee the future of our industry. With the expectations of our stakeholders, we have integrated the comparable balance elements and global trends, related with our industry, into our business strategies and provided a multi-dimensional platform for our materiality analysis.

As a result of our materiality analysis and benchmarking studies, we unveiled the chain of actions and the extent of balanced sustainability required for the sustainability elements we will focus on from 2023 to 2030.

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Sustainability Balance

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

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

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

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• R&D, P&D, Innovation and Eco-Design
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• Information Security, Artificial Intelligence and Digitalization Practises
• Emergency and Disaster Management, Resilience Practices
• Emission Reduction, Energy Management and Combating Climate Change
• Zero Waste, Recycling and Circular Economy Practices
• Raw Materials and Natural Resources
• Water Use Efficiency, Water Management
• Biodiversity and Environmental Studies
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Measures for EAE Lighting



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“While developing our approach towards sustainability balance, we take into account double materiality, together with the opinions of all our stakeholders.”

While developing our approach towards sustainability balance, which we supported with national and international benchmarking studies in accordance with the principles of stakeholder participation and inclusion, we took into consideration the opinions of our strategic external stakeholders and employees, and identified the analytical position of the sustainability elements, by classifying all expectations related with sustainability, based on the extent of impact and materiality.

In all the surveys and interviews we conducted, current internal and external business stakeholders of our company were asked to rate sustainability elements (between 1 - 5) according to the impact of our activities. The sustainability element, which was deemed highly important/effective, was given 5, and the element, which was deemed less important/effective, was given 1. Based on the stakeholder distribution and participation, weighting studies were carried out on ratings, in accordance with the principle of moment one, which showed statistical consistency.

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Sustainable Future Plan

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

Our commitment to corporate governance, social awareness, and taking timely actions together with all our stakeholders, in line with the strategic plans we developed as a result of the accurate analysis of the expectations of all links of our value chain and of our employees are at the heart of the success we, as EAE Family, have achieved from past to present.

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

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

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ENVIRONMENT and WORLD



To prioritize resource efficiency in order to reduce our ecological footprint, and to secure the future of humanity and our planet.



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

SOCIAL RESPONSIBILITY



To support social development by promoting a healthy, fair, inclusive and equitable life culture in all of our areas of activity.



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

PRODUCT, QUALITY AND TECHNOLOGY



To develop products and technology solutions with international compliance, through the vision of Green Development and goal of low-carbon society, in order to provide a positive impact on the value chain.



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

ORGANIZATIONAL DEVELOPMENT



To ensure full compliance with international just transition mechanisms and to expand the equitable and transparent governance approach across the value chain.



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

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“We put our strategic sustainability model, which we developed through analytical prioritization studies, into action, with the motto “develop”, “strengthen” and “protect”, and integrated it into the sustainability goals for 2023-2025 and 2030.”

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

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

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Developing Orientation and Goals

DEVELOP		Goals for 2023-2025	Goals for 2030-2050
	Emission Reduction, Energy Management and Combating Climate Change	To Increase the Usage Rate of Renewable Energy by at least 25%, to develop a corporate greenhouse gas reduction projection in line with the goal of limiting global warming to 1.5 degrees and SBTi measurements to prevent climate change risks (setting the goal of becoming a carbon-neutral company), to make CDP Reporting	To switch to 50% renewable energy, to reduce Scope 3 emissions by at least 30% and Scope 1-2 emissions by at least 50%, in accordance with the SBTi methodology (becoming a carbon-neutral company)
	Occupational Health and Safety	To reduce loss of labour time and the number of occupational accidents by at least 10% in 2021 (compared to the base year), by expanding the OHS culture to living spaces of employees	To reduce the number of occupational accidents and near-misses by 50% in 2021 (compared to the base year), to become the guarantor of securing the healthy life of employees and their families.
	Product Quality and Customer Satisfaction	To increase the capacity of sustainable transformation through feasibility studies for sustainable products with optimal resource utilization, which are in compliance with the goal of carbon-neutral society, equipped with innovative energy technologies and have a low ecological footprint.	To ensure that the national and international turnover share of sustainable products reaches at least 50%
	Zero Waste, Recycling and Circular Economy Practices	To calculate the circularity rate, to increase the share of the product range for which a circularity approach is applied/developed, to 15%, to ensure compliance of the product range with EU REACH and EU RoHS, to expand Zero Waste practices across all operational and production areas, to reduce the amount of hazardous to be disposed of by 50% by 2025, to become a member of Circular Economy Platform of Türkiye.	To increase the share of the product range, for which a circularity approach is applied/developed, to 50%
	R&D, P&D, Innovation and Eco-Design	To increase the transformation capacity and the investment amount in order to ensure that the product portfolio includes more product designs with low ecological footprint, as a result of LCA analyses.	To ensure that the national and international turnover share of sustainable products reaches at least 50%
	International Compliance and Participation in Sustainable Development Networks	To perform Sustainability Reporting in accordance with GRI Standards, to have an active presence in UNGC, WBCSD and sub-working groups.	To adapt to the external audit process in full compliance with EU CSRD-ESRS and IFRS-ISSB standards. To draw up Activity Reports in compliance with Integrated Reporting (IR) Criteria, to ensure compliance with EU Product Passport

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Improving Orientation and Goals

STRENGTHEN		Goals for 2023-2025	Goals for 2030-2050
	Gender Equality Practices	To increase the female rate in decision-making mechanisms and subcommittees under the board of directors to over 30%	To strengthen women's presence in modern life shaped by the urban agenda in line with the perspective of fair transformation in national and international local communities where we actively operate
	Raw Materials and Natural Resources	To provide 30% of primary raw material supply from recycled products, to reduce VOC levels of raw materials and final products, to carry out water footprint studies	To provide raw material supply from a value chain shaped with the components of circular economy
	Water Use Efficiency, Water Management	To identify the areas of activity and production with high water stress and to increase water use efficiency	To reduce water consumption by 25% in all water-stressed areas due to activities, with an impact on the supply chain
	Stakeholder Engagement and Governance Practises	To ensure systematic functioning by the Sustainability Committee and sub-working groups	To get a policy-making position in industrial activities for international and regional sustainability approaches
	Sustainable Purchasing, Logistics and Supply Chain Practices	To subject suppliers to a sustainability-oriented evaluation system and develop a critical supplier evaluation system of minimum 50% in order to minimize ESG Risks in all components of the supply chain	To become a leader by covering the entire value chain that has a positive impact on the industry, to transform the supply chain into a value chain in line with stakeholder capitalism
	Economic Performance, Global Markets and Market Presence	To ensure full compliance with the green transformation and sustainable finance taxonomy process in the industry, to remain below the ecological limits in the industry, to ensure full compliance to use/have others use national and international carbon offset credits	To register to an ESF Scoring System and to increase the score every year, to turn the advantages of being a carbon-neutral company in accordance with ETS and other international trade regulations into competitive power, to manage to carry out trade activities in international global and national carbon markets in accordance with EU Taxonomy and EU Sustainable Product Initiative, and to carry out International Green Bond transactions.
	Fighting Anti-Competitive Behaviour and Anti-Corruption	To increase the number of ethical and transparency practices, to establish an Ethics Line, to eliminate non-conformities in the annual reports issued by Internal and External audit mechanisms.	To ensure performance monitoring (KPI), to minimize the number of penalties, sanctions or lawsuits from national-international ethics mechanisms, including violation of human rights
	Information Security, Artificial Intelligence and Digitalization Practises	To carry research on and put into place traceability and Industry 4.0 application processes so as to cover the entire production and supply chain	To ensure process integration of Industry 4.0 applications and to expand the transition to Industry 4.0 and digitalization across the value chain.

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Protective Orientation and Goals

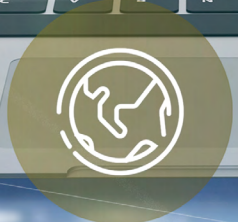
PROTECT		Goals for 2023-2025	Goals for 2030-2050
	Diversity, Equal Opportunity, Human Resources Practices and Talent Management	To become "Equality at Work" certified or to sign declarations on the inclusive code of conduct in human resources management	To become Happy Place To Work or Great Place To Work certified, to ensure capacity increase for future-oriented job descriptions and a fair transition process, to obtain SEDEX certificate or similar (BSKI) Social Compliance Certificate
	Public Relations, Social Policies, Civil Society and Local Practices	To reduce loss of labour time and the number of occupational accidents by at least 10% in 2021 (compared to the base year), by expanding the OHS culture to living spaces of employees	To develop social practices in compliance with all just transition mechanisms in prevention of regional and local risks, including human rights and migration policies
	Emergency and Disaster Management, Resilience Practices	To integrate regional and global disaster preparedness action plans into all processes, covering the supply chain	To ensure compliance with resilient and durable industry practices set out by the green transformation framework
	Biodiversity and Environmental Studies	To systematize environmental studies on production areas and the process of assessment of the impact on the ecosystem	To bring projects to prevent biodiversity loss into life, in line with the Green Agreement, Green OIZ and other urban transformation visions

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5. Sustainable Future Practices

We, as EAE Lighting, shape our product development processes with a focus on innovation and R&D studies, and embrace sustainability at every step by maximizing customer satisfaction through responsible purchasing and value chain management. Thanks to our high technology and innovative approaches to shape a sustainable future, we play a leading role in the lighting industry. We contribute to a sustainable future by offering energy-saving, environmentally-friendly lighting solutions to our customers through responsible production and approaches to minimize environmental impacts.

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Technology, Innovation and R&D-Oriented Product Development

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

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We prioritize R&D, P&D and innovation to high-light bring sustainable and high-quality products to the forefront in our operational activities. Thus, we become more competitive in the national and international markets. We crown the quality difference we have made in the journey of light through original designs in our R&D centre. We have ensured that our R&D centre adopts becoming the industry leader through our visionary R&D projects and lighting equipment and developing innovation-based products with high added value on a local and international scale as a mission.

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

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

We develop efficient products and business methods with high-performance to ensure energy efficiency. Our elaborate efforts towards developing new projects and improving our current projects with our project engineers and technicians, who are all experts in the relevant fields, are ongoing. We aim to maximize our efforts by being aware of the fact that effective project management is essential for an effective result.

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



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We attach importance to recycling in order to reduce our carbon footprint. The project studies of our recycled products (Cozar, YPL, Lina, Lina Mini), aluminium recycling products (Minas Body Profile), plastic recycling products (Minas Diffuser, YPL Body Profile Driver Section), as well as Galis and Galis Mini products, are ongoing.

Our studies on high-efficiency luminaire design have been completed by the R&D centre, while Eco-Design studies on our Infinoo, Revoled-X, Sround, Gprona and solar products are still ongoing.

