



BOYTEKS

SUSTAINABILITY
REPORT 2023

good morning

BOYTEKS

SUSTAINABILITY REPORT 2023

ABOUT THE REPORT



Boyteks, with its many years of experience, has secured its place among the world's leading mattress fabric manufacturers. With an innovative perspective, Boyteks aims to deliver the highest level of quality to its customers and consumers in over one hundred countries in a sustainable manner. In line with this vision, improving performance on ESG (environmental, social, governance) issues is among the company's top priorities.



As one of the leading brands in its sector in Turkey and globally, Boyteks accelerated its sustainability efforts during the 2023 operational year under the coordination of Erciyes Anadolu Holding, to which it belongs. As part of the sustainability transformation process carried out in the mentioned year, key initiatives such as strategy development, stakeholder engagement, and materiality analysis were implemented for the first time in the company. The outcomes of these processes were documented within

the scope of sustainability reporting.

In the 2023 Sustainability Report, Boyteks Tekstil Sanayi ve Ticaret A.Ş.'s sustainability activities and performance from January 1, 2023, to December 31, 2023, were reported in compliance with GRI (Global Reporting Initiative) Standards. Detailed information about the GRI standards and statements corresponding to the relevant sections of the report can be found in the GRI Index included in the annex.

For opinions and questions regarding the report, you can contact Boyteks at info@boyteks.com.

BOYTEKS



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Message from the CEO



This year, we have reached an important milestone on our sustainability journey.

ASSOC. PROF. ALPASLAN BAKİ ERTEKİN

I am excited to share with you Boyteks' first sustainability report, prepared in accordance with GRI standards.

Dear Stakeholders, Business Partners, and Employees,

First and foremost, I extend my heartfelt condolences to the families of those who lost their lives in the devastating earthquakes cantered in Kahramanmaraş on February 6, 2023, and wish patience and strength to their loved ones. Together with Erciyes Anadolu Holding, under the leadership of TMSF and in coordination with AFAD, we provided urgent support to the earthquake-affected regions, delivering necessary aid to those in need. During this challenging period, we once again witnessed the power of our societal solidarity. I sincerely hope that our country will never face such a disaster again, and I affirm our commitment to remain aware of our responsibilities to society and to always stand by our nation.

The year 2023 was both a year of sorrow and celebration, as we

observed tragic events but also joyfully celebrated the centenary of our Republic. The textile sector continued to feel the negative effects of the post-pandemic economic slowdown and ongoing conflicts in our neighbouring regions. Despite the challenging economic conditions marked by high energy and transportation costs, Boyteks persevered in developing innovative products, investing in sustainable production practices, and maintaining its share in global markets. Through our successes at international fairs and award-winning products, we proudly showcased our brand on a global scale, befitting the 100th anniversary of our Republic, while continuing to generate added value for our country.

We place great importance on our sustainability efforts to contribute to Türkiye 2053 net-zero goal. In line with this objective, Boyteks aims to achieve carbon-neutral operations by 2040, striving to

fulfill our responsibilities within the sector. This year, we reached a significant milestone on our sustainability journey. I am excited to share Boyteks' first sustainability report, prepared in accordance with GRI (Global Reporting Initiative) standards. This report transparently highlights the steps our company has taken to realize its potential and achieve its sustainability commitments while comprehensively addressing Boyteks' performance and innovative initiatives in environmental, social, and governance areas.

In 2024, we aim to make innovation and sustainability the focus of Boyteks' agenda. We will continue to advance our sustainability awareness through the innovative products we develop and intensify our efforts to address environmental, social, and governance challenges. Our Solar Power Plant (SPP) project, which will commence operations

in Van, will significantly contribute to improving energy efficiency and help us achieve our goals.

With the support of our stakeholders, we aim to integrate our sustainable practices into our business culture and continue contributing to sustainable development from an innovative perspective. I would like to emphasize that we are open to collaboration with you, our valued stakeholders, on Boyteks' journey toward building a sustainable future and will gladly welcome your contributions.

Sincerely,

Assoc. Prof. Alpaslan Baki Ertekin
Erciyes Anadolu Holding Board
Member & CEO

Message from the General Manager



With our commitment to sustainability principles, we will continue to lead the transformation in the mattress fabric industry and inspire the sector.

MEHMET YILDIZ

This year, the publication of Boyteks' first sustainability report, prepared in accordance with GRI standards, stands as the clearest indicator of the importance we place on the sustainability management system within our company.

Dear Stakeholders, Business Partners, and Employees,

As Boyteks, the leading textile investment of Erciyes Anadolu Holding—one of Türkiye largest groups—we have been continuously carrying out production activities, from yarn to fabric, for over 20 years. With an innovative perspective, we aim to elevate sustainability standards in the sector while creating local and global value for our country through exports to over 100 countries annually.

For Boyteks, 2023 was a year filled with successes, as in previous years. The post-pandemic economic stagnation, the Russia-Ukraine War, and conflicts in nearby regions deepened the global economic slowdown, compounded by high energy costs. Despite these challenging conditions, we continued our exports to every corner of the world at full speed.

In 2023, Boyteks participated in more than 10 international fairs.

At these events, we showcased our sustainable products such as Biogreen and Nettle and returned from Interzum Cologne—one of the industry's most prestigious fairs held in Germany—with two awards.

The fight against climate change and the aim of achieving sustainable development have introduced initiatives like the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM). To meet the goals set at regional and global levels, companies are now presenting sustainability reports to their stakeholders, offering transparent, complete, and consistent information that evaluates and analyses their environmental, social, and governance (ESG) performance.

At Boyteks, we contribute to improving the ecosystem and the living standards of our customers with our ongoing initiatives and the innovative products we have pioneered in the industry. Additionally, certifications

such as ISO 50001 Energy Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 14001 Environmental Management System highlight our tangible efforts to improve environmental performance.

We utilize the Supervisory Control and Data Acquisition (SCADA) system to optimize energy efficiency in our processes, enabling us to monitor energy consumption and make necessary improvements.

Our Van Solar Power Plant (SPP) project, set to launch in 2025, will enable us to generate renewable energy. The plant will meet Boyteks' annual energy consumption, supporting our sustainability goals.

We are also aware of the critical importance of sustainable water use in the industry we operate in. We actively pursue technological research and investment opportunities to enhance the recovery of wastewater. Under our

Zero Waste Policy, we currently recover approximately 97% of the waste generated from our processes, thereby contributing to the circular economy and fulfilling our sustainability responsibilities.

This year, we are proud to present Boyteks' first sustainability report, prepared in accordance with GRI (Global Reporting Initiative) standards. This report is a clear indicator of the importance we place on our sustainability management system. With our commitment to sustainability principles, we will continue to lead the transformation in the mattress fabric industry and inspire the sector.

Sincerely,

Mehmet Yıldız
General Manager, Boyteks

ABOUT BOYTEKS



With an approximately 10% market share in the global market, Boyteks is recognized today as one of the world’s leading brands in industrial textiles.

CORPORATE PROFILE

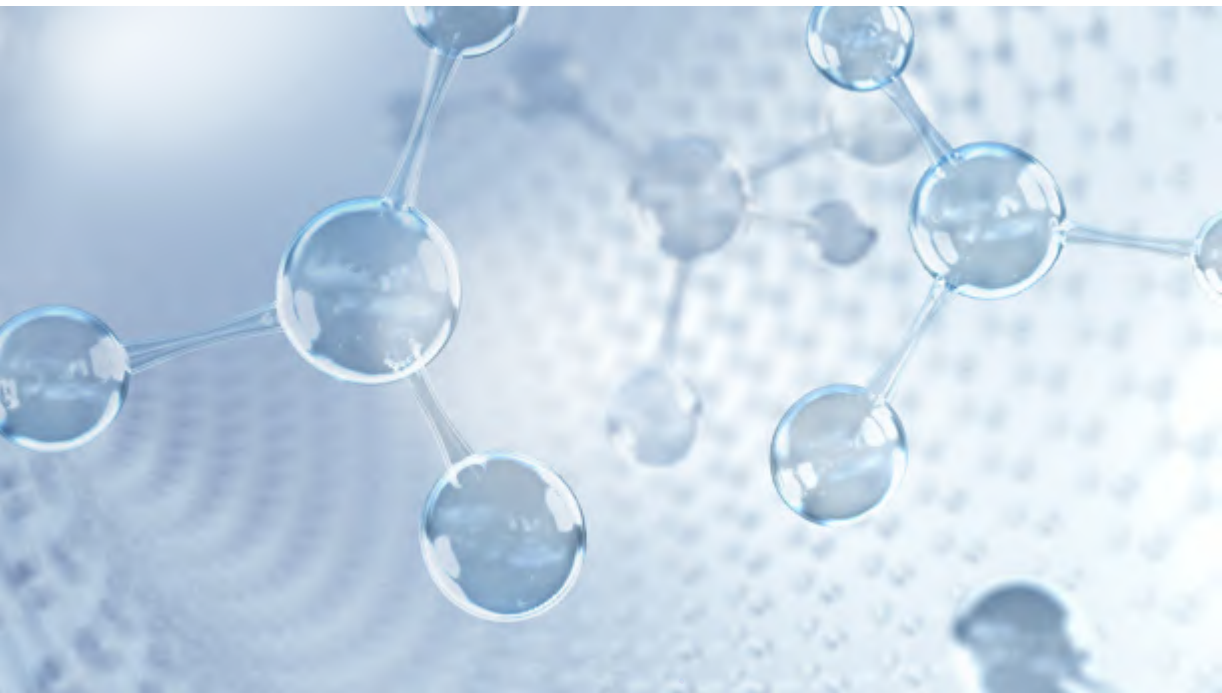
Boyteks Tekstil ve Sanayi A.Ş. was established in 1999 as the textile company of Erciyes Anadolu Holding, one of Turkey's leading groups, and has become one of the world's largest mattress fabric manufacturers. With an approximately 10% market share in the global market, Boyteks is recognized as a leading global brand in industrial textiles.

Adopting a nature-friendly and life-respecting policy, Boyteks stands out in the industry with its strong team focused on excellence. Through its integrated production

system—from yarn to fabric—and its innovative approach, Boyteks touches the lives of customers in over 100 countries every year.

Boyteks' professional design teams tirelessly work on producing eco-friendly and sustainable products, prioritizing the needs of future generations and customer satisfaction. By collaborating with world-renowned design offices, the Boyteks Product Development and Design teams combine elegance and style with high quality and functionality in their products.





Equipped with advanced innovative mattress fabric production technologies, Boyteks makes its mark on 1 out of every 10 mattresses produced worldwide. With its experienced research and development team, the company delivers innovative solutions to its customers, positioning itself as a pioneer in industry innovation.

Boyteks has an annual production capacity of nearly 80 million meters for woven and knitted mattress fabrics. Its dynamic sales and marketing team, extensive distribution network, and representatives and agencies in various countries make Boyteks easily accessible and the closest brand to its customers.

Sustainability and environmental consciousness are central to Boyteks’s

product development philosophy. By integrating environmentally friendly processes with the latest mattress fabric technologies, Boyteks has developed numerous products to combat environmental pollution and global warming. These efforts aim to reduce greenhouse gas emissions, promoting more sustainable and eco-friendly production.

As a pioneer in sleep technology innovations, Boyteks delivers forward-thinking solutions, producing “good mornings” every day for customers around the world with designs inspired by Italian aesthetics.

As the innovation leader in its sector, Boyteks is committed to designing the future with sustainable products and continuing to generate added value.



MISSION

To contribute to the national economy and create added value as a corporate, dynamic, innovative, and reliable company in the fields we operate within the textile sector.



VISION

To maintain competitive strength, increase market share, achieve and sustain leadership across all product groups in the markets we operate as a global company.

THE 9 PRINCIPLES

Inspire Confidence

Trust is earned through a sense of responsibility toward the environment, society, and the world.



Win Hearts:

Sustainable relationships are built by reflecting tolerance in actions.



Deliver Results:

Dynamism gained from past successes secures the future.



Be the Best:

High standards are upheld through deep expertise.



Embrace the Future:

Adapt to the rapid pace of global change to shape the future.



Understand Your Customer:

Move in alignment with customers by contributing to sustainability through customer-focused thinking.



Add Meaning:

Recognize the contribution of every task to the bigger picture and build a better future.



Empower:

Provide employees with the resources they need to perform their jobs effectively.



Lead the Way:

Guiding teams is a priority for employees committed to carrying the organization into the future.