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



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

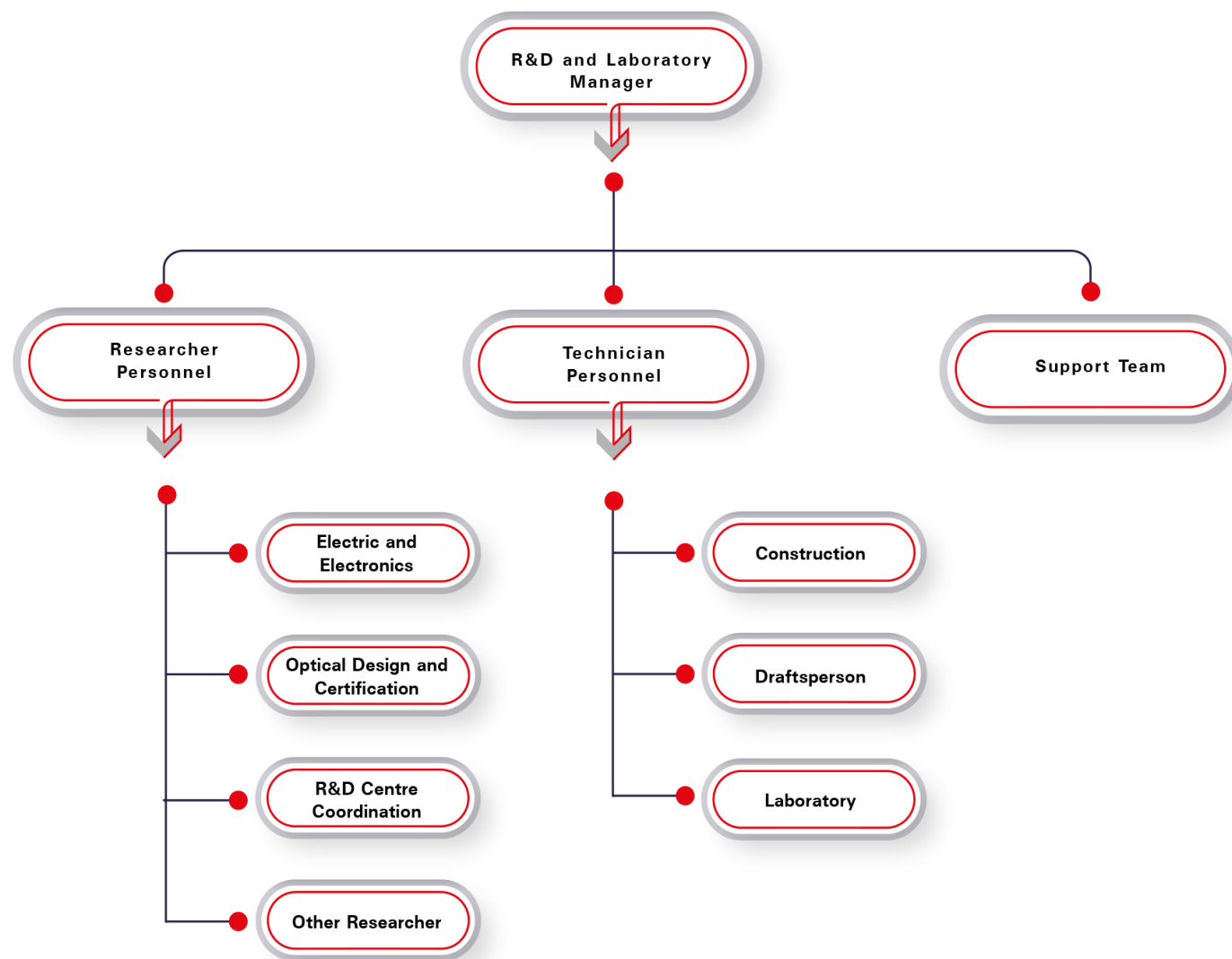
We carry out studies in cooperation with academics, by being aware of the fact that science is essentials of R&D activities. We adopt a positive approach in any collaboration that will contribute to improvement efforts in the national and international arena, and we follow incentive and support programs closely. Our expenditures on all the R&D projects, including those which are in place, have already launched and are in designing phase, reached TL 33.6 million in 2022, and we have achieved a turnover of TL 377.3 million from the products we made.



TL 33.643.702,60. R&D Expenditures, 2022

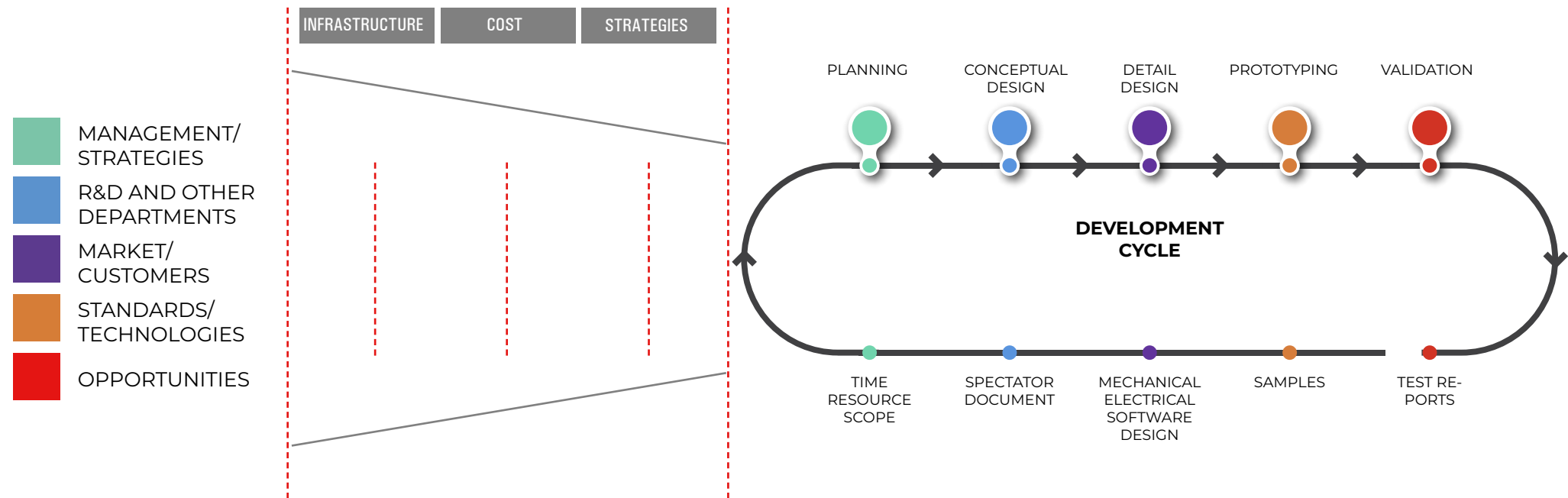


**25 People
Number of the Employees at
R&D Centre, 2022**



Organization Chart of R&D for 2022

Project System Management Process of EAE Lighting



Gathering Ideas

Ideas are gathered from a variety of sources by the R&D centre of EAE Lighting.

During the process of idea gathering, the market, the needs of the company, changing and developing regulations and opportunities for different positions in the market are taken into consideration.

Project Portfolio Management

Ideas are evaluated by adopting a funnel approach, in accordance with the criteria, such as cost, infrastructure and technological competencies, the market strategies of EAE Lighting and brand perception, and the project are listed and priorities are set. This prioritization is managed dynamically and directed to the project line.

Project management

In project management, due to the technological multi-disciplinary nature of the projects, Project Management processes are also used, but an iterative approach based on more agile and continuous control is used.

PICA (plan-implement-check-act) approach is adopted in conceptual design-detail design and prototyping, where the implementation step is divided into phases and risks are identified faster.

For project management, cost-scope and time frame are managed by making use of in-house management templates, MS Project and SAP.

Our Accredited Lighting Testing Laboratories

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

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

Our Testing Laboratory completed the accreditation process from TURKAK in 2016, with

the accreditation number AB-1068-T. Thanks to our laboratory, we provide accurate and reliable measurements by carrying out Photobiological Safety Tests, Photometric Measurements, Electrical Tests, Temperature Tests, Mechanical Tests, Performance Tests and IP Protection Rating tests.

We carry out accredited ENEC Certification and UL Certification tests of our products. The continuity of the traceability chain according to SI units is ensured by fully meeting the requirements of the TS EN ISO / IEC 17025 standard through our young, dynamic staff, who are professional in ensuring customer satisfaction.

Details on Testing Laboratory Accreditation

DEKRA

Current Level: Stage 2

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



UL

Current Level: Stage 2

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



UL USA (DAP)

Starting from 2023, UL USA Certification tests will be carried out under the supervision of UL auditors.

TURKAK

Accreditation Date: 08.06.2016 Valid until: 06.06.2024



Our Responsible Purchasing and Value Chain

In accordance with our sustainability policy, we build a relationship, based on balanced business continuity, with all the components that embrace our responsible supply chain approach and reputation management scope in environmental, social and economic aspects.

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

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

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

“We develop alternative risk management approaches to avoid an interruption in our supply chain.”

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

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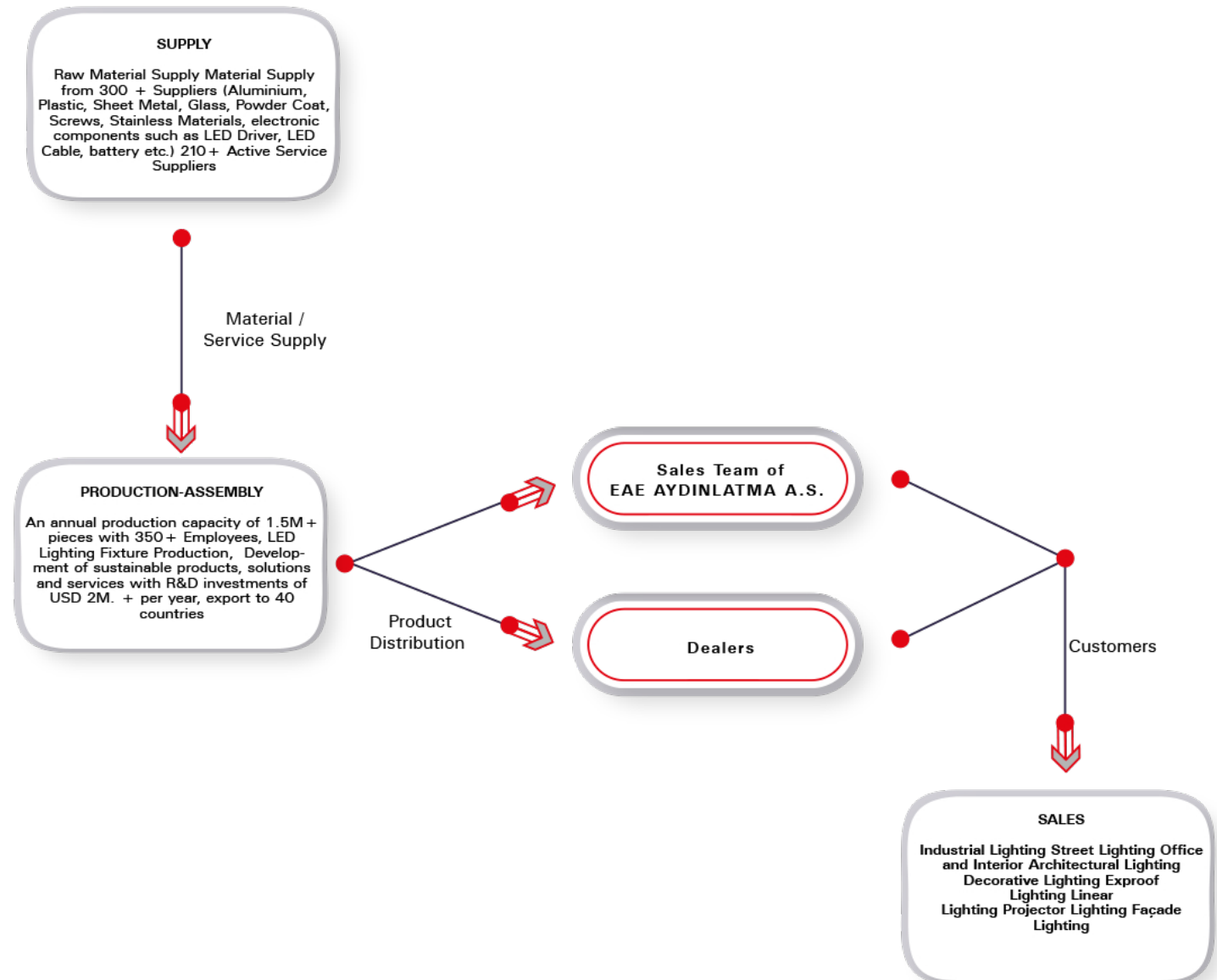
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Our Value Chain



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

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

In the sub-working groups of our sustainability committee, we accelerated our efforts for the integration of environmental components (combating and adaptation to climate change, effective use of natural resources, circular economy, etc.) and social components (ethics practices, risk of child labour, risk of forced / uninsured labour, occupational health) into our supplier performance evaluation process, as required by our responsible purchasing principle.

As part of effective supply chain management and responsible purchasing approach, we attach importance to our suppliers' way of doing business with the rules of conduct set forth in our ethics policy.

We do not work with business partners and suppliers, who do not comply with the ethics principles of the EAE brand, do not meet the requirements on working conditions, wages and other rights of their employees, and do not act in accordance with the law.

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

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269

Number of Active Suppliers



226

Number of Local Suppliers



%90

Percentage of Local Raw Material Supply in Total Purchase Budget

Supplier Evaluation Criteria (2022)	Score
Adherence to Deadline	20%
Adherence to Quantity	5%
Adherence to Quality Control	15%
Production Defect Score	15%
Maturity-Payment Score	20%
Price	10%
Reputation (Personal Opinions)	15%

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Customer Satisfaction Practices

“We develop high-quality practices that encourage customer loyalty by offering a perfect customer experience and through our customer-oriented approaches. “

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

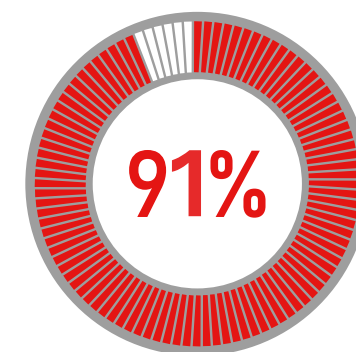
The expansion of trade volume in the business world and the increase in the number of companies in the industries also increase the expectations of the customers. **We do our best for accurate analysis of the needs and demands of all our customers in line with our Customer Relationship Management (CRM)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

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

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

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



**Customer Satisfaction
Percentage, 2022**

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In 2022, we conducted a satisfaction survey among our domestic and foreign customers. The survey, which reached a large number of customers, helped us evaluate the components of our customer experience process according to the clustering criteria of quality, reliability, price, delivery, sales and after-sales support processes and identify our satisfaction improvement areas. We aim to accelerate our continuous improvement efforts and development projects in the relevant sub-working group of our sustainability committee in 2023, in order to reach perfect customer satisfaction level, which was 91.3% by 2022..

What Drives Our Customers To Prefer EAE Products?

- Our wide range of products
- Price-performance balance of our products
- High quality of our products
- Reliability of our brand
- Innovativeness of our brand
- Alignment of our brand with technological changes
- Attention-grabbing advertisements of our brand
- Our after-sales satisfaction practices
- Easy access and dealership system
- Our service and warranty services
- The prestige of our brand
- Our fast delivery
- Our project designing services





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6. Environmental Responsibility

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

Decarbonization Vision

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

“We have to take correct actions starting from today and make the right choices in order to hand on a better, fair and liveable world to future generations.”

Our world's climate is in a change and temperatures have now risen to a “crisis” level, which threaten us all in every aspects. In case we do not take any actions, we will face environmental disasters, such as drought, desertification, floods or fires, and huge social destruction, including mass migration and poverty. We are aware that the balance of our world, nature and life is in danger.

The negative impacts of climate change have got to a level that could lead to a global crisis, regardless of country, region, sector or economic market. We, as EAE Lighting, we are aware that the phenomena of climate change has turned into an existential problem, which negatively affects all forms of life and requires an immediate solution. By being aware of the fact that our products, activities and services have an impact on climate change, we have

developed our decarbonization plans for accurate management of this impact and having a positive ecological impact on our world in the future.

We designed our decarbonization process in line with the EU Green Deal vision and the EU Taxonomy. Decarbonization efforts of our company aim to help reshape the understanding of efficiency in our industry and accelerate the green transformation, without hindering the right of future generations to live in fair conditions, in a clean environment.

Ensuring sustainable production through technologies with low ecological footprint, making energy efficiency and use of renewable energy widespread across our value chain, and accelerating the transition to a circular economy are the building blocks of our sustainability practices.

As per the Global Risks Report for 2022 published by the World Economic Forum, the failure of action plans developed to combat climate change constitutes the biggest environmental and social risk area in the long term. The risks identified in the report are at a level that could lead to global destruction.

In 2021, our country has become a party to the Paris Climate Agreement, and proved its determination to combat climate crisis with the goal of net-zero emission by 2053.

With the entry of the Paris Climate Agreement into force, preparations for the Climate Law, to reinforce national goals on combating climate change on a legal basis, are still ongoing.

The green transformation approach adopted during the economic growth journey of our country plays a determining role to ensure competitive power on a global scale. We aim to expand the sustainable business models across our industry by directing our value chain to sustainable products and activities, and we develop products and technology solutions that comply with the vision of decarbonization on an international scale. By reducing our ecological footprint in accordance with Science Based Targets (SBTI), we provide a concrete guarantee for the right of future generations to live in peace and prosperity, and we intend to have a positive ecological impact in every link of our value chain through our decarbonization plans.

In 2022, we completed our corporate greenhouse gas inventory calculation in accordance with international protocols. We, as EAE Lighting, have taken the first steps in advanced carbon management and net zero emission to develop emission reduction approaches for 2040 and 2050, which will apply to our entire value chain, through the methods indicated by the Science-Based Targets Initiative:

- We measured our direct and indirect greenhouse gas emissions in accordance with the ISO 14064 Standards and the IPCC 6 GHG Protocol,
- We developed long-term plans in accordance with the Science-Based Targets to limit global warming to 1.5 degrees and emission reduction strategies to achieve the net-zero standard,
- We have designed our eco-design activities and investments to become a Carbon-Neutral company by expanding our sustainable product range,
- We developed our development program by performing risk-opportunity analyses and evaluation studies together with our stakeholders in order to increase our environmental, social and managerial performance in accordance with national and international norms,
- After identification of the risks and opportunities of climate change in a transparent manner, we established the Risk and Opportunity Strategic Task Force, which will function in coordination with our Sustainability Committee, and initiated the preliminary preparation process for scenario planning.

Corporate Greenhouse Gas Inventory

Total greenhouse gas emission of EAE Lighting for 2021 is 563.290,00 tCO2e. When the scopes for 2021 are compared, Scope 3 emissions, which had a share of 99.37% with a value of 559.749,39 tCO2e, were the largest part of emissions.. The share of Scope 1 emissions was 0.32% with a value of 1.816,20 tCO2e, and the share of Scope 2 emissions was 0.31%, with a value of 1.724,41 tCO2e. Total greenhouse gas emission for 2022 was 605.455,69 tCO2e. In 2022, Scope 3 emissions, which had a share of 602.341,02 tCO2e and was followed by Scope 2 and Scope 1 emissions, with a value of 1592,15 tCO2e and 1522,52 tCO2e, were the largest part of emissions.

Emissions		Tonnes of CO2e	Percentage (%)
2021	Scope-1	1,816.20	0.32
	Scope-2	1,724.41	0.31
	Scope-3	559,749.39	99.37
	TOTAL	563,290.00	100
2022	Scope-1	1,522.52	0.25
	Scope-2	1,592.15	0.26
	Scope-3	602,341.02	99.49
	TOTAL	605,455.69	100

Greenhouse Gas Emissions of EAE Lighting by Scope, 2021-2022

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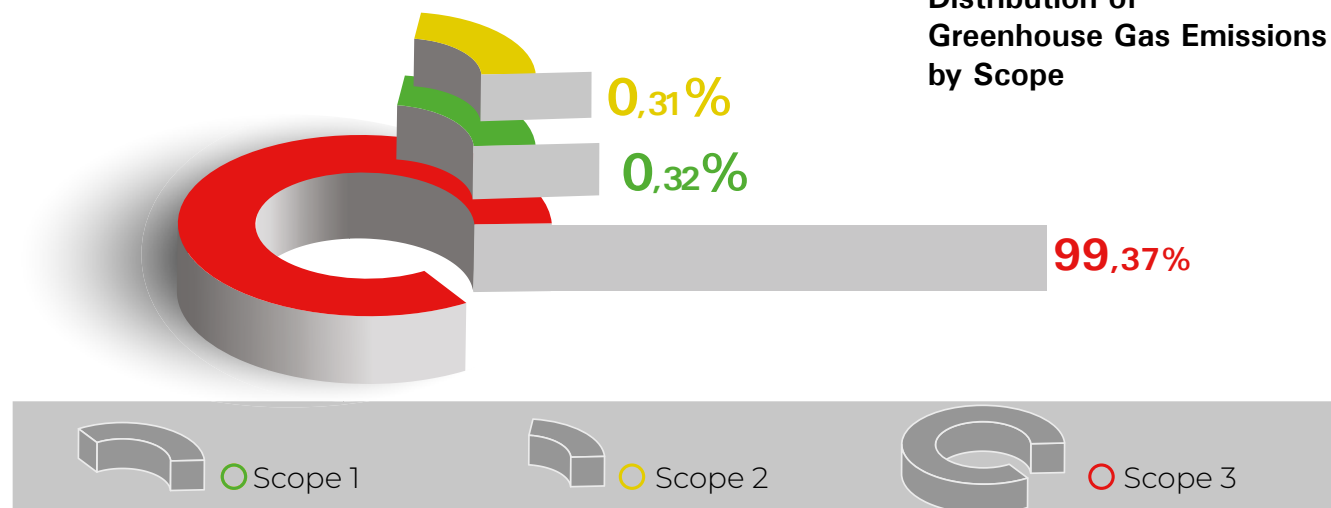
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2021