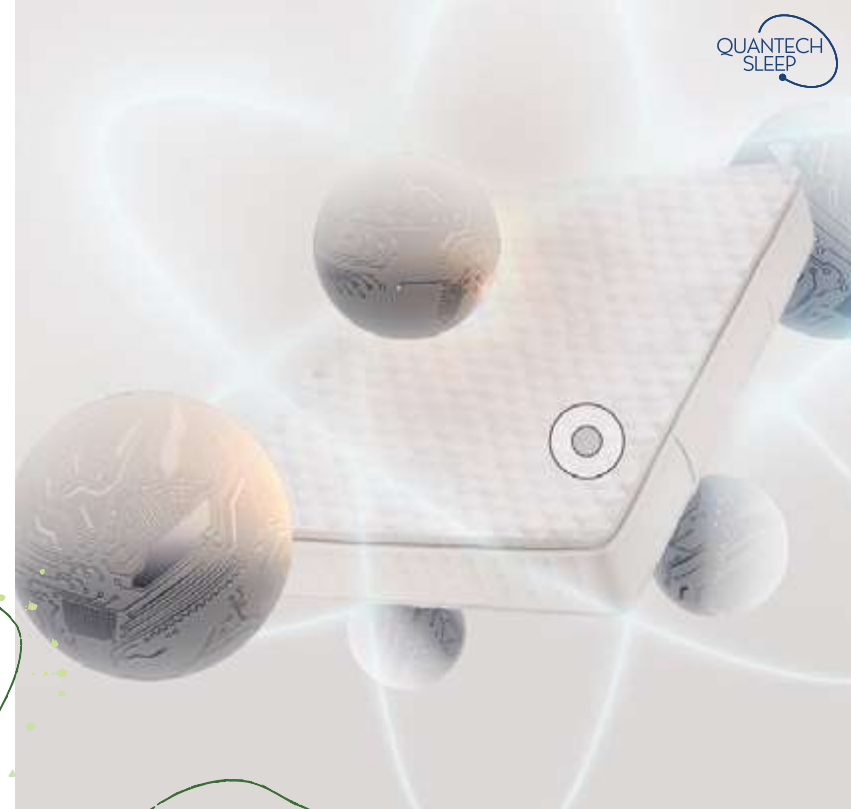


BOYTEKS AT A GLANCE

Boyteks, with approximately 1,000 employees, carries out production and organizational activities on a 100,000 m² area in Kayseri Organized Industrial Zone. The company, ranked among Turkey's top 500 industrial enterprises, has nearly 50 distributors and agencies worldwide. Boyteks presents its new patterns, fabrics, and groundbreaking innovative collections at international trade fairs each year for the appreciation of its customers. Boyteks produces yarn, woven and knitted mattress fabrics, and mattress covers at its facilities in Kayseri.

Believing in the power of innovation, Boyteks is the manufacturer of several pioneering products in the mattress sector, including Cooler, Biorytmic Sleep, Graphene, Ametist, V-Guard, Hemp, and many others. With its contributions to the environment and sustainability activities, Boyteks aims to ensure future generations wake up to the best mornings.

Aware of the responsibility that comes with being a global brand, Boyteks continues to generate sectoral and societal value.



MILESTONES

Boyteks Tekstil San. ve Tic. A.Ş. was established.

1999

Boyteks began mattress fabric production under the "Merkez Çelik" company of Erciyes Anadolu Holding, to meet the group's mattress fabric needs.

2000

2001

International sales operations started, and the first export was made.

2002

On January 7, 2002, the company formation was completed, and mattress fabric production started under the name Boyteks with 48 machines.

2003

A 100% increase in mattress fabric production capacity was achieved, and upholstery fabric production started in Bursa.

2005

Knitted mattress fabric production began.

2007

A 100% capacity increase was made in both woven and knitted fabrics.

2008

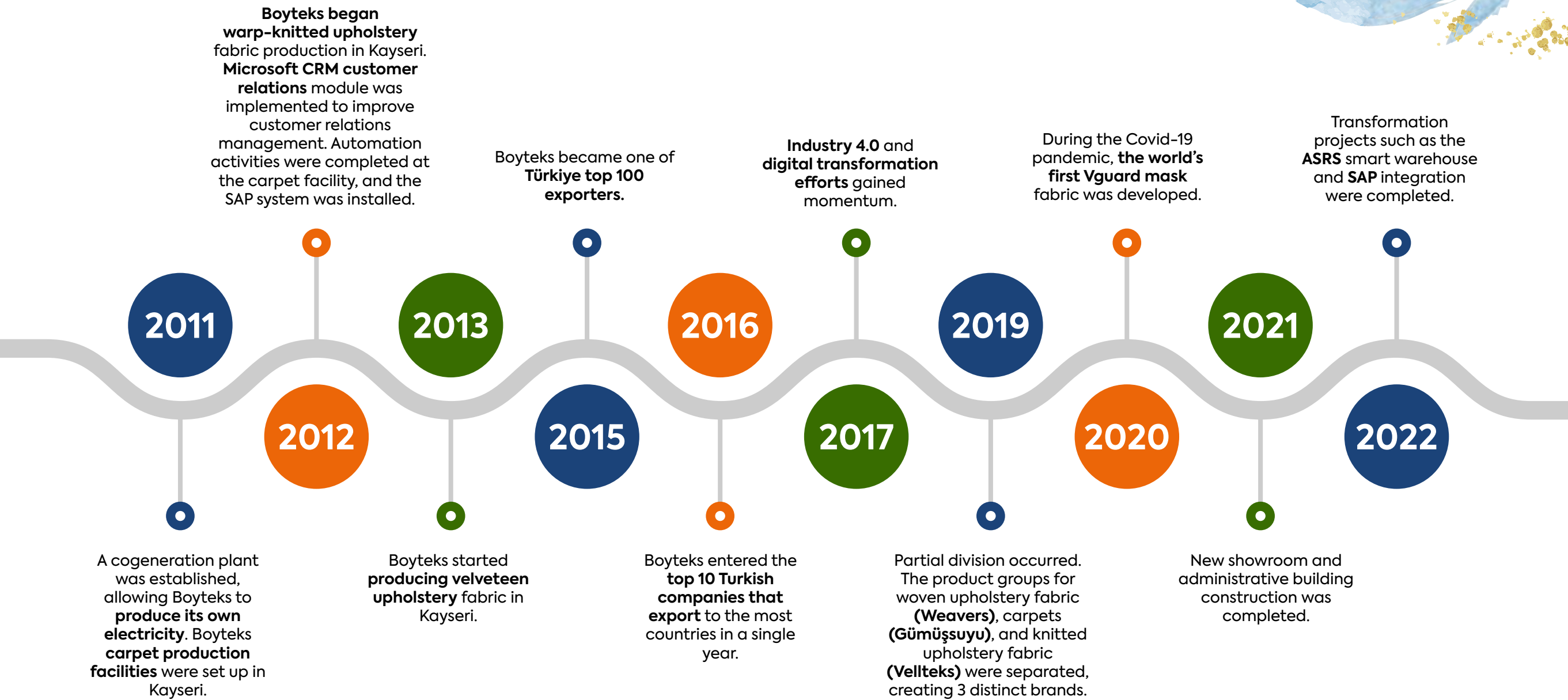
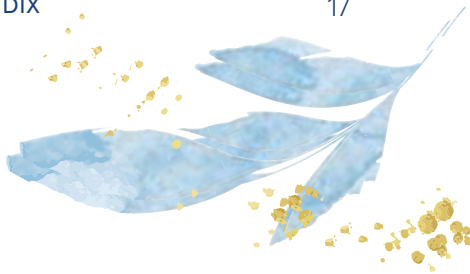
Boyteks became a global fabric producer, achieving an annual production of 50 million meters of mattress fabric and 12 million meters of upholstery fabric. The Istanbul office was opened.

2009

The showroom was renovated, and capacity increase was made in woven and knitted fabrics. The China office was opened.

2010

Lean Six Sigma, 5S, and Kaizen initiatives started. With the use of the Scada program, energy consumption at all facilities began to be monitored online.





TODAY:

Boytteks, continues its operations as one of the world’s largest mattress fabric producers with innovative designs.

BOYTEKS IN 2023

Boyteks is the leading investment in the textile sector of Erciyes Anadolu Holding, one of Turkey's largest groups, and produces bed fabrics at its facilities in Kayseri.

Boyteks, which started bed fabric production in 2000, carries out all stages from yarn to fabric production in fully integrated facilities that operate with an ERP system.

As one of the largest bed fabric producers in the world, Boyteks ranks among Türkiye top 500 industrial companies as of 2023. Emerging as one of the leading brands in industrial textiles globally, Boyteks has been listed

among the export champions announced by the Turkish Exporters Assembly for the last 8 years.

Boyteks, bringing its collections to life with advanced design programs, is one of the world's leading bed fabric producers with its research-oriented and innovative approach, distinctive solutions, and fast marketing structure. Boyteks ensures fast delivery of orders with its logistical advantages and extensive distribution network and holds a trend-setting position in the global arena with its designs. In this regard, Boyteks collaborates

with design offices in various countries, offering collections that combine hundreds of colours with unique patterns.

Boyteks offers unlimited design and color options in its products, ranging from traditional to modern styles. Continuing its research for innovative products with its expert R&D team, Boyteks continues to set trends in the industry with products such as V-Guard, Magnorest, Cooler, Graphene, Biorytmic Sleep, Ametist, CBD, Nano Clean, and Flaret.

In 2023, Boyteks also participated in international fairs, introducing products that combine innovation, design, and comfort to its customers. Throughout 2023, Boyteks participated in 13 international fairs in 10 different countries and made its name by receiving awards at these events. Starting with Heimtextil Frankfurt in Germany, Boyteks has taken part in the most prestigious events in the industry across Europe, from Italy to the UK.

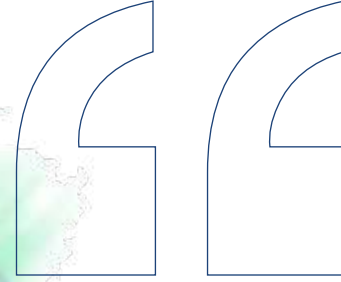
The most prestigious fair in the bedding and furniture industry, Interzum 2023, took place in

Cologne, Germany. At this event, Boyteks met with its international agents and distributors, introduced new products where innovation and design intersect, and won the “High Product Quality” award from Interzum with its Nettle and BioGreen concept products.

Through its international fair participations, Boyteks has successfully promoted its products and brand, strengthening its brand image in the global market.



CORPORATE MANAGEMENT



Boyteks manages its way of doing business and its ethical approach in its activities within the framework of the Holding Ethical Rules prepared by the Erciyes Anadolu Holding Ethics Board.

CORPORATE PROFILE

Boyteks Tekstil Sanayi ve Ticaret A.Ş. operates under the corporate governance framework of Erciyes Anadolu Holding as part of a group of companies. The Board of Directors is divided into two main bodies: the Audit Committee and the CEO. The Internal Audit Coordination is part of the Audit Committee. Under the CEO, there are several directorates: Investments, Affiliates, Business Development and IT Coordination, Financial Affairs, Finance and Risk Management Coordination, Corporate Relations, and Legal Affairs Coordination.

The positions of Purchasing and Import Manager, Human Resources Manager, Financial Affairs and Finance Manager report directly to the General Manager. Additionally, there are the positions of Sales and Marketing Deputy General Manager and Technical Deputy General Manager under the General Manager.