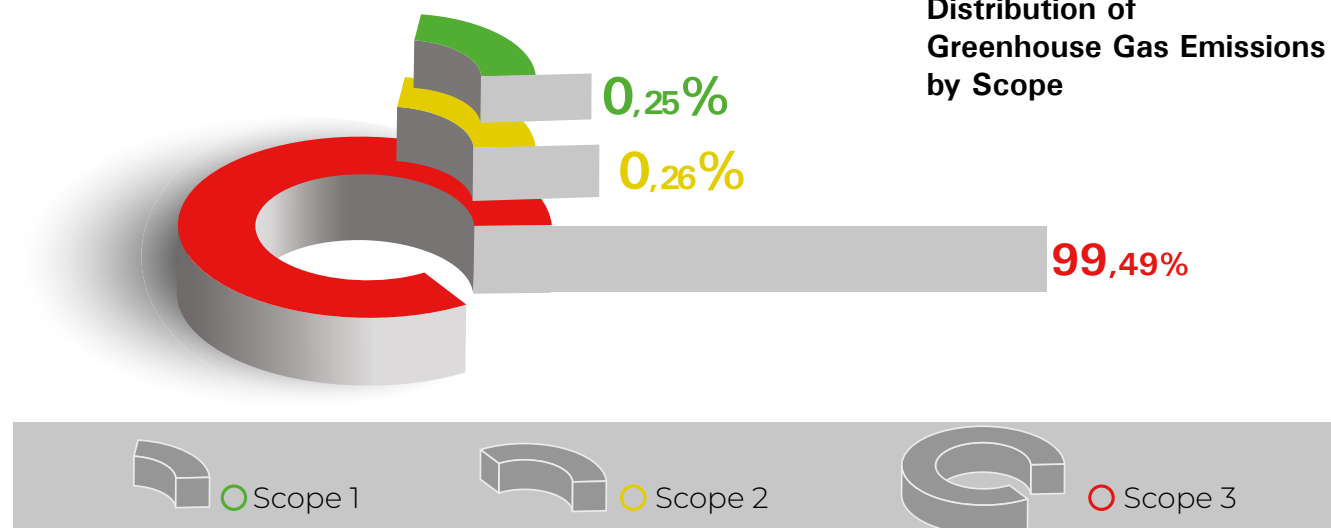
Distribution of Greenhouse Gas Emissions by Scope



EAE LIGHTING

2022

Distribution of Greenhouse Gas Emissions by Scope



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	2021 (tCO2e)	Percentage (%)	2022 (tCO2e)	Percentage (%)	Percentage of Change
Company Vehicles (Diesel)	304,70	16,78	195,24	12,82	-35,9
Company Vehicles (Gasoline)	109,59	6,03	177,32	11,65	61,8
Off-road Vehicles (Diesel)	5,63	0,31	5,50	0,36	-2,1
Natural Gas	1.302,49	71,72	1.042,33	68,46	-20,0
Generator (Diesel oil)	6,77	0,37	9,29	0,61	37,3
Refrigerant Gas R410A (Leakage/Year)	86,90	4,78	13,46	0,88	-84,5
Refrigerant Gas R134A (Leakage/Year)	0,02	0,001	0,02	0,002	00
CO2 Fire Extinguisher	0,09	0,005	0,004	0,0003	-94,9
Acetylene (Welding Gas)	0,003	0,0002	0,003	0,0002	18,2
Propane	-	-	0,13	0,009	-
TOTAL	1.816,20	100	1.522,52	100	-16,2

Scope 1 Emissions of EAE Lighting for 2021-2022

It is seen that the largest shares of Scope 1 emissions in 2021 and 2022 were from natural gas consumption, with a share of 71.72% and 68.46%. Greenhouse gas emissions from natural gas consumption account to 1,302.49 tCO₂e in 2021 and to 1,042.33 tCO₂e in 2022.

In 2021 and 2022, the second highest share was from diesel fuel consumption of company vehicles, with 16,78% and 12,82%. Greenhouse gas emissions from gasoline fuel consumption of company vehicles increased by 61,8% compared to 2021, which amounted to 177,32 tCO₂e with a share of 11,65%.

Emissions from diesel-powered generators in 2021 amounted to 6,77 tCO₂e with a share of 0,37%, and greenhouse gas emissions from R410A refrigerant amounted to 86,90 tCO₂e with a share of 478%, while greenhouse gas emissions from R134A refrigerant amounted to 0,02 tCO₂e with a share of 0,001%. Greenhouse gas emissions from CO₂ fire extinguisher amounted to 0,09 tCO₂e, and greenhouse gas emissions from acetylene welding gas amounted to 0,003 tCO₂e. In 2022, the emissions from diesel consumption of the generator amounted to 9,29 tCO₂e, R410A refrigerant gas amounted to 13,46 tCO₂e with a share of 0,88%, R134A refrigerant gas amounted to 0,02 tCO₂e with a share of 0,02%, CO₂ fire extinguisher amounted to 0,004 tCO₂e with a share of 0,0003% and acetylene welding gas amounted to 0,003 tCO₂e.

In addition to 2021, emissions from propane gas used for heat treatment amounted to 0,13 tCO₂e. Looking at the total of Scope 1 emissions, there was a decrease of 16,2% compared to 2021.

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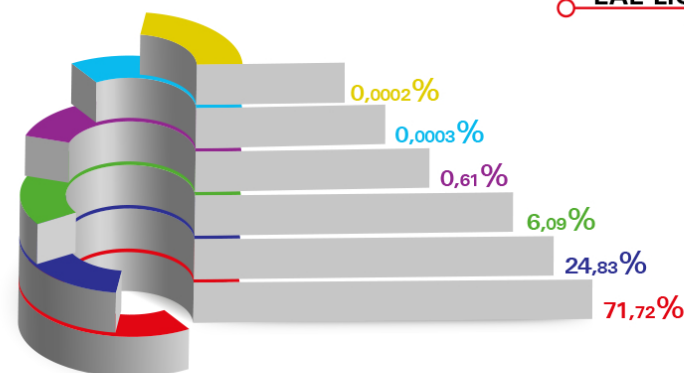
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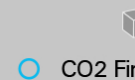
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EAE LIGHTING 2021

Scope 1 Emissions



Acetylene



CO2 Fire Extinguisher



Generator



Refrigerant Gases



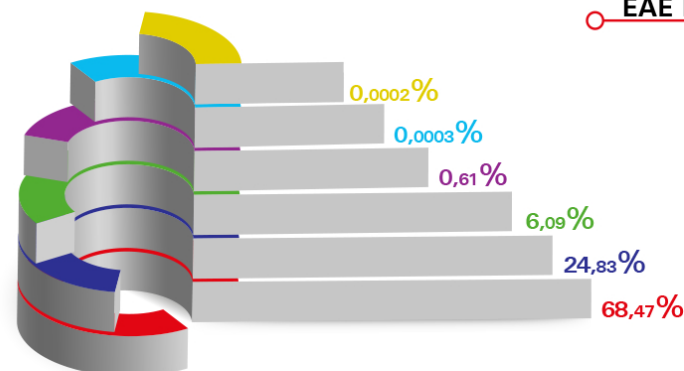
Vehicles



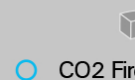
Natural gas

EAE LIGHTING 2022

Scope 1 Emissions



Acetylene



CO2 Fire Extinguisher



Generator



Refrigerant Gases



Vehicles



Natural gas

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Electricity Consumption	2021 (tCO2e)	Percentage (%)	2022 (tCO2e)	Percentage (%)	Percentage of Change (%)
Dilovasi	1,650.2	95.70	1,440.72	90.49	-12.70
Ikitelli	74.10	4.30	151.42	9.51	104.35
Total	1,724.41	100.00	1,592.15	100.00	-7.67

Scope 2 Emissions of EAE Lighting for 2021-2022

Scope 2 emissions of EAE Lighting for 2021 and 2022 were 1.724,41 tCO2e and 1.592,15 tCO2e, respectively. There is a decrease of 7.67% in 2022 compared to 2021.

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Category Name	2021 (tCO2e)	Percentage (%)	2022 (tCO2e)	Percentage (%)	Percentage of Change (%)
Raw Materials and Services Purchased	22,970.14	4.10	17746.22	2.95	-22.74
Capital Goods	60.60	0.01	1.77	0.0003	-97.07
Fuel and Energy Related Activities	593.00	0.11	520.59	0.09	-12.21
Logistics Activities for Production	1,283.73	0.23	1,290.43	0.21	0.52
Activities Resulting from Operations	18.83	0.003	19.73	0.003	4.79
Business Trips	18.30	0.003	40.28	0.007	120.11
Employee Transportation	172.48	0.03	151.12	0.03	-12.38
Logistics Activities for Sales	1,310.47	0.23	1,317.31	0.22	0.52
Use of Sold Products	531,975.85	95.04	579,475.31	96.20	8.93
End-of-Life Disposal Activities of Sold Product	51.94	0.01	51.53	0.01	-0.79
Assets Leased to Third Parties for Sales	1,288.93	0.23	1,719.75	0.29	33.42
Amount of Waste Water and Use of Mains Water	5.11	0.001	6.98	0.001	36.48
TOTAL	559,749.39	100	602,341.02	100	7.61

Distribution of Scope 3 Emissions of EAE Lighting, 2021-2022

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The Calculations were made under the categories of purchased goods and services, capital goods, fuel and energy-related activities, logistics activities for production, wastes resulting from operations, business trips, transportation of employees, logistics activities for sales, use of sold products, end-of-life waste activities of the sold products and leased assets for sales, as indicated in the Greenhouse Gas Protocol for Scope 3 Emissions of EAE Lighting.

Under Scope 3 categories, emissions from use of sold products had the largest share in 2021, with a share of 95.04%, while the total emission amounted to 531.975,85 tCO₂e. The second highest emission was from purchased raw materials, with a share of 4,06%.

In this category, emissions from raw materials purchased by EAE Lighting for use in production was calculated, and the total emission amounted to 22.721,62 tCO₂e. Emissions from logistics activities for sales had the third largest share, with a share of 0,23%, which amounted to 1.310,47 tCO₂e.

In 2022, emissions from use of sold products had the largest share, with a share of 96,20%, and emissions from purchased raw materials the second largest share, which amounted to 17480.39 tCO₂e, with a share of 2,90%. In addition, emissions from leased assets for sale had a share of 0,29%. (1.719,75 tCO₂e)

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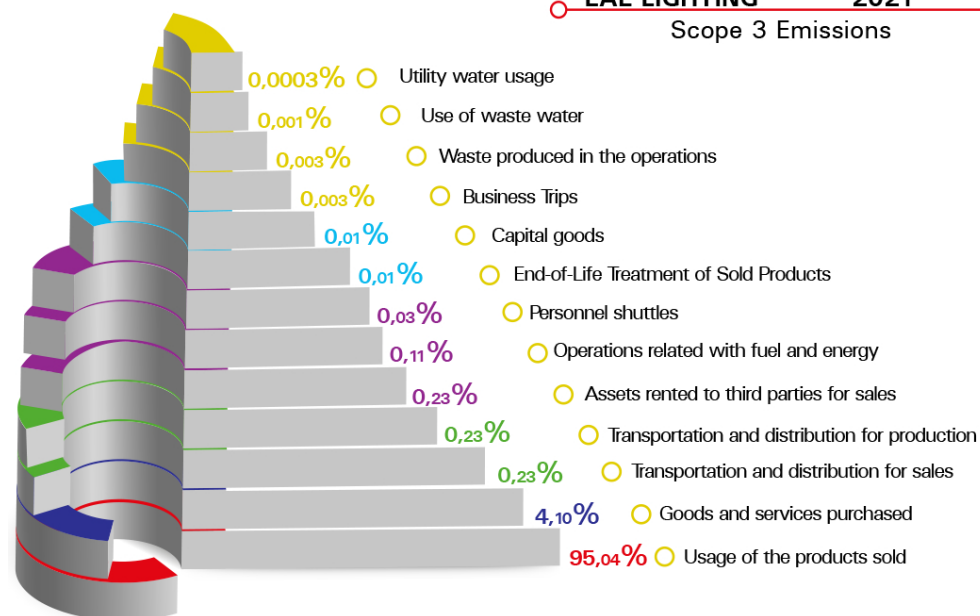
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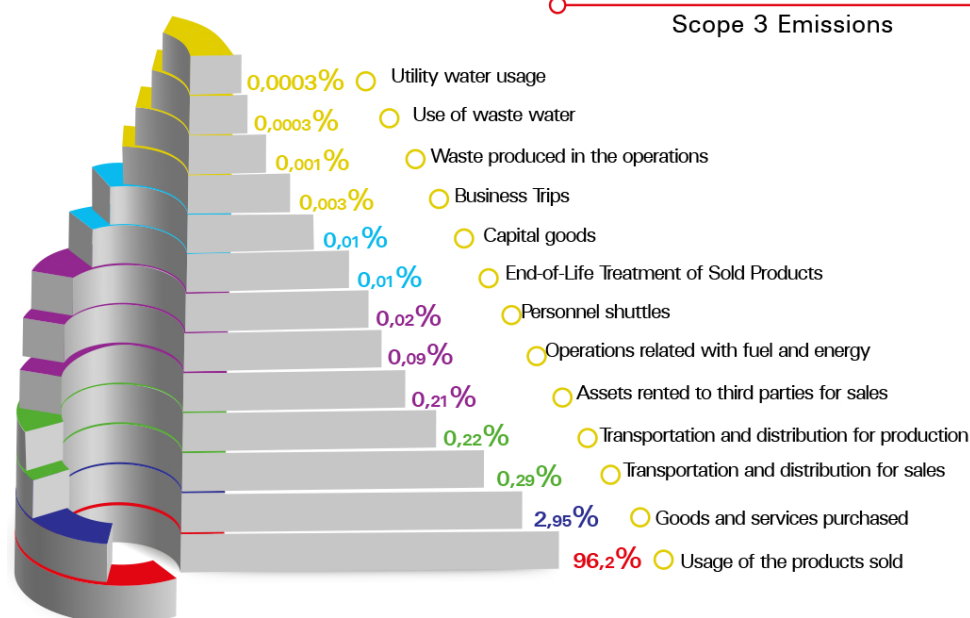
EAE LIGHTING 2021

Scope 3 Emissions



EAE LIGHTING 2022

Scope 3 Emissions



Energy Consumption

Looking at energy consumption of EAE Lighting in 2021, the share of building fuel and power was 86,68%, while the share of vehicle fuel was 13,32%, and in 2022, the share of building fuel and power was 85,65%, while the share of vehicle fuel was 14,35%. Looking at the energy distribution related with fuel and power consumption of the buildings in 2021 and 2022, natural gas amounted to 23.194,71 GJ and 18.561,76 GJ, power amounted to 13.587,95 GJ and 12.132,55 GJ, and diesel-powered generator amounted to 91,06 GJ and 125,02 GJ, respectively. Diesel-powered vehicles constituted 9,68% in 2021 and 7,40% in 2022. Gasoline-powered vehicles constituted 3,63% in 2021 and 6,95% in 2022.

Type of Fuel	2021 (GJ)	Percentage (%)	2022 (GJ)	Percentage (%)	Percentage of Change (%)
Vehicle Fuel	5,663.76	13.32	5,762.5	74.35	-8.85
Company Vehicles (Diesel)	4,118.39	9.68	2,662.23	7.40	-35.36
Company Vehicles (Gasoline)	1,545.38	3.63	2,500.37	6.95	61.80
Building Fuel and Power	36,872.72	86.68	30,819.33	85.65	-76.42
Power	13,587.95	31.94	12,132.55	33.72	-70.70
Natural Gas	23,194.71	54.53	18,561.76	51.59	-79.97
Generator (Diesel oil)	91.06	0.21	125.02	0.35	37.29
Total	42,536.48	100	35,981.93	100	-15.41

Energy Consumption of EAE Lighting, 2021-2022

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Uncertainty Analysis

Greenhouse gas emissions of the EAE Lighting are calculated by consolidating the greenhouse gas operations data. The data is taken from the meters billed by the distribution companies. The main factors that can affect data quality are the accuracy of the measuring instruments, performance of the calibration of the measuring instruments and the deviations in the temperature and pressure of some fuels. Other indirect emissions are calculated based on an uncertainty rate of 10%, used for uncertain resources as specified by IPCC in the Chapter 6 “Quantifying Uncertainties in Practice”.

The analysis carried out with the uncertainty levels indicated for the activity data and emission factors related with emission sources of EAE Lighting showed that the uncertainty of the greenhouse gas inventory of EAE Lighting was 5,4% in 2021 and 2022.

Water Consumption

Water consumption of EAE Lighting was 10.457 m3 in 2021 and 15.235 m3 in 2022. Emissions from water consumption amounted to 1,56 tCO2e in 2021 and to 2,27 tCO2e in 2022.

Environmental Parameter	2021	2022	Percentage of Change (%)
Water consumption (m3)	10.45753	1523557	45.69
Emission from water consumption (tCO2e)	1.56	227	45.69

Water Consumption of EAE Lighting, 2021-2022

For performance comparison and retrospective comparison, total greenhouse gas emission per production unit were calculated for 2021 and 2022. In 2022, there was an increase of 4,04% in emissions per product.

	2021	2022	Percentage of Change (%)
Total Emission (tCO2e)	563,290.00	605,453.88	7.49
Production Quantity (pcs)	732,667	756,961	3.32
KPI (tCO2e/pc)	0.77	0.80	4.04

EAE Lighting, KPI Comparison for 2021-2022

Raw Materials, Natural Resources and Waste Management

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

During raw material supply, we focus not only on product quality but also on environmental impact analysis. We make continuous efforts to source raw materials from local and sustainable sources, and prefer production methods and raw materials, which will have the least impact on the environment. In addition, we encourage the use of recyclable raw materials in all links of our value chain to increase efficiency, in order to ensure the sustainable use of natural resources with smarter goals.

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

We make continuous efforts to minimize energy consumption and carbon emissions in the raw material supply, production and distribution. We aim to minimize our impact on the environment by increasing the use of renewable energy resources. We have put ensuring the effective use of resources through energy efficiency projects at the centre of our decarbonization strategy.

“All production facilities of EAE Lighting are Zero Waste certified. “Our offices and production areas consist of premises with Green Building Leed Gold certification.”

In short-term, it is one of our goals of top priority to increase the amount of raw materials we obtain from recycling activities, and in the long-term, we aim to provide the raw material supply entirely from our recycling activities. In line with our goals, we launched our reuse projects of RU-1 and RU-2 (ReUse-1 and ReUse-2). We integrated RU-1 project, which we started to develop in 2020, into our production process in a way to ensure that it is brought into action in 2023 and we create raw material input through reuse of waste powder paints (Waste Code: 080111), which are disposed of as hazardous waste. Thanks to RU-2 project, which we started to develop in the same year, the waste solvents (Waste Code: 070204) will be partially turned into a reusable structure after going through specific processes.

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Both projects will provide raw material input to our production processes through reuse, and decrease our environmental impact due to raw material use.

Drought due to climate change become more severe every passing day; climate experts consider our country as one of the regions that are likely to face the highest water stress, so we strive to make efficient use of our water resources and act by being aware of the danger. We, as EAE Lighting, meet our water needs through our mains water and rainwater storage system. The total rainwater storage capacity of our facilities is 1629 m³, and we do not use groundwater or any surface water (pond, basin, etc.). We are aware of the importance of underground water resources or lakes for the ecosystem, so we do not discharge our wastewater into natural basins under no circumstances.

We plan to reduce our water consumption by 25% by 2030 by increasing the efficiency of our water resources on a regular basis. We optimize our business processes by protecting our limited life sources through our water efficiency strategies. Actions such as employing water-saving equipment, promoting water recycling and monitoring water use help us manage water resources more effectively.

We also aim to become the leader of the industry by focusing on development of new solutions to save water through innovation and R&D studies.

We plan to have significant reduction in our waste amount by making efficient use of raw materials and natural resources, which play a critical role in our sustainability journey with the motto “clean flow into the future”. We are committed to improving our efforts to have a positive impact for a sustainable future and ensuring the continuity of projects that will set an example for our stakeholders, and we continue at full steam ahead.