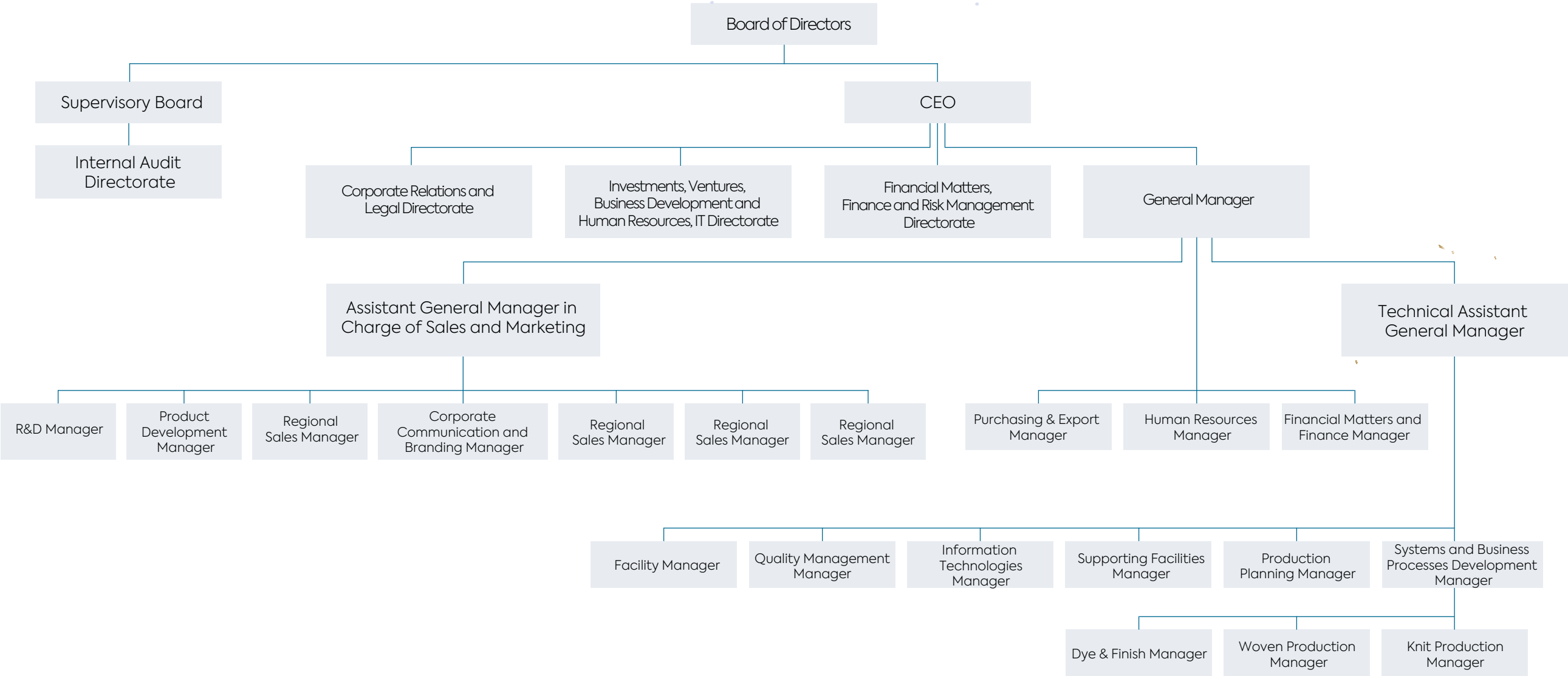
Under the Sales and Marketing Deputy General Manager, the following positions are available: R&D Manager, Product Development Manager, Regional Sales Manager, and Corporate Communication and Brand Manager.

Under the Technical Deputy General Manager, the following positions are available: Quality Management Manager, Information Technologies Manager, Auxiliary Operations Manager, Production Planning Manager, System and Business Process Development Manager, and Operations Manager.

Detailed information about the Erciyes Anadolu Holding Board of Directors is available on the company's corporate website.



BOYTEKS ORGANISATIONAL CHART



The committees and boards reporting to the General Manager are crucial structures in the company’s overall governance processes. They play a key role in implementing decisions made by senior management and in evaluating suggestions and complaints from employees. The positions of these committees and boards within the organizational chart are indicated in the visual below.



BUSINESS ETHICS AND COMPLIANCE

Boyteks manages its business practices and ethical approach within the framework of the Corporate Ethics Rules prepared by the Erciyes Anadolu Holding Ethics Board. These ethics rules are communicated to all employees and managers through orientation processes as well as annual training sessions. The company's and employees' relationships with customers, suppliers, and other stakeholders are regulated according to these ethical rules.

The ethical rules also serve as a guide in areas such as improving service quality, using resources efficiently, complying with competition regulations, and managing relationships with employees. By effectively applying these ethical rules, Boyteks aims to ensure full compliance with all national and international laws, regulations, and rules, including relevant regulations.

The company's relationships with its shareholders are organized according to ethical rules, and all necessary measures are taken to prevent conflicts of interest. Relationships with customers and their rights are also addressed within the framework of ethical rules, aiming to ensure high customer satisfaction. The company's relationships with employees, including career development, promotions, Occupational Health and Safety (OHS), recruitment, and compensation, are managed in alignment with ethical standards.

In cases where behaviour contrary to the ethical rules occurs or is reported, the relevant cases are evaluated by the ethics board, and necessary processes are initiated.



RISK MANAGEMENT

Boyteks is committed to adding value, maintaining the added value, contributing to development, and achieving sustainable growth goals in the global and local business environments in which it plays an active role. In this context, the company operates with an awareness of the importance of efficiently managing risks in an environment filled with uncertainties as a key to success.

With this perspective, the corporate risk management approach ensures that potential risks that may affect strategic and operational processes are identified, assessed, and systematically monitored and reported. Corporate risk management is conducted within the framework of the Risk Management Guide established for the group companies.

Under the Risk Management Guide, the company systematically identifies,

assesses, and manages uncertainties originating from both internal and external sources that may arise during efforts to achieve operational and strategic objectives. The company ensures appropriate levels of assurance to minimize individual reliance in risk management and provides a unified risk management approach based on the collective perception of the company.

Risk management is reviewed by the company’s Board of Directors, the Early Detection of Risk Committee, risk representatives, holding risk management, the internal control department, and the internal audit coordinator. This review is carried out within the framework of the Risk Management Guide. The roles and responsibilities of senior management and employees in the risk management processes are outlined in the table.



Management Level	Chief Role and Responsibility
Board of Directors (Holding and Companies)	Oversight and approval
Early Risk Detection Committee (Holding and Companies)	Oversight and approval
Holding / Company Upper Management (General Manager and Assistant General Managers)	Risk taking and management
Risk Representatives	Risk monitoring, reporting and coordination
Holding Risk Management and Internal Audit Directorate / Risk Management and Internal Audit Units	Monitoring, consolidating data, analysis and assessment
Internal Audit Directorate	Assurance and consultancy

INTERNAL AUDIT

The Internal Audit Coordinator adopts a regular and systematic approach to achieve sustainable growth goals and to evaluate and improve the effectiveness of risk management, internal control, and governance processes within business operations.

The Internal Audit Coordinator works under the Board of Directors and operates within the group companies. The Internal Audit Coordinator is responsible for preparing the audit program, participating in audits, and reporting audit findings to senior management.

The responsibilities of the Internal Audit Coordinator are listed below.



In addition to internal audit activities, the company's financial status is audited annually by independent auditing firms as part of financial audits.

In Boyteks, alongside the 5 Integrated Management Systems (ISO 9001, ISO 10002, ISO 14001, ISO 45001, ISO 50001), additional certifications such as ISMS (Information Security Management System - ISO 27001), Step by Oekotex (Sustainable Textile Production), IWAY (IKEA Social Compliance Management System), and Amfori BSCI (Business Social Compliance Initiative) are also implemented.

To ensure the sustainability of these systems, internal audits are conducted at least once a year by internal audit teams within Boyteks.



MANAGEMENT SYSTEMS

A management system is a framework used to organize, monitor, and improve the management processes of an organization. Within Boyteks, the following management systems are actively implemented:



ISO 27001:2022 Information Security Management System

At Boyteks, the confidentiality and security of customer, employee, supplier, and stakeholder information is protected in accordance with the established Information Security Policy. With the ISO 27001:2022 Information Security Management System certification, awarded by TSE following aN audit, the aim is to work towards improving the management system and achieving the goals outlined in the information security policy.

Under the ISMS policy, access to information is granted only within authorized limits to ensure confidentiality. Information is also protected from unauthorized modifications, with any changes being recorded to maintain its integrity. When information is needed, it is made available to authorized users to ensure accessibility. All policies and procedures supporting this policy are applied by each department within the defined scope and boundaries, and all legal requirements are met. Continuous training on Information Security is provided to all employees to raise awareness, and all Information Security gaps and detected suspicious situations are reported to the relevant parties. These parties are responsible for ensuring continuous improvement and controls.

ISO 9001:2015 Quality Management System

Boyteks has established a system that encourages the creation, implementation, and improvement of the quality management system in order to meet customer requirements and increase customer satisfaction. This system adopts a process approach, implementing the Plan-Do-Check-Act (PDCA) cycle and incorporating risk-based thinking.

ISO 45001 Occupational Health and Safety Management System

In addition to the quality and safety of products and services, Boyteks also prioritizes the health and safety of its employees. With ISO 45001, Boyteks provides a healthy working environment for its employees, reduces injuries resulting from work-related accidents, continuously monitors the Occupational Health and Safety (OHS) control mechanisms and performance, and proactively identifies potential hazards that could lead to harm, taking necessary precautions within a systematic structure.



ISO 14001 Environmental Management System

Boyteks is a company that identifies environmental factors throughout the process, from raw material to customer delivery, takes necessary precautions regarding these factors, controls risks, and works to minimize environmental harm. This is systematically followed through the ISO 14001 Environmental Management System it has adopted.

ISO 50001 Energy Management System

Boyteks has created a systematic structure with the ISO 50001 management system, focusing on minimizing energy consumption, improving efficiency, and continuously improving energy performance without compromising safe and efficient production.

ISO 10002 Customer Satisfaction Management System

Boyteks aims to build long-term relationships with potential customers and develop these relationships. In this direction, it establishes a customer-centric structure that is open to customer feedback (including complaints), systematically examines and resolves each complaint, and improves customer service through the ISO 10002 Management System.



PRODUCT CERTIFICATES

Oeko-Tex Standard 100

Bed linen fabrics are certified under the Oeko-Tex Standard 100 Class 1 Annex 6. STANDARD 100 by OEKO-TEX® is one of the world's most recognized labels for textiles tested for harmful substances. The tests for harmful substances are based on the intended use of the product. The more intense the skin contact and the more sensitive the skin, the stricter the human-ecological requirements are. Fabrics produced by Boyteks are tested according to the most sensitive product category and meet the criteria required for baby and young child skin sensitivity, according to Class 1.

Oeko-Tex Made in Green

Boyteks' products within the scope of Oeko-Tex 100 bear the Made in Green label, indicating that they are produced in environmentally friendly facilities with safe and socially responsible working conditions and have been tested for harmful substances.



GOTS-OCS (Global Organic Textile Standard - Organic Content Standard)

This product certificate indicates that the raw materials used in organic products comply with the requirements set by the Global Organic Textile Standard (GOTS) and Organic Content Standard (OCS) throughout all stages, from raw material to the final product. Boyteks receives this product certification by meeting these standards in the organic fabrics it produces.

GRS - RCS (Global Recycling Standard - Recycling Content Standard)

The Global Recycled Standard (GRS) is a product standard designed to track and verify the content of recycled materials in the final product. Boyteks is able to offer GRS and RCS product certification based on the recycling rate in the products made from recycled materials.



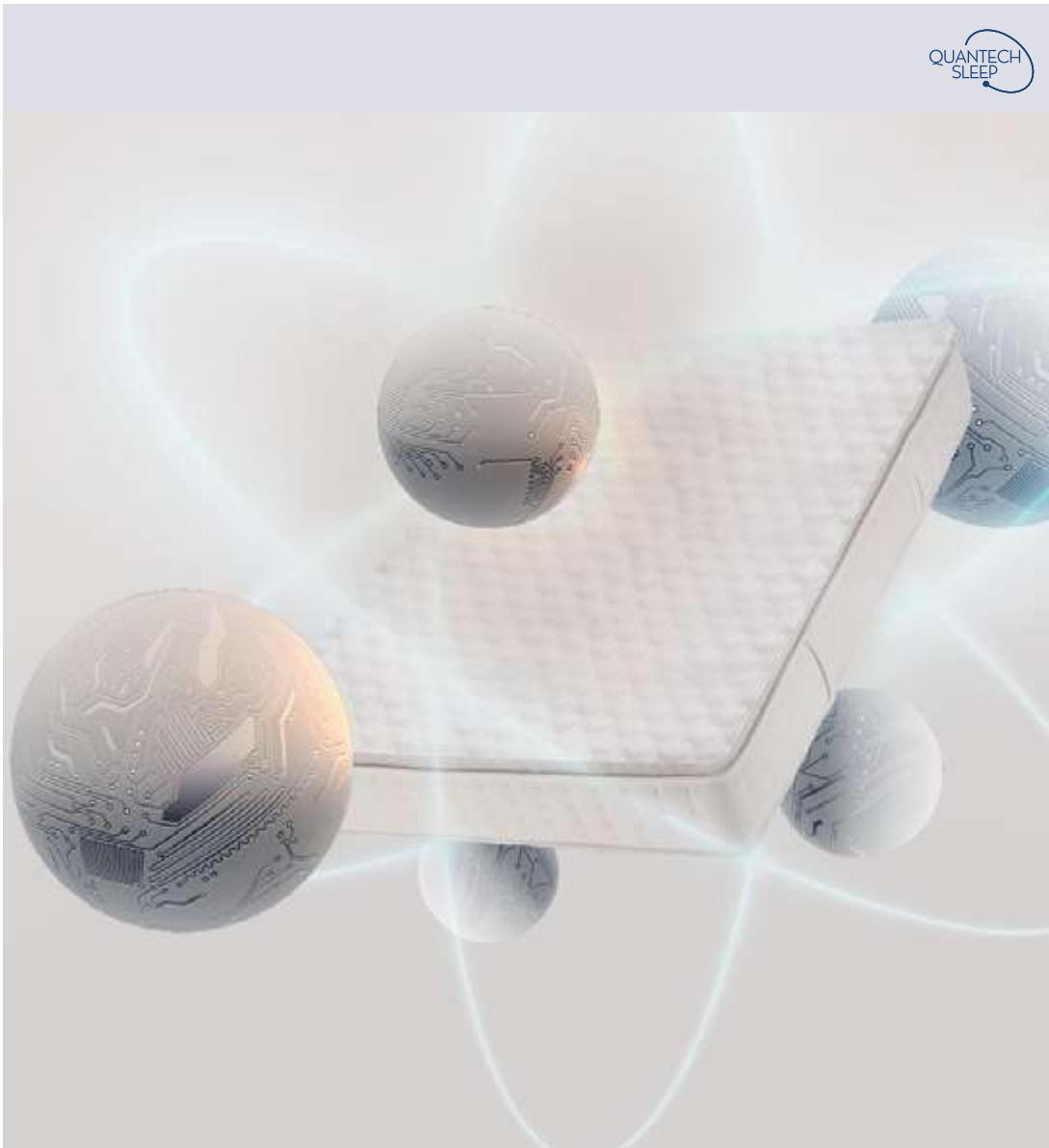


INNOVATION AND DESIGN

Boyteks has a strong R&D and an experienced design team. The company develops effective research and design processes aimed at contributing to the environment and human health and continues its work in line with this goal. Additionally, Boyteks enriches its design knowledge and approach through collaborations with design offices abroad.

As an innovation leader in its industry, Boyteks prioritizes sustainable materials in its design processes, considering the needs of future generations. The company aims to meet customer expectations by considering the needs of the market. In this regard, determining the needs by considering the climate and living conditions of the export regions is an important part of the design process.





Among the products that showcase Boyteks’ strong innovation and design capabilities are:

 Nettle (nettle) mattress fabric developed as an alternative to cotton,

 Repreve fiber mattress fabrics made from 100% recycled materials,



BioGreen concept products (BioFresh, BioDry, BioSoft, BioWr, BioOdor, BioProfit, BioPes, and BioCool) designed with a focus on human health to provide customers with a comfortable sleep,



Rose mattress fabric, awarded in the “Best in the Textile Industry” category by the international certification body V-Label

Boyteks clearly demonstrates its commitment to environmental sustainability and human well-being through its unique innovative approach and the products it develops. While continuing to offer innovative designs that meet the needs of today and future generations, the company also aims to leave a lasting impact on the industry. Boyteks seeks to lead the shaping of the industry by setting the standards of the future today.



SUSTAINABILITY APPROACH



Boyteks Tekstil Sanayi ve Ticaret A.Ş., operating under the umbrella of Erciyes Anadolu Holding, is a leading mattress fabric manufacturer with 24 years of experience. Boyteks' products are used in over 100 countries, and the company ranks among Türkiye top 100 exporters and the top 10 companies with the highest number of export destinations.

Boyteks Tekstil Sanayi ve Ticaret A.Ş. operates its fully integrated production facilities with an ERP system, overseeing the entire manufacturing process from yarn to fabric. Ranked among the world's largest mattress fabric manufacturers in terms of production volume and sales, Boyteks is a leading Turkish brand in the industrial textile sector on a global scale.

In addition, Boyteks meets the diverse needs of its customers with an extensive product range, offering dozens of collections, colours, and fabric varieties. The company develops ready-made and customizable solutions for different requirements. Boyteks fabrics are used to produce mattresses that reach more than 30 million consumers annually.

Sustainability plays a crucial role in Boyteks' product offerings. With collections like BioGreen, R-Turn, and Vegan, the company ensures consumers have access to environmentally friendly products. Nature and the planet are central to Boyteks' designs, with its R&D teams actively engaging in innovative activities. To minimize environmental impact during production and prevent the use of harmful substances, Boyteks takes all necessary precautions in its manufacturing processes and uses certified inputs, such as OEKO-TEX, in its products.



Boyteks, its mission and vision are guided by its commitment to continuously manage and improve its processes through an Integrated Management System (IMS). The company complies with various ISO standards, including ISO-9001 Quality Management, ISO-10002 Customer Satisfaction Management, ISO-14001 Environmental Management, ISO-IEC-27001 Information Security Management, ISO-45001 Occupational Health and Safety, and ISO-50001 Energy Management. These certifications reflect Boyteks' dedication to quality, environmental responsibility, and social commitment, underscoring its tangible efforts toward sustainability.

Moreover, Boyteks fulfils its role as a value-generating company for its stakeholders both in Türkiye and globally through its concrete steps in sustainability. With its wide range of products, Boyteks plays a key role in sleep solutions, offering consumers access to environmentally and human-friendly products. This approach sets Boyteks apart from both local and global competitors, highlighting the company's leadership in providing responsible products.



SUSTAINABILITY STRATEGY AND GOALS

Boyteks aims to align its business model with sustainable practices, integrating environmental, social, and economic values. To contribute to a sustainable future, the company has adopted a comprehensive strategy focused on environmentally conscious production, ethical business practices, societal benefit, diversity and inclusion, and Environmental, Social, and Governance (ESG) management systems.

In 2024, Boyteks implemented its sustainability strategy for the first time, developed through stakeholder engagement and prioritization efforts. As part of this strategy, key performance indicators (KPIs) have been established to track and measure the progress of these goals, ensuring that the company remains accountable and committed to its sustainability objectives.



2024 SUSTAINABILITY STRATEGY AND PERFORMANCE INDICATORS

Action	KPI	SDG and Targets
Recording the detailed greenhouse gas inventory for Scope 1-2-3 annually, and making the necessary improvements based on the results.	Achieve a 50% reduction in Scope 1 and 2 emissions by 2030, and reach net-zero emissions across the entire value chain (Scope 1, 2, and 3) by 2050.	Net Zero in Scope 1-2-3 emissions. 
- Understanding the requirements of the SBTi and monitoring the established processes - Establishing a team within Boyteks to track and analyse carbon emissions - Collecting and analysing the necessary data to set science-based targets - Developing appropriate strategies and action plans to achieve the targets - Engaging with relevant stakeholders to provide support and collaboration towards SBTi goals	Combating climate change with the goal of reducing our carbon footprint.	To play an active role in combating climate change and reduce the carbon footprint, establish, and implement science-based targets approved by the Science Based Targets Initiative (SBTi). 
- Monitoring carbon pricing or taxation systems - Creating a decarbonization strategy, selecting a target year for net zero, and developing an action plan	The achievement rate of the goals in the decarbonization strategy	Creating and implementing a decarbonization strategy. 

- Calculating carbon emissions per production unit and comparing the calculated carbon emissions with industry averages or similar products - Conducting root cause analysis of carbon emissions per production unit and developing plans to reduce carbon emissions based on the results - These plans may cover areas such as improving energy efficiency, promoting the use of renewable energy, enhancing waste management, and applying sustainability practices in supply chain management - Monitoring the effectiveness of implemented plans and regularly measuring carbon emissions is important for continuous improvements. This process will help the company achieve its sustainability goals	Carbon emissions per production unit	Reducing carbon emissions per product 
- Making improvements to minimize waste generation - Using paints and processing chemicals with low environmental impact - Encouraging the repair and reuse of by-process materials	Achieving zero waste by 2050	Reducing waste and increasing recycling rates 
- Completing the Self-Assessment step by entering the current year's data into the STeP by OEKO-TEX system - The self-assessments in the system are reviewed by OEKO-TEX (Desk Audit) - OEKO-TEX conducts on-site inspections - After the inspections, the performance of the facility in chemical management, environmental management, social responsibility, quality management, and safety is reported, and an improvement plan is developed - Ensuring that the average score for detailed reporting, certification level, and certification topic categories remains above 75%	Ensuring that the average score for topic categories remains above 75%.	Maintaining the STeP by OEKO-TEX certification level at LEVEL 3. 

Action	KPI	SDG and Targets
- Using smart meters and water management systems to monitor water usage, conducting regular facility maintenance and repairs to prevent leaks and waste.	Aiming to reduce water consumption per unit of production by 10% by 2030.	Increasing the wastewater recovery rate. 
Collaborating with the Ministry, forestry departments, and universities to carry out tree planting and habitat restoration projects in degraded natural areas near factories or production facilities.	Conservation of ecosystems.	Reducing and preventing the negative impact on local ecosystems. 
Employment of female executives.	Increase the percentage of female executives by 10% by 2030 compared to the 2023 baseline.	Increase the number of women in managerial positions. 
- Adding training on diversity, equality, and inclusion to the 2024 mandatory education list. - Monitoring external training and certification programs related to areas where employees wish to develop, within the scope of job descriptions.	Providing training on Diversity, Equality, and Inclusion to all employees at least once a year.	Integrating diversity, equality, and inclusion into the corporate culture. 
- Conducting regular risk assessments for all workstations and operations. - Developing programs that support the physical and mental health of employees. - Offering regular health screenings and counselling services to prevent occupational diseases.	Conducting at least one health screening per year in critical units.	Achieving zero work accidents and occupational diseases. 

Action	KPI	SDG and Targets
In supplier selection processes, in addition to legal requirements, the evaluation of suppliers' ESG (Environmental, Social, and Governance) performance, scoring their sustainability approaches, and working with those with high scores.	- Monitoring the sustainability performance of all critical sub-suppliers. - Prioritizing sub-suppliers with high sustainability scores when selecting critical sub-suppliers.	Transition to a sustainable supply chain. 
- Organizing employee training to raise awareness about sustainability and ensuring that employees adopt these values. - Adopting sustainability standards throughout the supply chain and promoting sustainable materials and production methods through collaboration with suppliers.	The number of employees receiving awareness training will be 100%.	Increasing the number of personnel receiving sustainability awareness training. 
- Revising employee performance evaluation processes to include sustainability goals and KPIs. - Including climate, environmental, and social KPIs in compensation. - Guiding and providing training for employees to consider sustainability KPIs when setting performance goals. - Establishing and using an appropriate monitoring and reporting system to track KPIs.	There will be at least one sustainability KPI in every department.	The KPIs set in the strategy will be integrated into the individual performance evaluation system for tracking. 
- Regular annual sustainability reporting to be conducted every year. - Adopting and becoming a signatory of the sustainability principles set by the UNGC. - Annual submissions to CDP for better understanding of sustainability performance and environmental impacts, along with performance benchmarking based on the obtained scores.		Sustainability reporting to be done according to global/local standards. 