1629 m³
Rainwater Storage Capacity

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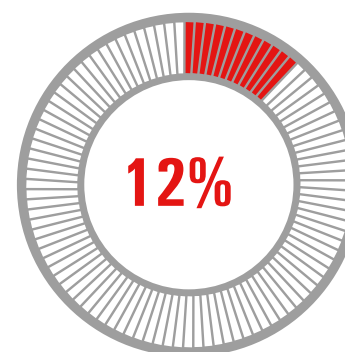
Recovery (TONS)									
EAE LIGHTING		2019		2020		2021		2022	
		Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazard- ous Waste	Hazardous Waste	Non-Hazard- ous Waste
	Reuse or Prepara- tion for Reuse	0	0	0	0	1.16	0	0.48	0
	Waste Recycled for Energy Pur- poses	13.7	0	27.39	0	31.91	0	21.51	0
	Recycled Waste	20.08	657.44	16.72	642.51	8.89	842.99	14.93	896.22
	Other Methods	0	0	0	0	0	0	0	0

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Amount of Waste Disposed of (TONS)									
EAE LIGHTING		2019		2020		2021		2022	
		Haz- ardous Waste	Non-Haz- ardous Waste	Hazardous Waste	Non-Haz- ardous Waste	Hazardous Waste	Non-Haz- ardous Waste	Hazardous Waste	Non-Haz- ardous Waste
	Waste Incineration With- out Energy Recovery	0.002	0	0.004	0	0.01	0	0.01	0
	Waste Going to Landfill Regularly	6	0	36.443	0	2378	0	1211	0
	Electronic Waste*	19.52	0	11.07	0	6.33	0	13.66	0
	Waste Disposed of by Other Methods	0	0	0	0	0	0	0	0
	*Electronic waste of EAE Lighting is sent to a recycling facility for disposal.								

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Waste (TONS)								
EAE LIGHTING	2019		2020		2021		2022	
	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazardous Waste	Hazardous Waste	Non-Hazard- ous Waste	Hazardous Waste	Non-Hazard- ous Waste
	33013.00	65976.12	43534.00	643094.72	41446.00	843508.10	36443.00	89706.20



We reduced Hazardous Waste by 12% from 2021 to 2022.

Water Consumption (m3)*								
EAE LIGHTING	2019		2020		2021		2022**	
	Mains Water	Greenhouse gas	Mains Water	Greenhouse gas	Mains Water	Greenhouse gas	Mains Water	Greenhouse gas
	6538.0	2604,00*	7112.0	2604,00*	10414.0	2604,00*	15236.0	2604,00*

* EAE Lighting has no groundwater or surface water (lake, pond, basin, etc.) consumption.

**Consumption by EAE Lighting, other than mains water consumption, is through rainwater storage system. As of January 2022, the total water storage capacity of EAE Lighting facilities is 1629 m3.

Amount of Wastewater (m3)*								
EAE LIGHTING	2019		2020		2021		2022	
	Discharge to Treatment Plant	Greenhouse gas	Discharge to Treatment Plant	Greenhouse gas	Discharge to Treatment Plant	Greenhouse gas	Discharge to Treatment Plant	Greenhouse gas
	9142	0	9716	0	13018	0	17300	0

* EAE Lighting has no groundwater or surface water (lake, pond, basin, etc.) consumption.



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

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7. Social Responsibility

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

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

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

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

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

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

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

Human Rights Policy

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

Our Human Rights Policy applies across our value chain in integrity with our Code of Business Ethics, corporate policies and corporate values. Our practices take the Human Rights Policy, Disciplinary Management Procedure and the Code of Business Ethics Handbook of the EAE Lighting as a reference. We expect all our stakeholders, with whom we do business for supply of goods or services, and our value chain, to act in compliance with the principles required by our human rights policy, and we take the necessary actions accordingly.

“Wherever we operate, our employees and managers are obliged to act in accordance with our human rights policies, to apply and support the relevant procedures and controls of EAE Lighting, according to requirements.”

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Diversity, Inclusion and Equal Opportunity

To act in a fair, ethical and equitable manner by attaching importance to inclusion and diversity, without any discrimination on grounds of religion, language, race, nationality, ethnicity, belief, sect, colour, age, sexual orientation, gender, marital status, political opinion, disadvantage and any other characteristics protected by law, among our employees in the workplace or during recruitment, placement, leave of employment, training, career, promotion, appointment, discipline, wage management and fringe benefit processes,

To become the most preferred employer for all candidates, who dedicate themselves to their job and are likely to add value, and to protect the rights of their employees,

To have zero tolerance to any form of discrimination throughout our operations and across our value chain.

To be in constant dialogue with our employees, to regularly share with them all issues that may concern our employees, and to create fair, healthy and safe working environments where our employees can freely express their ideas with a participatory approach,

To consider our employees in positions where they can use their potential effectively, and make contribution and add value in achieving primary goals of the company,

Occupational Health and Safety

To provide our employees and stakeholders, who are present in our workspaces for any reason, with a healthy and safe working environment, to take the necessary safety measures, to deliver regular trainings and to hold informative activities, as per the Occupational Health and Safety Legislation, in line with our goal of “zero accident”,

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Zero Tolerance To Abuse and Violence

To provide our employees with a safe working environment, which is free from any forms of harassment, abuse, intimidation, mistreatment or physical, verbal, sexual/psychological harassment, bullying, threats and violence, and to take all necessary actions in this respect, and support them through procedures,

To determine wages fully in accordance with the industrial and local labour market, and to ensure that all wages, including fringe benefits, are paid in accordance with applicable laws and regulations,

To ensure that our employees benefit from their personal rights fully and accurately,

To ensure that our stakeholders develop procedures to apply similar approaches to their employees,

Personal/Professional Development

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

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Work Life and Data Privacy

To act in accordance with national/international regulations and digital privacy, data privacy and security standards to protect personal and confidential data (including but not limited to commercial data, technical data, financial data, production data, customer data, personal data, product data, equipment and application data, technical formulas and drawings, system and program data, purchasing details, engineering details, regulations, business plans and any and all data that the company does not disclose to the public) of our Employees and Stakeholders,

Prevention of Child Labour and Forced/Compulsory Labour

We are strictly against child labour, which result physical and psychological harm to children and deprives them of their right to education, and any forms of forced and compulsory labour, including modern slavery, bonded labour and human trafficking, at any step of our activities,

To ensure that our stakeholders develop procedures to avoid child labour, as well as forced and compulsory labour,

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Respect for the Environment and Society

To ensure that the environmental impacts of our investment projects are analysed in accordance with national/international legislation, by being aware of our responsibility towards the environment and society in line with our goals of sustainable growth and green transformation,

To be aware of the possible impacts of the way we make use of land and natural resources on human rights across our value chain, to address this issue through specific policies and practices, to reduce the damage to the environment and health by making effective use of energy, water and raw materials across our value chain and to prefer renewable resources, in parallel with the policy of our company,

To carry out studies to identify the areas of activity and production with high water stress, including the supply chain, to reduce the amount of water used and the amount of wastewater discharged on a resource basis, and to increase water use efficiency,

To consider our business as a part of society and to respect the rights of communities affected by our activities, to solve local problems at the local level in the best manner and, if necessary, to communicate with civil society representatives on human rights,

Complaint Mechanism

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

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Employees and Development Management

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

Number of Employees							
2019		2020		2021		2022	
Female	Male	Female	Male	Female	Male	Female	Male
78	318	74	353	63	323	56	306

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

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



Our Responsibilities Towards Employees

- *Forced, compulsory or child labour, directly or indirectly or through subcontractors in our workplace, are not allowed.*
- *Our employees do not face any discrimination or mobbing during the recruitment process, at work or during termination of employment.*
- *Our recruitment and promotion processes are based on our basic principles on the qualifications and skills required by the job and the individual's performance.*
- *We consider our employees in positions where they can use their potential effectively, and make contribution and add value in achieving primary goals of the company.*
- *In order for our employees to deliver the highest performance, we provide information about the vision, mission, strategy, policy, goals, activity results of company and their relevant duties and responsibilities, while we regularly share with them all the issues that may concern our employees.*
- *We ensure that all employees fully and accurately benefit from their personal rights, adopt a honest, equitable and fair approach towards our employees and provide them with a non-discriminatory, safe and healthy work environment.*
- *We provide the necessary training and development opportunities for our employees to improve themselves in the best manner and perform better.*
- *We ensure fair remuneration for our employees, who act in accordance with the code of ethics and meet expectations, based on the value they add to the company.*
- *In addition to our continuous efforts in line with the goal of sustainable growth, we support sustainable development, follow policies that respect the environment and society, and take part in various social, environmental and cultural projects developed in this respect (projects for making contribution to education and training, environment, technology, We try to support sports, arts, local economy, healthy living, social investment projects, etc.), in order to improve the quality of life of the society and create value for all our stakeholders, In addition, we are sensitive to running all our social responsibility / social development projects in accordance with the principles of sustainability, transparency, participation and human rights.*
- *We are sensitive to traditions/customs and cultures of Türkiye, and act in accordance with all the legal regulations and national/international standards.*

International Guidelines That Shape Our Human Rights Policy

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

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

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

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

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

As EAE Lighting, our sustainability priority is to increase the employee productivity while managing our human resources, identify where to employ strong human resources practises that are open to development, and ensure that improvements to take job satisfaction to the next level are made for more satisfied employees.

Employee satisfaction surveys helps us measure the satisfaction level of our employees based on how we meet the expectations of our employees in the working environment we provide to them. We create the content of our employee satisfaction survey and the topics to be analysed using participatory methods in cooperation with all our departments.

We plan actions to increase the loyalty and satisfaction level of our employees based on the feedback we receive from our employee satisfaction survey.

We measure the multidimensional evaluation results as part of our performance evaluation process intended for all our employees on a special scale based on the work outputs and development goals set by our managers, and share them with our employees every year in accordance with the principle of transparency. We have put into place several support practices (fringe benefits), which make positive contribution to raising the living standards and welfare of our employees.

We aim to expand our fringe benefits practice in line with the analyses made by our sustainability committee and announce it to our stakeholders in 2023.

Training Activities

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

“Since we value our employees, we increase employee participation, as well as need analysis and training evaluation performance, in all our training processes by employing LMS EAE Learning online training platform, in addition to our face-to-face trainings.”

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



15966

**People (X) Hour Training
(2022)**

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



1046

**People (X) Hour Training
Sustainability and
Decarbonization Training
(2022)**

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Occupational Health and Safety Practices

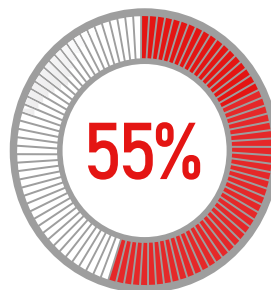
“Our Occupational Health and Safety activities are in line with the ISO 45001 standard that applies to our Integrated Management System, as well as legal requirements.”

We consider ensuring the well-being and welfare of our employees in all areas of production wherever we operate and at every stage of our global value chain as one of the essential goals of top priority in accordance with our sustainability approach. As part of our Occupational Health and Safety activities, we strive to develop proactive practices to achieve the goal of zero occupational accident and prevent loss of labour, time and welfare due to occupational accidents.

We run an active Occupational Health and Safety process by planning improvement efforts in cooperation with our sub-contractor companies through risk assessments, periodic controls, field analyses, training, suggestion and notification mechanisms, occupational hygiene measurements, provision of personal protective equipment, safe storage and use of chemicals in our workspaces. We intend to strengthen the Occupational Health and Safety criteria in our purchasing and supply processes in cooperation with our sustainability committee.