Action	KPI	SDG and Targets
- Establishing an ESG (Environmental, Social, and Governance) Committee with representatives from management and relevant departments, and assigning responsibilities. - Defining and monitoring appropriate KPIs to measure environmental, social, and governance performance. - Organizing internal training and awareness programs to inform employees about ESG strategies and policies and increase sensitivity on the subject.	Monthly ESG Committee meeting minutes to be shared with senior management.	Establishing the ESG Committee and initiating its activities. 
- Checking whether the product to be launched is included in the Oeko-Tex Standard 100 certification. - Applying for the relevant product through the Oeko-Tex system. - Entering all data required by the system for the relevant product. - Oeko-Tex verifying the data entered into the system. - Made in Green Label	Increasing the number of Made in Green labelled products by 10% from the 2023 base year by 2026.	Increasing the number of Made in Green labelled products. 
- Regular annual sustainability reporting to be conducted every year. - Adopting and becoming a signatory of the sustainability principles set by the UNGC. - Annual submissions to CDP for better understanding of sustainability performance and environmental impacts, along with performance benchmarking based on the obtained scores.		Sustainability reporting to be done according to global/local standards 

SDG MAPPING OF MATERIAL TOPICS

	Material Topic	SDG	SDG Target	SDG Indicator
1	Reducing Waste	11	By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	11.6.1 Proportion of municipal solid waste collected and managed in controlled facilities out of total municipal waste generated, by cities 11.6.2 Annual mean levels of fine particulate matter (e.g. PM2.5 and PM10) in cities (population weighted)
2	Circular Economy	8, 12	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse	8.3.1 Proportion of informal employment in total employment, by sector and sex 12.5.1 National recycling rate, tons of material recycled 12.4.2 (a) Hazardous waste generated per capita; and (b) proportion of hazardous waste treated, by type of treatment
3	Compliance with Legal Regulations	16, 17	16.5 Substantially reduce corruption and bribery in all their forms 16.6 Develop effective, accountable and transparent institutions at all levels 17.14 Enhance policy coherence for sustainable development	16.5.1 Proportion of persons who had at least one contact with a public official and who paid a bribe to a public official, or were asked for a bribe by those public officials, during the previous 12 months 16.5.2 Proportion of businesses that had at least one contact with a public official and that paid a bribe to a public official, or were asked for a bribe by those public officials during the previous 12 months

	Material Topic	SDG	SDG Target	SDG Indicator
4	Protecting Natural Resources	12	12.2 By 2030, achieve the sustainable management and efficient use of natural resources	12.2.1 Material footprint, material footprint per capita, and material footprint per GDP 12.2.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
5	Reducing GHG Emmissions	13	13.2 Integrate climate change measures into national policies, strategies and planning	13.2.1 Number of countries with nationally determined contributions, long-term strategies, national adaptation plans and adaptation communications, as reported to the secretariat of the United Nations Framework Convention on Climate Change
6	Data Security	9	9.c Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2020	9.c.1 Proportion of population covered by a mobile network, by technology

	Material Topic	SDG	SDG Target	SDG Indicator
7	Business Ethics and Corporate Policies	17	17.14 Enhance policy coherence for sustainable development	17.14.1 Number of countries with mechanisms in place to enhance policy coherence of sustainable development
8	Preventing Pollution	6	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	-
9	Sharing Environmental Performance	17	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries	17.16.1 Number of countries reporting progress in multistakeholder development effectiveness monitoring frameworks that support the achievement of the Sustainable Development Goals

STAKEHOLDER ENGAGEMENT AND THE MATERIALITY MATRIX

Boyteks adopts the fundamental principle of listening to its stakeholders and developing a strategy based on their views in its sustainability journey. Stakeholder engagement is based on principles of transparency, mutual respect, and open communication. This approach guides the company in setting sustainability goals and identifying key priorities.

The stakeholder engagement process includes a broad range of participants such as employees, suppliers, customers, contractors, and subcontractors. This process was carried out through a one-time survey, which plays a critical role in determining the company’s sustainability priorities.

The stakeholder engagement matrix visualizes the importance of specific topics both for the stakeholders and the company. The X-axis represents “Importance to the Company,” while the Y-axis represents “Importance to

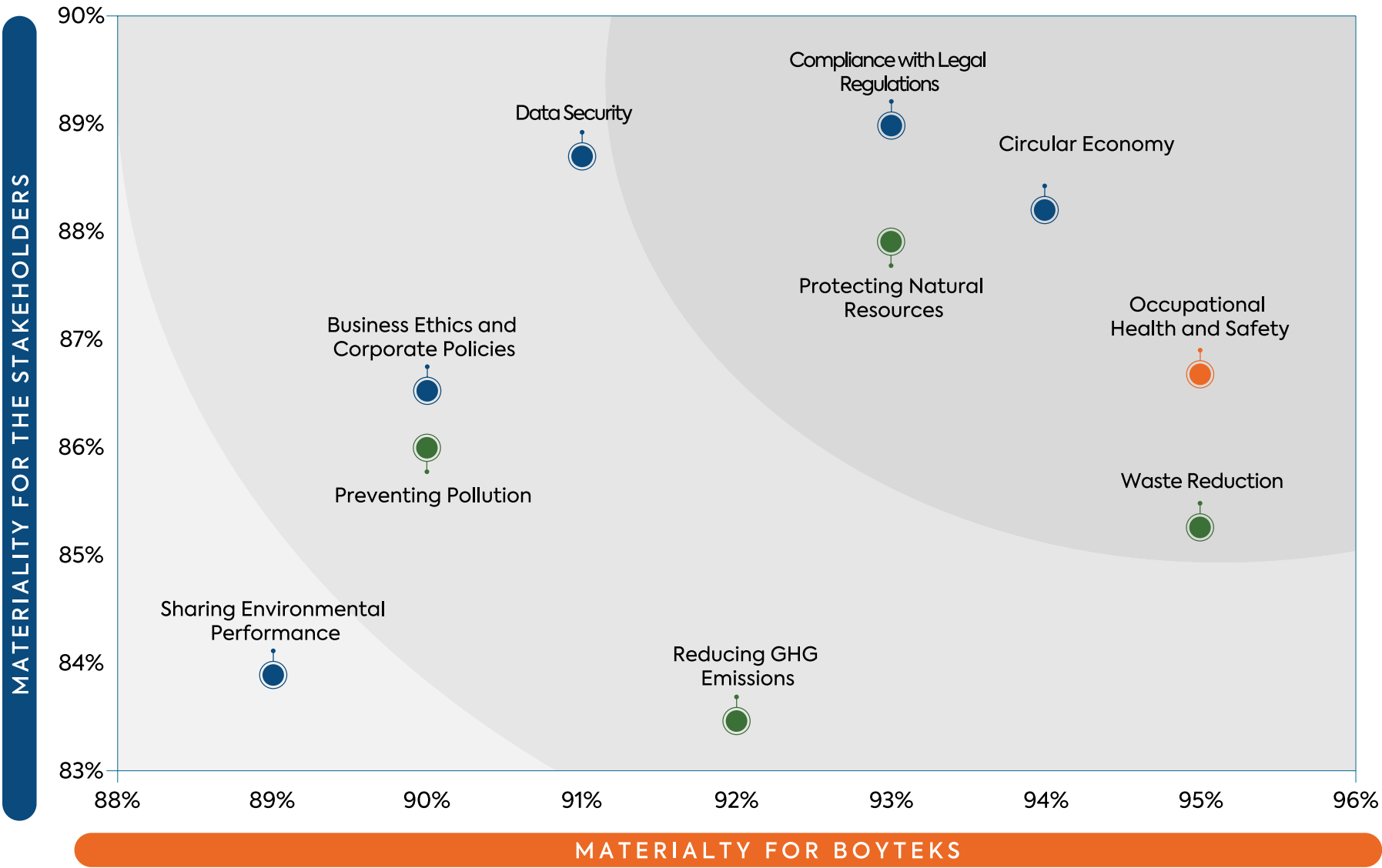
the Stakeholder.” A notable finding is that various topics are rated as having a high importance, ranging from 85% to 95%. This indicates that stakeholder engagement is crucial to the company’s success, and stakeholders take these issues very seriously. These topics require strong communication and collaboration between the company and its stakeholders.

On the X-axis, topics with 95% importance such as “Occupational Health and Safety” and “Waste Reduction” are extremely important to Boyteks. This suggests that stakeholders have high expectations on these issues, and Boyteks must meet these expectations.

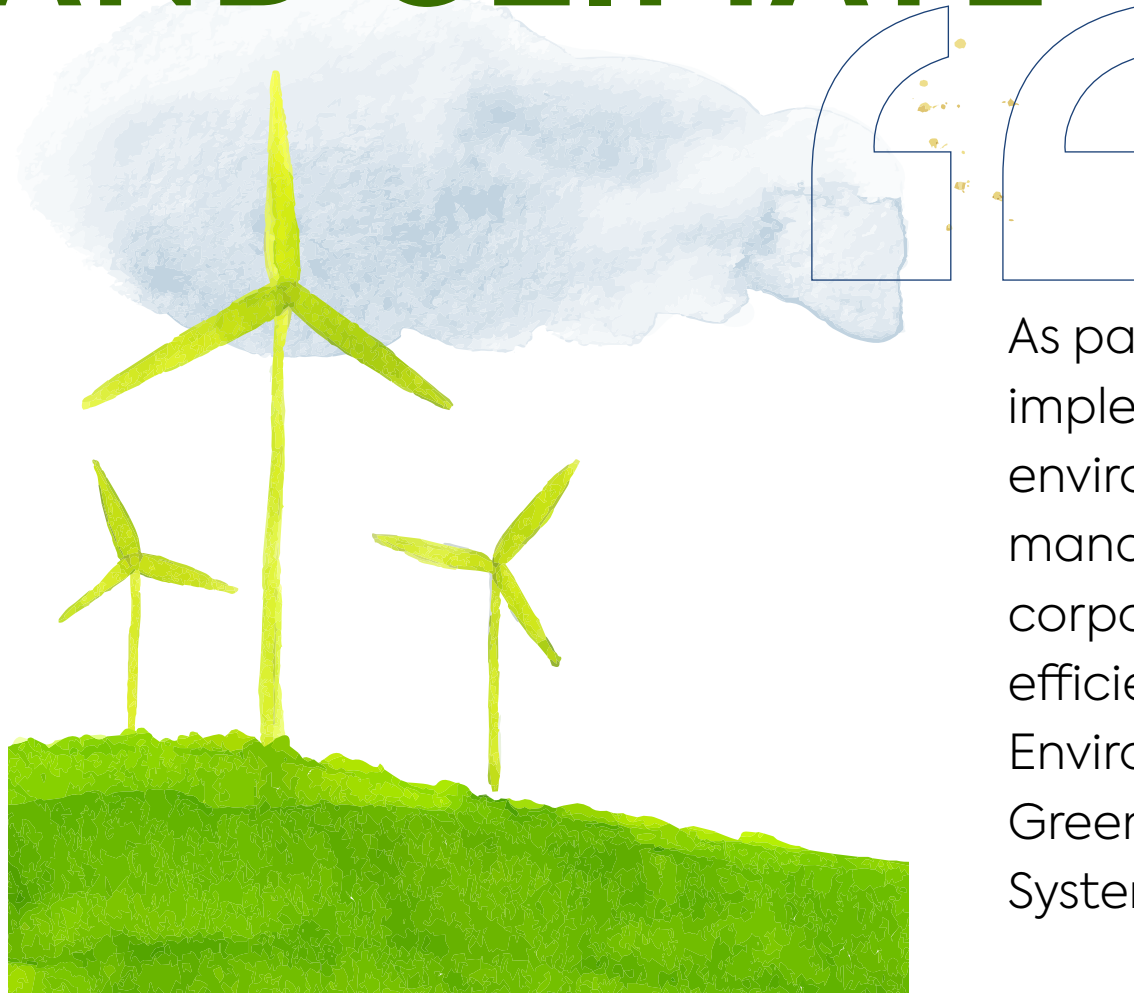
On the Y-axis, topics such as “Compliance with Legal Regulations” and “Data Security,” which are rated at 89% importance, emphasize that stakeholders play a critical role in Boyteks’ success in these areas.



Below you can see the materiality matrix shaped with the participation of our stakeholders.



THE ENVIRONMENT AND CLIMATE



As part of its sustainability efforts, Boyteks implements corrective actions to minimize its environmental impact. The company works to manage its environmental footprint, reduce its corporate carbon footprint, and enhance energy efficiency under the frameworks of ISO 14001 Environmental Management System, ISO 14064 Greenhouse Gas and Emissions Management System, and ISO 50001 Energy Management System.

Through its renewable energy investments, Boyteks aims to contribute to Türkiye renewable energy capacity and explore alternative energy sources. In alignment with national and international climate goals, the company develops and implements decarbonization strategies. In terms of water management, improvements are being made in production processes to reduce consumption and enhance wastewater quality. Following the principles of a circular economy, measures are taken to reduce and separate waste at the source, operating under the Zero Waste policy. Boyteks aims to manage its environmental impact sustainably by approaching environmental issues with a holistic perspective in its operations.



ENERGY

Due to factors such as global population growth, industrialization, and advancements in technology, the demand for energy is increasing worldwide. In response to rising energy demand, there has been a shift towards alternative and green energy sources. Developments in renewable energy fields such as solar, wind, hydroelectric, and biomass make these resources more attractive in terms of usability.

Improvements in energy management processes began with obtaining the ISO 50001 Energy Management System certification. In this context, energy performance indicators have been established, and monthly tracking of unit energy consumption across the company is carried out. With the identification of energy consumption points, data from energy analysers installed at these points can be monitored through the SCADA* system on a screen with graphical representations. To identify areas for improvement, energy usage is analysed alongside production data monthly. In line with the goal of reducing greenhouse gas emissions, energy audits were conducted in 2023 to support projects aimed at achieving this target. Projects focusing on energy efficiency have included the use of energy-saving motors, compressed air system controls, and LED lighting systems.

* SCADA: Supervisory Control and Data Acquisition





Various projects are being implemented to prevent energy loss and improve efficiency. The “Lighting Project for Weaving Machines,” initiated in 2023, aims to prevent the lights from staying on continuously by adding motion sensors to the machines. This project targets an annual energy saving of 1,320 kWh by reducing electricity consumption.

Through the “Minimizing Air Leaks in Weaving Machines” project, an approximate reduction of 5% in the used air has led to an estimated annual energy saving of 795,225 kWh.

Significant steps have been taken in recent years to increase the share of renewable energy in electricity consumption. In 2021, 1,250 MWh of renewable energy was purchased, and by 2022, this figure reached 10,176 MWh. In 2023, the amount was 3,342 MWh. All purchased renewable energy is certified with I-REC certificates.

Compared to the negative environmental impacts of fossil fuels, renewable energy sources, which provide sustainable and clean energy, stand out. Renewable energy holds an important position in Boyteks’ sustainability agenda. In this context, Boyteks is making investments in renewable energy. The first of these is the Van License less Land Solar Power Plant (GES) project, which has a capacity of 17,000 kWe/22,008 kWp and is planned to be operational by 2025. In 2023, approximately 39,000 MWh of energy was consumed, and this project is expected to cover 108% of the 2023 electricity consumption. Its total impact on carbon emissions is calculated as 19,923 tCO₂e*.

* Türkiye Electricity Production and Electricity Consumption Point Emission Factor Information Form, 2024



The table shows Boyteks’ energy consumption data for the past three years.

ENERGY				
Non-renewable Direct Energy	Unit	2021	2022	2023
Petrol	Litres	11,882	14,488	13,815
Diesel	Litres	28,433	28,188	30,708
Natural Gas	kWh	194,011,659	126,032,011	153,140,686
Non-renewable Indirect Energy	Unit	2021	2022	2023
Electricity	kWh	4,805,110	13,567,380	3,342,150
Energy Purchased from Renewable Energy Sources	Unit	2021	2022	2023
Hydropower	kWh	1,250,000	10,176,000	3,342,000

EMISSIONS

Climate change refers to the permanent shift in temperatures caused by the accumulation of greenhouse gases in the atmosphere. The climate crisis has become one of the most pressing global issues due to factors such as population growth, deforestation, and the use of fossil fuels. In response to this crisis, Türkiye has set a target for net-zero emissions by 2053.

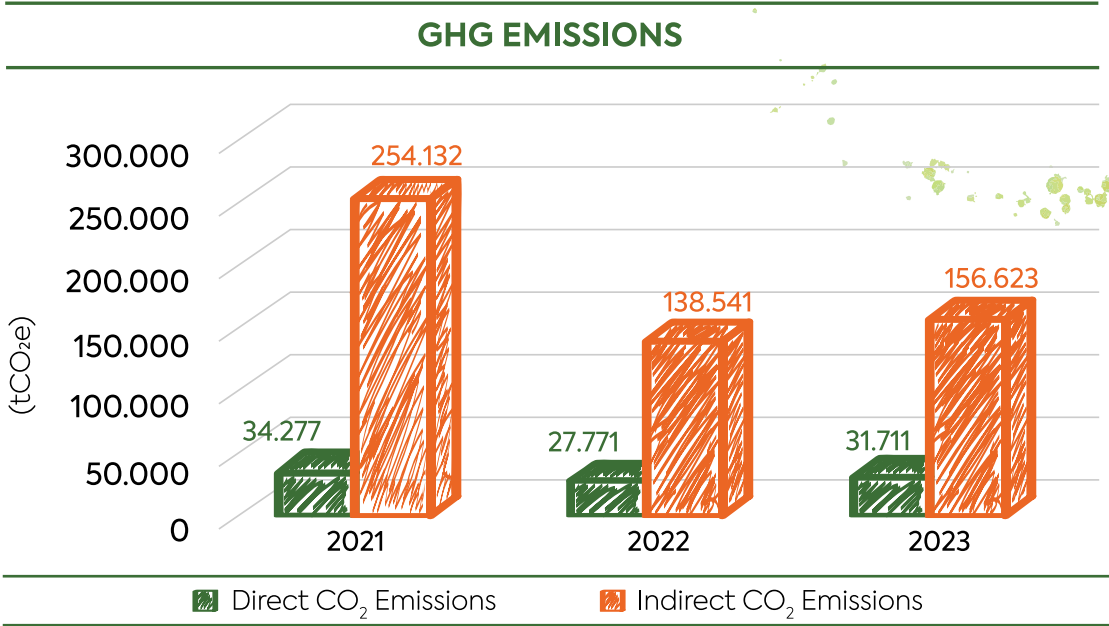
“Net-zero” refers to the amount of greenhouse gases emitted by human activities being balanced by the amount of greenhouse gases removed from the atmosphere. This goal is part of an action plan outlined in the Paris Agreement, aiming to limit global warming to 1.5°C. To achieve this target, greenhouse gas emissions must reach net-zero by 2050.

As part of its national and international emission reduction goals, Boyteks aims to reduce its greenhouse gas emissions. Since 2021, the company has been calculating its corporate carbon footprint and using the data to drive decarbonization efforts.



Carbon emissions are measured annually, covering Scope 1, 2, and 3 emissions. These calculations are verified by an accredited auditing body under the ISO 14064 Greenhouse Gas and Emissions Management System standards.

Category	Unit	2023	2022	2021
Direct Emissions	(t CO ² eq)	31,624	21,725	32,630
Emissions from Imported Energy	(t CO ² eq)	88	6,046	1,647
Total Categories 1-2	(t CO ₂ eq)	31,711	27,771	34,277
Emissions from Transportation	(t CO ² eq)	9,680	14,857	14,760
Emissions from Utilised Goods and Services	(t CO ² eq)	139,671	122,746	174,469
Product Use	(t CO ² eq)	408	771	64,903
Other Emissions	(t CO ² eq)	6,865	167	-
Total Category 3	(t CO ₂ eq)	156,623	138,541	254,132
Total Categories 1-2-3	(t CO ₂ eq)	188,334	166,312	288,409



* As of the date this report is prepared, corporate carbon footprint measurements for the 2023 fiscal year are still ongoing, and the relevant measurement results will be disclosed later.

** The direct emissions indicated in the table correspond to Category 1 and 2 emissions under ISO 14064, while Categories 3, 4, 5, and 6 are considered indirect emissions.



WATER

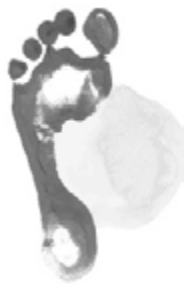
The decline in water resources is becoming a global threat due to factors such as severe droughts caused by climate change and rapid consumption driven by population growth. From a sustainability perspective, the efficient use of water is essential to ensure that future generations have access to clean, safe water resources.

For Boyteks, water is crucial to ensuring the continuity of production, as fresh water is required at various stages. Therefore, wastewater recovery and effective water management are vital. 2022 serves as the base year for water consumption and efficiency. According to the ISO 14046:2014 Water Footprint – Principles, Requirements, and Guidelines standard, Boyteks has provided the following water footprint data for the years 2023.

This information highlights the company’s efforts to manage water usage efficiently, which is critical to reducing its environmental impact and ensuring long-term sustainability.



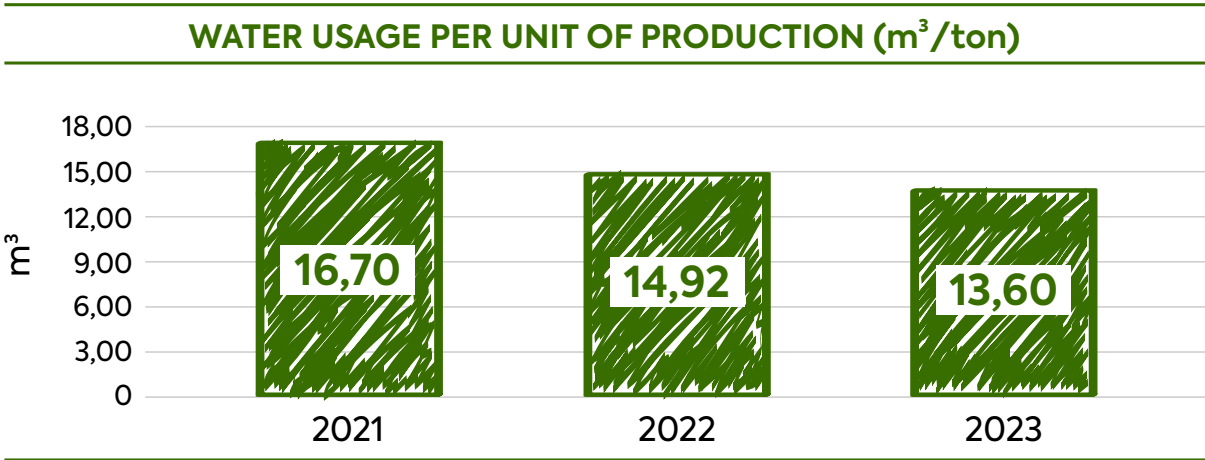
2023
Blue Water Footprint
349,690.00 m³



2023
Gray Water Footprint
372,468.81 m³

Wastewater Discharge	Unit	2021	2022	2023
Third Party Water	m³	505,282	276,216	313,613

	Unit	2021	2022	2023
Water Use Per Unit of Production	m³/ tonnes	16,70	14,92	13,60



WASTE



In line with the increasing waste management challenges in the evolving world, the importance of waste management cannot be overstated. It is crucial for protecting the environment, safeguarding human health, ensuring the sustainability of natural resources, and providing economic benefits. At Boyteks, waste management is integrated into the sustainability framework, adhering to ISO 14001 Environmental Management System standards and legal regulations.

Boyteks employs a Zero Waste approach, focusing on waste reduction and segregation at the source. Significant strides have been made in reducing paper waste through digital transformation projects such as e-signature, digital payroll, and e-ledger applications, which save dozens of trees each year. In 2023, the company produced 55 tonnes of hazardous waste and 2,531 tonnes of non-hazardous waste, totalling 2,586 tonnes of waste, which represents a 34% decrease compared to 2021. Approximately 97% of the waste is recycled, with the remaining 3% being disposed of in licensed facilities.

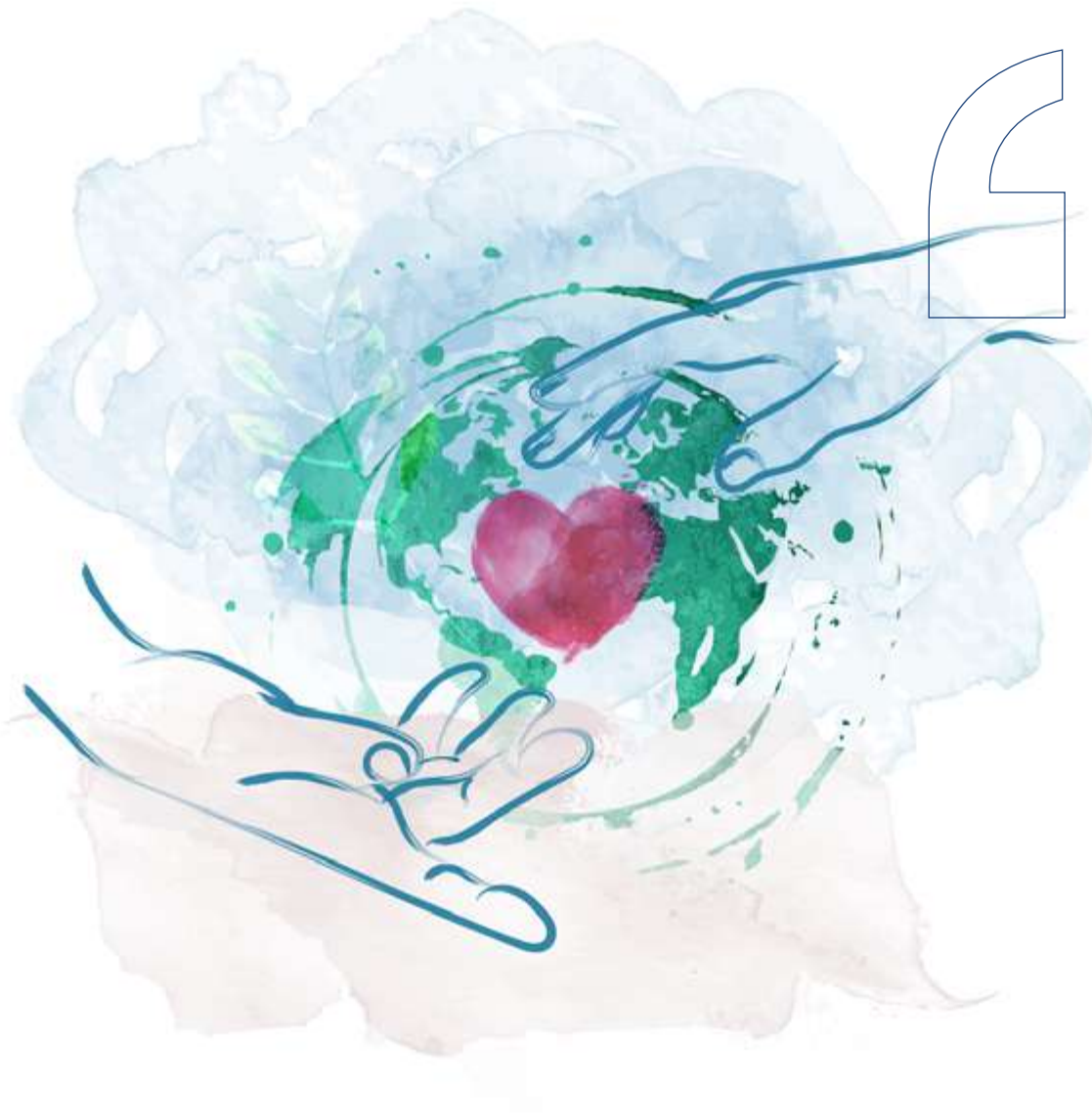
This proactive approach helps minimize the environmental footprint and contributes to a circular economy by focusing on waste reduction and recycling.