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We identify and monitor key performance indicators and evaluate all the feedback we receive in a transparent manner in field meetings with our employees, in order to provide a healthy and safe working environment. We monitor our Occupational Health and Safety performances on a monthly and yearly basis, and analyse the results in the relevant sub-working group of our sustainability committee, and then report them to our senior management. We report development areas, which include new-generation sustainability practices, and plan continuous improvement activities in accordance with our goals.



“In 2022, we reduced the accident frequency rate by 55%, compared to the previous year.”

We deliver theoretical and practical training at the beginning of employment and on a regular basis, and indicate the measures to be taken against specific risks in their workplaces, in order to raise the awareness of our employees in Occupational Health and Safety.



4344

**People (X) Hour
Training on
Occupational
Health and Safety
2022**

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Social Benefits and Activities

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

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



EAE

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Performance Indicators

	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Senior Management	0	1	0	1	0	1	0	1
Blue-Collar	39	201	36	235	30	213	25	201
White-Collar	35	116	38	117	33	109	31	104
Total	74	318	74	353	63	323	56	306

Employee Category

	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	2	13	1	12	2	17	2	19
Between 30-50	50	208	53	224	209	43	37	213
Under 30	22	97	20	117	97	18	17	74

Employee Age Distribution

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	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	0	1	0	2	0	2	0	2
Between 30-50	0	1	0	1	0	1	0	1
Under 30	0	0	0	0	0	0	0	0

Age Distribution (Senior Management)

	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Uneducated	0	0	0	0	0	0	0	0
Primary School	22	88	21	94	21	89	20	79
High School	20	111	19	131	16	111	11	110
University and Post Graduate	32	119	34	128	26	123	25	117

Level of Education

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2019

2020

2021

2022

	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	0	2	0	0	0	0	0	0
Between 30-50	3	21	4	28	8	45	4	24
Under 30	7	31	8	48	9	43	8	28

Leaving Employees

2019

2020

2021

2022

	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	0	0	0	0	0	0	0	0
Between 30-50	3	14	3	22	1	10	3	10
Under 30	5	51	9	81	6	21	2	26

Hired Employees

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	2019	2020	2021	2022
Average OHS Training Hours per Person	12	12	12	12
Total Number of Accidents	16	18	19	8
Number of Cases with Occupational Disease	0	0	0	0
Number of Fatal Accidents	0	0	0	0
Annual Total Working Time (Hours)	931392	1014552	917136	860112
Total Number of Lost Working Days	57	69	246	61
Accident Frequency Rate	17.18	17.74	20.72	9.3

Occupational Health and Safety

	2019		2020		2021		2022	
	Female	Male	Female	Male	Female	Male	Female	Male
Over 50	1	0	1	0	1	0	1	0
Between 30-50	1	3	1	4	1	4	1	4
Under 30	0	4	0	4	4	4	0	4

Number of Disabled / Disadvantaged Employees

2019		2020		2021		2022	
Female	Male	Female	Male	Female	Male	Female	Male
0.01	0.03	0.02	0.07	0.026	0.01	0.01	0.03

Labour Turnover Rate

2019		2020		2021		2022	
Female	Male	Female	Male	Female	Male	Female	Male
24.1	11.8	24.9	11.1	27.6	11.4	49.9	17.9

Average Training Time per Employee (Hour)

2019		2020		2021		2022	
Female	Male	Female	Male	Female	Male	Female	Male
4	6	3	5	3	7	3	7

Number of Employees Eligible for Parental Leave

GRI Content Index

GRI 1: Foundation (2021)			
GRI Standards	Disclosure and Topic		Location or Description
GRI 1: Foundation (2021)	Requirement 1	Applying the reporting principles	Action is completed.
	Requirement 2	GRI 2: Reporting the disclosures in General Disclosures for 2021	Action is completed.
	Requirement 3	Determining material topics	Action is completed.
	Requirement 4	GRI 3: Reporting the disclosures in Priority Issues for 2021	Action is completed.
	Requirement 5	Reporting disclosures from the GRI Topic Standards for each material topic	Action is completed.
	Requirement 6	Providing reasons for omission for disclosures and requirements that the organization cannot comply with	Action is completed.
	Requirement 7	Publishing a GRI content index	Action is completed.
	Requirement 8	Providing a statement of use	Action is completed.
	Requirement 9	Notifying GRI	Action is completed.

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GRI 2: General Disclosures (2021)			
GRI Standards	Disclosure and Topic	Location and Description	
GRI 2: General Disclosures (2021)	GRI 2: 1 The Organization and Its Reporting Practises		
	2-1 Organizational Details	Legal Name	About The Report, p.1-2 Our Corporate Profile, p.15-19 Company Profile, p.24
		Nature of ownership and legal form	Our Corporate Profile, p.15-19 Company Profile, p.24
		Location of Headquarter	About The Report, p.1-2 Company Profile, p.24
	2-2	Entities included in the sustainability reporting	Our Corporate Profile, p.15-19
	2-3	Reporting period, frequency and contact point	This report is the first sustainability report of EAE Lighting, and it will continue to be issued annually.
	2-4	Information revised according to previous reports	This is the first sustainability report of EAE Lighting.
	2-5	External audit	No external audit has been carried out.

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GRI 2: General Disclosures (2021)	GRI 2:2 Activities and Employees		
	2-6	Activities, value chain and other business relationships	Our Sustainability Policy, p.46-48 Our Employees and Development Management, p.124-128
	2-7	Employees	Our Sustainability Policy, p.46-48 Our Employees and Development Management, p.124-128 Sustainability System Incentive Mechanism, p.58
	2-8	Subcontracted employees	Human Rights Policy, p.116-120
	GRI 2:3 Governance		
	2-9	Governance Reporting	Message from our Board of Directors, p.5-6 Our Corporate Profile, p.15-19 Our Sustainability Policy, s.46-48 Sustainability Management Incentive Mechanism, p.58
	2-10	The process of determining the competences and qualifications of the members of the highest governance body	Corporate Profile, p.15-19 Sustainability Policy, p.46-48 Sustainability Mechanisms, p.50-58 Risk & Opportunities Strategic Task Force, p.55-56
	2-11	Executive role of the head of the highest governance body	Executive role of the head of the highest governance body

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GRI 2: General Disclosures (2021)	2-12	Role of the highest governance body in overseeing the management of impacts resulting from activities	Message from our Board of Directors, p.5-6 Message from our Sustainability Leader, p. 7-8 Communication with our Stakeholders and Memberships, p.38-40 Sustainability Strategy and Priorities, p.60-66 Our Sustainability Policy, p.46-48 Our Human Rights Policy, p.116-120
	2-13	Delegation of responsibility for managing impacts resulting from activities	Message from Board of Directors, p.5-6 Sustainability Mechanisms, p.50-58 Duties and Responsibilities of Sustainability Committee, p.53
	2-14	Role of the highest governance body in sustainability reporting	Message from Sustainability Leader, p.7-8 Sustainability Mechanisms, p.50-58 Duties and Responsibilities of Sustainability Committee, p.53
	2-15	Processes to avoid conflicts of interest	Message from Sustainability Leader, p.7-8 Our Ethics and Compliance Policy, p.26-29
	2-16	Communication of critical concerns to the highest governance body	Our Ethics and Compliance Policy, p.26-30 Code of Business Ethics and Conduct, p.32 Work Principles of Ethics Committee, p.28

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GRI 2: General Disclosures (2021)	2-17	Collective knowledge of the highest governance body	Our Human Rights Policy, p.116-120 Sustainability Mechanisms, p.5058
	2-18	Evaluation of the performance of the highest governance body	Sustainability Mechanisms, p.50-58 Our Employees and Development Management, p.125-128
	2-19	Remuneration policies	Our Employees and Development Management, p.124-128
	2-20	Process to determine remuneration	Our Employees and Development Management, p.124-128
	2-21	Annual total compensation ratio	Privacy Restrictions EAE Elektrik shall not share this information publicly in accordance with the privacy policies of he company.
	GRI 2: 4 Strategy, Policies and Practises		
	2-22	Statement on sustainable development strategy	Message from our Board of Directors, p.5-6 Our Sustainable Future Plan, p.6773
	2-23	Policy commitments	Our Ethics and Compliance Policies, p.2630 Integrated Management System and Certificates, p.32-36 Our Sustainability Policy, p.46-48 Our Human Rights Policy, p.116-120

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GRI 2: General Disclosures (2021)	2-24	Embedding policy commitments	Our Ethics and Compliance Policies, p.26-30 Our Integrated Management System and Certificates, p.32-36 Our Sustainability Policy, p.46-48 Our Human Rights Policy, p.116-120
	2-25	Process to remediate negative impacts	Our Ethics and Compliance Policies, p.26-30 Sustainability Mechanisms, p. 50-58
	2-26	Mechanisms for receiving suggestions and raising concerns about issues related to ethical and legal behaviour	Ethics and Compliance Policies, p.26-30 Sustainability Mechanisms, p.50-58 Human Rights Policy, p.116-120
	2-27	Compliance with laws and regulations	Our Ethics and Compliance Policies, p. 26-30
	2-28	Union and association memberships	Communication with our Stakeholders and Memberships, p.38-40

GRI 2: General Disclosures (2021)	GRI 2:5 Stakeholder Engagement		
	2-29	Approach to stakeholder engagement	Communication with our Stakeholders and Memberships, p.38-40
	2-30	Collective bargaining agreements	There are no employees covered by the collective bargaining agreement.