TOTAL WASTE				
By Type	Unit	2021	2022	2023
Hazardous Waste	Tonnes	106	91	55
Non-Hazardous Waste	Tonnes	3,816	2,444	2,531
Total Waste	Tonnes	3,922	2,535	2,586

TOTAL WASTE				
By Method of Disposal	Unit	2021	2022	2023
Energy Recovery	Tonnes	3.28	2.4	3.1
Recovery	Tonnes	3,905	2,524	2,568
Landfill	Tonnes	2.50	2.30	2.60
Incineration	Tonnes	0	0	0
Other Disposal	Tonnes	11	6	12
Total Disposed Waste	Tonnes	3,922	2,535	2,586



SOCIAL



With a “human-centred” perspective, Boyteks carries out social responsibility projects within the framework of its sustainability strategy.



Boyteks, a subsidiary of Erciyes Anadolu Holding in the textile sector, carries out all stages of production from yarn to fabric in integrated manufacturing facilities operating with the ERP4 system. By placing humans and the planet at the centre of its operations, Boyteks works to produce high-quality bed fabrics that impact the lives of millions of people across Türkiye and over 100 countries.

The company's corporate principles focus on achieving results, capturing the future, and strengthening its commercial activities. Meanwhile, its values of trust, winning hearts, and providing guidance highlight the importance of human and community-centred values in the company's social policies.

EMPLOYMENT

Employees are considered one of the most important stakeholders at Boyteks. The company ensures that employees' values are respected and working conditions are managed fairly. Throughout all processes, from recruitment to career development and salary practices, no employee is discriminated against based on factors such as language, religion, ethnicity, or gender.

As individuals, employees are valued, and their legal and contractual rights are fully provided. Additionally, personal information is kept confidential and used only when required by law.

During the 2023 fiscal period, Boyteks employed 991 people, of which 871 were blue-collar workers, and 120 were white-collar workers. With women making up 7% of the workforce, the company aims to increase female employment to enhance diversity and inclusivity performance and to meet sustainability goals. To promote awareness, the company plans to provide training on gender equality and diversity and inclusivity.



⁴ Enterprise Resource Planning

By Employment Type	Unit	2021	2022	2023
White-collar Female	Persons	32	34	36
White-collar Male	Persons	86	88	84
Blue-collar Female	Persons	30	29	29
Blue-collar Male	Persons	887	873	842
TOTAL	Persons	1,035	1,024	991
By Contract Type	Unit	2021	2022	2023
Permanent – Female	Persons	62	63	65
Permanent – Male	Persons	973	961	926
Fixed-term Female	Persons	0	0	0
Fixed-term Male	Persons	0	0	0
TOTAL	Persons	1,035	1,024	991
By Gender	Unit	2021	2022	2023
Male	Persons	973	961	926
	Share	94%	94%	93%
Female	Persons	62	63	65
	Share	6%	6%	7%
TOTAL	Persons	1,035	1,024	991

By Age	Unit	2021	2022	2023
Ages 18 to 30	Female	16	18	18
	Share	2%	2%	2%
	Male	261	218	195
	Share	25%	21%	20%
Ages 31 to 40	Female	26	24	21
	Share	3%	2%	2%
	Male	477	470	448
	Share	46%	46%	45%
Ages 41 to 50	Female	17	19	24
	Share	2%	2%	2%
	Male	223	260	267
	Share	22%	25%	27%
Ages 51 to 60	Female	2	2	1
	Share	0%	0%	0%
	Male	12	12	15
	Share	1%	1%	2%
Ages 60 and above	Female	1	0	1
	Share	0%	0%	0%
	Male	0	1	1
	Share	0%	0%	0%
TOTAL LABOR	Persons	1,035	1,024	991

Other Groups	Birim	2021	2022	2023
Foreign Persons	Female	0	0	0
	Share	0	0	0
	Male	0	0	0
	Share	0	0	0
Handicapped	Female	0	0	0
	Share	0%	0%	0%
	Male	31	32	31
	Share	3%	3%	3%
By Type of Management	Unit	2021	2022	2023
Upper Management	Female	0	0	0
	Share	0%	0%	0%
	Male	3	3	4
	Share	3%	2%	3%
Middle Management	Female	10	9	10
	Share	8%	7%	8%
	Male	35	43	39
	Share	30%	35%	33%
Other	Female	22	25	26
	Share	19%	20%	22%
	Male	48	42	41
	Share	41%	34%	34%
TOTAL	Persons	118	122	120

OCCUPATIONAL HEALTH AND SAFETY

Occupational health and safety (OHS) is a high-priority issue in the textile industry due to the potentially hazardous processes and occupational diseases it involves. At Boyteks, OHS is managed according to the ISO 45001 OHS Management System standards. The system oversees OHS processes, and actions are taken based on risk analysis results.

To ensure employees can work safely, Boyteks provides necessary OHS training and allocates protective clothing and equipment in compliance with relevant OHS laws and regulations. Regular risk assessment analyses are conducted to improve the company's overall OHS performance. To integrate OHS into the corporate culture and increase awareness, approximately 15 hours of OHS training per employee are provided annually, exceeding the minimum legal training requirements.

Furthermore, regular drills are conducted to prepare employees for potential emergencies or disasters, ensuring they are ready for possible risk scenarios.





In 2023, Boyteks has established an Occupational Health and Safety (OHS) committee consisting of 12 members. Additionally, an OHS board meets bi-monthly to oversee the implementation and monitoring of decisions in compliance with laws, regulations, and standards within the company. This structure ensures that health and safety measures are continuously reviewed and followed throughout the organization.

	2021	2022	2023
OHS Committee Count	1	1	1
Total Members of OHS Committees	13	13	12
Total Number of Employee Representatives in OHS Committees	2	2	2



To enhance the effectiveness of Occupational Health and Safety (OHS) measures, Boyteks has undertaken several initiatives. These include awareness campaigns to ensure proper use of personal protective equipment (PPE) and better adherence to OHS instructions by employees.

Key safety improvements include the addition of traffic signs in areas with high forklift traffic to warn pedestrians and reduce the risk of accidents. Additionally, automated guided vehicles (AGVs) have been integrated into the facility to minimize forklift movements, enhancing overall safety.

To further promote safety, the “Lone Worker Tracking” project was introduced. This system allows real-time monitoring of employees working alone, enabling them to call for assistance when needed. This initiative is aimed at preventing workplace accidents and ensuring the safety of personnel in isolated areas. Additionally, an emergency button with location tracking has been implemented as part of an overall safety enhancement strategy.

OCCUPATIONAL HEALTH AND SAFETY

Accidents	Count/Year	2021	2022	2023
Close Calls	Count/Year	14	8	7
Accidents with days lost	Count/Year	42	23	34
Lost Days	Count/Year	353	229	299
Accidents with no days lost	Count/1 million Work Hours	47	39	35
Accident Occurrence Rate	Count/Year	35,05	24,96	27,38
Deaths	Count/1 million Work Hours	0	0	0
Accident Severity Rate	Count/1 million Work Hours	140	90	120
Occupational Diseases Rate (ODR)	Count/1 million Work Hours	0	0	0

EMPLOYEE RIGHTS AND DEVELOPMENT

Boyteks invests in the professional and personal development of its employees to create sustainable value for its stakeholders. This is achieved by providing training programs tailored to the company's and employees' needs, with a focus on continuous development and fostering an innovative mindset. All training and development activities at Boyteks are conducted under Erciyes Anadolu Academy, which serves as a digital learning platform offering remote education opportunities for employees.

To support talent management and development, Boyteks provides career planning for employees, integrating training and development processes into these plans. The Career Management System allows for assessments based on employees' potential, skills, and performance, aiming to maximize the efficiency of the company's human resources.

For new employees, an orientation program is offered to help them adapt to the company. During this process, employees are introduced to the company's core values, business ethics, and vision.



Boyteks offers various training programs to support the development of its employees.

TRAINING INVESTMENTS (ALL TRAINING)				
By Employee Category	Unit	2021	2022	2023
Upper Management	Persons*Hours	16	75	20
Upper Management	Persons	3	3	4
Middle Management	Persons*Hours	580	2,424	2.526
Middle Management	Persons	45	52	49
Other Employees	Persons*Hours	901	3,124	3,454
Other Employees	Persons	70	67	67
TOTAL	Persons*Hours	1,497	5,623	6,000
By type of employment	Unit	2021	2022	2023
Blue-collar	Persons*Hours	14,571	2,781	11,532
Blue-collar	Persons	917	902	871
White-collar	Persons*Hours	1,497	5,623	6,000
White-collar	Persons	118	122	120
TOTAL	Persons*Hours	16,068	8,404	17,532
By Gender	Unit	2021	2022	2023
Male	Persons*Hours	15,105	7,887	16,382
Male	Persons	973	961	926
Female	Persons*Hours	963	517	1,150
Female	Persons	62	63	65
TOTAL	Persons*Hours	16,068	8,404	17,532

Boyteks recognizes the crucial role that employee satisfaction and engagement play in the company's progress. With this awareness, the company organizes various events throughout the year to strengthen the bonds among employees and enhance teamwork. These events include Iftar dinners, holiday bonuses, child support, and scholarships for employees' university-going children. Additionally, Boyteks provides supplementary health insurance to improve employees' access to healthcare services. The company also ensures compliance with labor laws by offering parental and maternity leave, with 63 employees taking leave in 2023. These initiatives reflect Boyteks' commitment to supporting its workforce both professionally and personally.

CUSTOMER RELATIONS

Boyteks continues its efforts to achieve sustainability goals with a strong focus on customer-centric thinking. The company prioritizes the preservation of value created for customers and manages customer relationships within the framework of ISO 10002 Customer Satisfaction Management System. This system ensures that all customer feedback is reviewed and annual reports on feedback are generated. Additionally, customer inquiries or notifications received via the contact section of Boyteks' website are processed and reported after the necessary actions are taken. This customer feedback mechanism helps Boyteks maintain high satisfaction levels and continuously improve its services.



Our 2023 score for Customer Satisfaction out of 100 is
91 points.

CORPORATE SOCIAL RESPONSIBILITY

Boyteks operates within the framework of its sustainability strategy, emphasizing a human-centered approach to corporate social responsibility (CSR) initiatives. The company not only maintains its leadership in the industry and commitment to high-quality production, but also integrates social responsibility into its operations, making a significant impact on communities.

In 2023, following the devastating Kahramanmaraş earthquake, Boyteks swiftly organized an aid campaign, providing food and sending many employees and equipment to assist in the affected areas. Additionally, as part of Erciyes Anadolu Holding's response, a Search and Rescue Team was established, with four Boyteks employees contributing to the effort. Boyteks also organizes blood donation drives in collaboration with Erciyes University's Blood Donation Unit every six months.

The company places great value on employee satisfaction and motivation. In this regard, Boyteks organizes various social events to foster a sense of community and engagement

among employees, such as offering dietician and psychologist services to employees and their families and organizing movie nights and other cultural activities. They also distribute tickets for all Kayserispor football club home games to provide employees with opportunities to enjoy social activities.

In alignment with its commitment to sustainability, Boyteks promotes environmental awareness. For example, the company participates in tree planting activities through the TEMA Foundation in honour of employees' birthdays. Additionally, Boyteks provides paid leave for employees on International Day of Persons with Disabilities (December 3) and organizes special events for International Women's Day on March 8, offering a breakfast and distributing flowers to all female employees.

These initiatives demonstrate Boyteks' dedication to both its employees' well-being and its broader societal impact.



PARTNERSHIPS, MEMBERSHIPS AND AWARDS



AWARDS

Award Name	Award Year	Awarding Organisation	Award Receiving Project
Interzum Award	2023	Koelnmesse	High Quality Award (Biogreen Mattress Fabric)
Interzum Award	2023	Koelnmesse	High Quality Award (Nettle Mattress Fabric)
V-Label	2023	V Label	Nettle and Rose Mattress Fabric

APPENDIX

FINANCIAL PERFORMANCE INDICATORS

Economic Value Created	Unit	2021	2022	2023
Economic Value Created (Income)	TL	1,345,395,758	1,802,445,740	3,074,526,905

YEAR	2021	2022	2023
Turnover	1.345.395.758	1.802.445.740	3.074.526.905
Increase in Turnover %	39,51%	33,97%	70,58%
Number of Countries Exported	104	98	100

NUMBER OF SUPPLIERS / YEAR	DOMESTIC	RATIO	ABROAD	RATIO	TOTAL
2021	868	88%	117	12%	985
2022	654	84%	128	16%	782
2023	695	86%	110	14%	805

ENVIRONMENTAL PERFORMANCE INDICATORS

ENERGY AND EMISSIONS

ENERGY

Non-renewable Direct Energy	Unit	2021	2022	2023
Petrol	Litres	11,882	14,488	13,815
Diesel	Litres	28,433	28,188	30,708
Natural Gas	kWh	194,011,659	126,032,011	153,140,686
Non-renewable Indirect Energy	Unit	2021	2022	2023
Electricity	kWh	4,805,110	13,567,380	3,342,150
Energy Purchased from Renewable Energy Sources	Unit	2021	2022	2023
Hydropower	kWh	1,250,000.000	10,176,000.000	3,342,000

GHG Emissions	Unit	2021	2022	2023
Direct CO ₂ Emissions	tCO ₂ e	31,623	21,725	32,630
Indirect CO ₂ Emissions	tCO ₂ e	254,132	138,541	156,711

WASTE

TOTAL WASTE

By Type	Unit	2021	2022	2023
Hazardous Waste	Tonnes	106	91	55
Non-Hazardous Waste	Tonnes	3,816	2,444	2,531
Total Waste	Tonnes	3,922	2,535	2,586

TOTAL WASTE

By Method of Disposal	Unit	2021	2022	2023
Energy Recovery	Tonnes	3.28	2.4	3.1
Recovery	Tonnes	3,905	2,524	2,568
Landfill	Tonnes	2.50	2.30	2.60
Incineration	Tonnes	0	0	0
Other Disposal	Tonnes	11	6	12
Total Disposed Waste	Tonnes	3,922	2,535	2,586

TOTAL WASTE BY TYPE		Unit	2021	2022	2023
Hazardous Waste	Liquid Waste	Tonnes	11.24	6	11.76
	Contaminated Waste	Tonnes	43.39	35.5	19.58
	Waste Oil	Tonnes	29.08	32.2	16.23
	Waste Accumulators	Tonnes	15.26	5.3	2.34
	Waste Filters	Tonnes	2.42	2.1	0.76
	Waste Batteries	Tonnes	0.021	0.043	0
	Other (Absorbents contaminated with hazardous substances, cleaning cloths, protective gear)	Tonnes	3,28	2,4	3,1
Non-Hazardous Waste	Glass Waste	Tonnes	0	0	0
	Paper Waste	Tonnes	1,702.36	1,140.56	1,342.18
	Domestic Waste	Tonnes	2.5	2.3	2.6
	Electronic Waste	Tonnes	3	0,64	0,12
	Plastic Waste	Tonnes	296.3	182.62	173
	Metal Waste	Tonnes	97.42	63	41.36
	Other (Waste Textiles)	Tonnes	270.76	197.94	241.21
By Method of Disposal		Unit	2021	2022	2023
Recovery		Tonnes	2,463.291	1,662.303	1,839.88
Other Disposal	Other	Tonnes	13.74	8.3	14.36

WATER

2023 Blue Water Footprint	2023 Gray Water Footprint
349,690.00 m³	372,468.81 m³

Wastewater Discharge	Unit	2021	2022	2023
Third Party Water (Sewers,etc.)	m³	505,282	276,216	313,613

	Unit	2021	2022	2023
Water Use Per Unit Produced	m³/tonnes	16.70	14.92	13.60

SOCIAL PERFORMANCE INDICATORS

HUMAN RESOURCES PERFORMANCE DATA

By Employment Type	Unit	2021	2022	2023
White-collar Female	Persons	32	34	36
White-collar Male	Persons	86	88	84
Blue-collar Female	Persons	30	29	29
Blue-collar Male	Persons	887	873	842
TOTAL	Persons	1,035	1,024	991
By Contract Type	Unit	2021	2022	2023
Permanent – Female	Persons	62	63	65
Permanent – Male	Persons	973	961	926
Fixed-term Female	Persons	0	0	0
Fixed-term Male	Persons	0	0	0
TOTAL	Persons	1,035	1,024	991

SOCIAL PERFORMANCE INDICATORS

HUMAN RESOURCES PERFORMANCE DATA

By Gender	Unit	2021	2022	2023
Male	Persons	973	961	926
	Share	94%	94%	93%
Female	Persons	62	63	65
	Share	6%	6%	7%
TOTAL	Persons	1,035	1,024	991
By Age	Unit	2021	2022	2023
Ages 18 to 30	Female	16	18	18
	Share	2%	2%	2%
	Male	261	218	195
	Share	25%	21%	20%

Ages 31 to 40	Female	26	24	21
	Share	3%	2%	2%
	Male	477	470	448
	Share	46%	46%	45%
Ages 41 to 50	Female	17	19	24
	Share	2%	2%	2%
	Male	223	260	267
	Share	22%	25%	27%
Ages 51 to 60	Female	2	2	1
	Share	0%	0%	0%
	Male	12	12	15
	Share	1%	1%	2%
Ages 60 and above	Female	1	0	1
	Share	0%	0%	0%
	Male	0	1	1
	Share	0%	0%	0%
TOTAL		Persons1,035	1,024	991

Other Groups	Unit	2021	2022	2023
Foreign Persons	Female	0	0	0
	Share	0	0	0
	Male	0	0	0
	Share	0	0	0
Handicapped	Female	0	0	0
	Share	0%	0%	0%
	Male	31	32	31
	Share	3%	3%	3%
By Type of Management	Unit	2021	2022	2023
Upper Management	Female	0	0	0
	Share	0%	0%	0%
	Male	3	3	4
	Share	3%	2%	3%

Middle Management	Female	10	9	10	
	Share	8%	7%	8%	
	Male	35	43	39	
	Share	30%	35%	33%	
Other	Female	22	25	26	
	Share	19%	20%	22%	
	Male	48	42	41	
	Share	41%	34%	34%	
TOTAL		Persons	118	122	120

Employment Schedule	Gender	2021	2022	2023
Part-Time	Female	0	0	0
	Male	0	0	0
Full-Time	Female	62	63	65
	Male	973	961	926

EMPLOYMENT AND TURNOVER

Employment and Turnover (Türkiye)	Unit	2021	2022	2023
Total New Hires	Persons	124	16	38
White-collar	Persons	15	9	9
Blue-collar	Persons	109	7	29
Total Departures	Persons	92	38	76
White-collar	Persons	22	14	16
Blue-collar	Persons	70	24	60
TOTAL	Persons	216	54	114
By Age	Unit	2021	2022	2023
Ages 18 to 30 – New Hires	Person	100	12	32
	Share	46%	22%	28%
Ages 18 to 30 – Departures	Person	37	21	25
	Share	17%	39%	22%
Ages 18 to 30 – New Hires	Person	100	12	32
	Share	46%	22%	28%
Ages 18 to 30 – Departures	Person	37	21	25
	Share	17%	39%	22%

Ages 31 to 40 – New Hires	Person	23	4	6
	Share	11%	7%	5%
Ages 31 to 40 – Departures	Person	42	10	13
	Share	19%	19%	11%
Ages 41 to 50 – New Hires	Person	1	0	0
	Share	0,5%	0%	0%
Ages 41 to 50 – Departures	Person	10	5	32
	Share	5%	9%	28%
Ages 51 to 60 – New Hires	Person	0	0	0
	Share	0%	0%	0%
Ages 51 to 60 – Departures	Person	3	1	6
	Share	1%	2%	5%
Ages 60 and above – New Hires	Person	0	0	0
	Share	0%	0%	0%
Ages 60 and above – Departures	Person	0	1	0
	Share	0%	2%	0%
TOTAL	Person	216	54	114

TRAINING INVESTMENTS

TRAINING INVESTMENTS (ALL TRAINING)

By Employee Category	Unit	2021	2022	2023
Upper Management	Persons*Hours	16	75	20
Upper Management	Persons	3	3	4
Middle Management	Persons*Hours	580	2,424	2.526
Middle Management	Persons	45	52	49
Other Employees	Persons*Hours	901	3,124	3,454
Other Employees	Persons	70	67	67
TOTAL	Persons*Hours	1,497	5,623	6,000
İstihdam Türüne Göre	Unit	2021	2022	2023
Blue-collar	Persons*Hours	14,571	2,781	11,532
Blue-collar	Persons	917	902	871
White-collar	Persons*Hours	1,497	5,623	6,000
White-collar	Persons	118	122	120
TOTAL	Persons*Hours	16,068	8,404	17,532
By Gender	Unit	2021	2022	2023
Male	Persons*Hours	15,105	7,887	16,382
Male	Persons	973	961	926
Female	Persons*Hours	963	517	1,150
Female	Persons	62	63	65
TOTAL	Persons*Hours	16,068	8,404	17,532

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

OCCUPATIONAL HEALTH AND SAFETY

Accidents	Unit	2021	2022	2023
Close Calls	Count/Year	14	8	7
Accidents with days lost	Count/Year	42	23	34
Lost Days	Count/Year	353	229	299
Accidents with no days lost	Count/Year	47	39	35
Accident Occurrence Rate	Count/1 million Work Hours	35.05	24.96	27.38
Deaths	Count/Year	0	0	0
Accident Severity Rate	Count/1 million Work Hours	140	90	120
Occupational Diseases Rate (ODR)	Count/1 million Work Hours	0	0	0

OCCUPATIONAL HEALTH AND SAFETY TRAINING

	2021	2022	2023
Number of Company Employee	1,058	1,035	1,050
Number of Subcontractors	-	-	-
Total Number of Attendees	1,058	1,035	1,050
	2021	2022	2023
Company Employees (Persons*Hours)	14,475.00	4,467.00	15,541.00
Subcontractors	-	-	-
TOTAL OHS TRAINING (Persons*Hours)	14,475	4,467	15,541

GRI INDEX

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	2-6 Activities, value chain and other	About Boyteks	10
	business relationships	About Boyteks	
	2-8 Workers who are not employees	Boyteks may utilize subcontractor services for work processes that are compliant with legal regulations but not directly related to its core business activities. These services include field security services, employee transportation, catering services, and field cleaning services.	21
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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Energy	55
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GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Compliance	25
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	302-5 Reductions in energy requirements of products and services	Energy Emissions	55 58

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The sustainability report of BOYTEKS TEKSTİL SANAYİ VE TİCARET A.Ş. has been prepared in accordance with the Global Reporting Initiative (GRI) reporting principles.

The content and information included in this Report, prepared solely to inform Boyteks Tekstil stakeholders, have been created using data and sources believed to be accurate and reliable at the time of its preparation. It is not intended to serve as a basis for any investment decisions. The information and content in the Report cannot be interpreted as any representation, warranty, and/or commitment, nor is it guaranteed to be complete or immutable.

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