GRI 3: Priority Issues (2021)			
GRI Standards	Disclosure and Topic		Location or Description
GRI 3: Prioritised	3-1	List of Priority Issues	Message from our Board of Directors, p.5-6 Sustainability Mechanisms, p. 50-58 Our Sustainability Strategy and Priorities, p.60-66
Topics 2021	3-2	Priority Issues (Items)	Sustainability Strategy and Priorities, p.60-66

GRI 3: Priority Issues (2021)					
GRI Standards		Disclosure and Topic		Location or Description	
GRI 201: Economic Performance 2016					
GRI 3: Priority Issues 2021		3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Sustainability Mechanisms, p. 46-48 Sustainability Strategy and Priorities, p.50-58	
GRI 201: Economic Performance 2016		201-1	Direct economic value generated and distributed	Sustainability Strategy and Priorities, p.60-66	
		201-4	Financial assistance received from government	Taxes, p.30 Technology, Innovation and R&D-Oriented Product Development, p.75-82	
GRI 202: Market Presence 2016					
GRI 3: Priority Issues 2021		3-3	Management of Priority Issues	Corporate Profile, p.15-19	
GRI 202: Market Presence 2016		202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Human Rights Policy, p.116-120 Employees and Development Management, p.124-128	
		202-2	Senior management hired from the local community	Corporate Profile, p.15-19	

GRI 204: Procurement Practises 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Sustainable Future Plan, p.67-72
GRI 201: Procurement Practises 2016	204-1	Proportion of spending on local suppliers	Responsible Purchasing and Value Chain, p.83-86
GRI 205: Anti-Corruption 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Sustainability Leader, p.7-8 Sustainability Policy, p.46-48 Duties and Responsibilities of Sustainability Committee, p.53-54 Strategic Risk & Opportunities Task Force, p.55-56
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Ethics and Compliance Policies, p.26-30 The Area of Responsibility of Strategic Risk & Opportunities Task Force, p.56 Sustainable Future Plan, p.67-73
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Sustainable Future Plan, p.67-73 EAE Lighting in Figures, p.12
	205-3	Confirmed incidents of corruption and actions taken	Ethics and Compliance Policies, p.26-30 Sustainability Policy, p.46-48 Sustainable Future Plan, p.67-73

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GRI 206: Anti-competitive Behaviour 2016

GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Ethics and Compliance Policies, p.26-30 Sustainability Policy, p.46-48
GRI 201: Procurement Practises 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practises	Ethics and Compliance Policies, p.26-30

GRI 207: Tax 2019

GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Chairman of Board of Directors, p.5-6 Taxes, s.30
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Ethics and Compliance Policies, p.26-30 The Area of Responsibility of Strategic Risk & Opportunities Task Force, p.56 Sustainable Future Plan, p.67-73
GRI 205: Anti-Corruption 2016	207-1	Approach to Tax	Taxes, p.30
	207-2	Tax governance, control, and risk management	Taxes, p.30
	207-3	Stakeholder engagement and management of concerns related to tax	Taxes, p.30

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GRI 300: Series of Environmental Standards				
GRI Standards		Disclosure and Topic		Location or Description
GRI 301: Materials 2016				
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues		Message from Chairman of Board of Directors, p. 5-6 Message from Sustainability Leader, p.7-8 Sustainability Policy, s.46-48 Sustainability Strategy and Priorities, p.60-66 Sustainability Mechanisms, p.50-58
GRI 301: Materials 2016	301-1	Materials used by weight or volume		Raw Materials, Natural Resources and Waste Management, p.107-112 Responsible Purchasing and Value Chain, p.83-86
	301-2	Recycled input materials used		Raw Materials, Natural Resources and Waste Management, p.107-112
	301-3	Reclaimed products and their packaging materials		Raw Materials, Natural Resources and Waste Management, p.107-112

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GRI 302: Energy 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 5-6 Sustainability Mechanisms, p.50-58 Decarbonization Vision, p. 93-106
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Consumption, p. 104
	302-3	Energy intensity	Energy Consumption, p. 104
	302-4	Reduction of Energy Consumption	Energy Consumption, p. 104
	302-5	Reductions in Energy Requirements of Products and Services	Energy Consumption, p. 104

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GRI 303: Water and Effluents 2018			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 5-6 Sustainability Strategy and Priorities, p.60-66, Sustainability Policy, p.46-48
GRI 302: Energy 2016	302-1	Water Policy and Management Approach of the Organization	Raw Materials, Natural Resources and Waste Management, p. 107-112
	303-2	Management of Water Discharge-Related Impacts	Raw Materials, Natural Resources and Waste Management, p. 107-112
	303-3	Water Withdrawal	Water Consumption, p. 110 Raw Materials, Natural Resources and Waste Management, p. 107-112
	303-4	Water Discharge	Raw Materials, Natural Resources and Waste Management, p. 107-112
	303-5	Total water consumption	Water Consumption, p. 106 Raw Materials, Natural Resources and Waste Management, p. 107-112

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GRI 304: Biodiversity 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 5-6 Message from Sustainability Leader, p.7-8 Sustainability Strategy and Priorities, p.60-66 Sustainable Future Plan, p.67-73
GRI 302: Energy 2016	304-2	Significant impacts of activities, products and services on biodiversity	Sustainability Mechanisms, p.50-58 Protective Orientation and Goals, p.72
	304-3	Habitats protected or restored	Sustainability Mechanisms, p. 50-58 Protective Orientation and Goals, p.72

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GRI 305: Emissions 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Sustainability Mechanisms, p. 50-58 Decarbonization Vision, p.93-106 Corporate Greenhouse Gas Inventory, p.95-103
GRI 302: Energy 2016	305-1	Direct (Scope 1) greenhouse gas emissions	Corporate Greenhouse Gas Inventory, p. 95-103
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Corporate Greenhouse Gas Inventory, p. 95-103
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Corporate Greenhouse Gas Inventory, p. 95-103
	305-4	Greenhouse gas emission intensity	Sustainability Strategy and Priorities, p.60-66 Corporate Greenhouse Gas Inventory, p. 95-103
	305-5	Reduction of GHG Emissions	Sustainability Strategy and Priorities, p.62-68 Decarbonization Vision, p.93-106
	305-6	Emissions of ozone-depleting substances (ODSs)	Sustainability Strategy and Priorities, p.60-66 Corporate Greenhouse Gas Inventory, p.95-103
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Strategy and Priorities, p.60-66 Corporate Greenhouse Gas Inventory, p.95-103

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GRI 306: Waste 2020			
	103-3	Management Approach Evaluation	Message from Board of Directors, p. 5-6 Message from Sustainability Leader, p.7-8 Sustainability Policy, p.46-48 Sustainability Mechanisms, p.50-58
GRI 302: Energy 2016	306-1	Waste generation and significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, p.107-112
	306-2	Management of significant waste-related impacts	Raw Materials, Natural Resources and Waste Management, p. 107-112
	306-3	Amount of waste generated	Raw Materials, Natural Resources and Waste Management, p. 107-112
	306-4	Waste diverted from disposal	Raw Materials, Natural Resources and Waste Management, p. 107-112
	306-5	Waste directed to disposal	Raw Materials, Natural Resources and Waste Management, p. 107-112

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GRI 308: Supplier Environmental Assessment 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 5-6 Message from Sustainability Leader, p.7-8 Sustainability Mechanisms, p.50-58 Sustainability Strategy and Priorities, p.60-66
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Responsible Purchasing and Value Chain, p.83-86

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GRI 400: Series of Social Standards					
GRI Standards		Disclosure and Topic		Location or Description	
GRI 401: Employment 2016					
GRI 3: Priority Issues 2021		3-3	Management of Priority Issues	Message from Board of Directors, p. 5-6 Sustainability Policy, p.46-48 Sustainability Mechanisms, p.50-58 Sustainability Strategy and Priorities, p.60-66	
GRI 301: Materials 2016		401-1	New employee hires and employee turnover	Human Rights Policy, p.116-120 Employees and Development Management, p.121-125 Performance Indicators, 132-140	
		401-2	Benefits provided to full-time employees	Human Rights Policy, p. 116-120 Employees and Development Management, p. 121-125	
		401-3	Parental leave	Performance Indicators, p. 132-140	

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GRI 403: Occupational Health and Safety 2018			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Occupational Health and Safety Practices, p.127-128 Sustainability Mechanisms, p.50-58 Sustainability Strategy and Priorities, p.60-66 Sustainability Policy, p.46-48
GRI 302: Energy 2016	403-1	Occupational Health and Safety Management System	Occupational Health and Safety Practices, p. 127-128
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Practices, p. 127-128 The Area of Responsibility of Strategic Risk & Opportunities Task Force, p.55-56
	403-3	Occupational health services	Occupational Health and Safety Practices, p. 127-128

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GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, communication on occupational health and safety	Occupational Health and Safety Practices, p. 127-128
	403-5	Worker training on occupational health and safety	Occupational Health and Safety Practices, p. 127-128
	403-6	Promotion of worker health	Occupational Health and Safety Practices, p. 127-128
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Practices, p. 127-128
	403-8	Employees covered by the occupational health and safety management system	Performance Indicators, p.132-140
	403-9	Work-related injuries	Occupational Health and Safety Practices, p. 127-128 Performance Indicators, p.132-140
	403-10	Work-related ill health	Occupational Health and Safety Practices, p.127-128 Performance Indicators, p.132-140

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GRI 404: Training and Education 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Sustainability Mechanisms, p.50-58 Sustainability Strategy and Priorities, p.60-66 Sustainability Policy, p.46-48
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training Activities, p.126
	404-2	Programs for upgrading employee skills and transition assistance programs	Employees and Development Management, p. 121-125
	404-3	Percentage of employees receiving regular performance and career development reviews	Employees and Development Management, p. 121-125 Performance Indicators, p.132-140
GRI 405: Diversity and Equal Opportunity 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Human Rights Policy, p.116-120
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Human Rights Policy, p.116-120 Performance Indicators, p.132-140
	405-2	Ratio of basic salary and remuneration of women to men	Human Rights Policy, p. 116-120

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GRI 406: Non-Discrimination 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Human Rights Policy, p. 116-120
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination	Human Rights Policy, p. 116-120
GRI 408: Child Labour 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Human Rights Policy, p.116-120
GRI 405: Diversity and Equal Opportunity 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Human Rights Policy, p. 116-120
GRI 409: Forced/Compulsory Labour 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.8-9 Sustainability Strategy and Priorities, p.60-66
GRI 409: Compulsory labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Responsible Purchasing and Value Chain, p. 83-86 Human Rights Policy, p. 116-120

GRI 410: Security Practises 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Sustainability Strategy and Priorities, p.60-66
GRI 410: Security Practises 2016	410-1	Security personnel trained in human rights policies or procedures	Human Rights Policy, p. 116-120
GRI 414: Supplier Social Assessment 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Sustainability Strategy and Priorities, p.60-66 Sustainability Mechanisms, p.5058 Responsible Purchasing and Value Chain, p.83-86
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Responsible Purchasing and Value Chain, p.83-86
GRI 416: Customer/Consumer Health and Safety 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Sustainability Mechanisms, p.5058 Customer Satisfaction Practices, p.87-89 Sustainability Policy, p.46-48 Sustainability Strategy and Priorities, p.60-66
GRI 416: Customer/Consumer Health and Safety 2016	416-1	Products and services for which health and safety impacts are assessed	Integrated Management System and Certificates, p.32-36
	416-2	Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period	There are no incidents of non-compliance with regulations or voluntary codes.

GRI 417: Marketing and Labelling 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p.5-6 Integrated Management System and Certificates, p. 32-36
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	Integrated Management System and Certificates, p. 32-36
	417-2	Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling	There are no incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labelling
GRI 418: Customer Privacy 2016			
GRI 3: Priority Issues 2021	3-3	Management of Priority Issues	Message from Board of Directors, p. 5-6 Our Sustainable Future Plan, p.70-76 Sustainability Elements of EAE Lighting, p.63 Integrated Management System and Certificates, p.32-36
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no substantiated complaints concerning breaches of customer privacy and losses of customer data.



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