



SUSTAINABILITY REPORT

2025

SUN TEKSTİL
EKOTEN

SUN
TEKSTİL

ekoten

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ABOUT THE REPORT



● Section



About This Report

As Sun Tekstil and Ekoten Tekstil, we present in this report the key practices implemented in 2025, together with the strategies we have defined in line with our Group's holistic sustainability approach. Through our sustainability reports, which we aim to publish on a regular annual basis, we seek to transparently share the environmental, social, and governance impacts of our activities with our stakeholders, while co-creating shared value to "Design a Sustainable Future Together."

This is the sixth Sustainability Report of our Group, covering the period between January 1 and December 31, 2025, and outlining the activities carried out by Sun Tekstil A.Ş. and its subsidiary, Ekoten Tekstil. The report has been prepared in alignment with the ten principles of the United Nations Global Compact, to which we have been a signatory since 2014, and in accordance with its core reporting principles.

In the reporting process, we adopted the Global Reporting Initiative (GRI) Standards as our primary framework. In addition, we referenced the core sustainability metrics of the World Economic Forum, sector-specific approaches defined by the Sustainability Accounting Standards Board (SASB), and the Reporting Matters methodology developed by the World Business Council for Sustainable Development in shaping the content of this report. We also closely monitored recent developments under the Corporate Sustainability Reporting Directive (CSRD) and aligned our overall reporting approach with these requirements.

Within the scope of our holistic sustainability approach, this report includes not only our activities aligned with Group-level sustainability targets, but also company-specific goals and practices shaped by the distinct processes and priorities of Sun Tekstil and Ekoten Tekstil.

We expect our best practices and sustainability targets to further evolve and strengthen in the coming years. We believe that a sustainable future can only be achieved through collaboration, and we welcome the valuable feedback, suggestions, and contributions of our stakeholders throughout this journey. You may contact us via the email address provided below.

You can access the highlights of our 2025 Sustainability Report via the link.

You can find detailed information on abbreviations used in the report via the link.

Group Sustainability Committee
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MESSAGE FROM
THE CHAIRPERSON

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Elvan Ünlütürk

*Sun Tekstil Chairperson
of the Board*

Dear Stakeholders,

In recent years, sustainability has evolved beyond a statement of intent for the business world; it has become a strategic responsibility that must be measured, reported, and deliver tangible results. The year 2025 marked not only an acceleration of this transformation, but also a period in which we defined its direction more clearly. Increasing climate risks and expanding regulatory frameworks on a global scale are shifting the focus from “what we do” to “how effectively we do it.”

At Sun Tekstil and Ekoten Tekstil, we position sustainability not merely as a compliance requirement, but as a fundamental enabler for building more transparent and resilient business models.

We are proud that, on the journey we embarked on years ago with our strategic ambition to “Design a Sustainable Future Together,” we have established a structure well-prepared for this transformation through our holistic approach—spanning from design and production to digitalization and supply chain management. Every step we take today is aimed not only at meeting current expectations, but also at creating lasting value that will shape the future of our industry.

As a tangible reflection of our corporate sustainability approach, we were awarded an A (Excellent) rating in the ESG assessment conducted by London Stock Exchange Group (LSEG) based on our 2025 performance, and we continued to be included in the BIST Sustainability Index. Furthermore, by publishing our first report prepared in line with the Turkish Sustainability Reporting Standards (TSRS), we have further strengthened our commitment to transparency.

With our circular by design approach, which embeds circular fashion principles from the design stage onwards, we develop differentiated practices in material selection and design techniques, while also creating solutions that extend across the entire lifecycle of our products. In line with our target to increase the use of certified sustainable raw materials, 94% of our products were manufactured using sustainable materials in 2025. To achieve our goal of 100% sustainable raw material usage by 2040, we are driving the necessary innovation through our R&D Center in collaboration with our stakeholders.

We believe that sustainable transformation cannot be considered separately from digital transformation. In this context, we strengthen our position as a value-creating business partner through digital and AI-supported solutions implemented in our design processes. As of 2025, we have extended our capabilities in this field beyond operational processes by integrating them into our young talent programs, thereby contributing to the development of the human capital that will drive the digital transformation of our industry.



Since 2020, we have been strengthening the resilience of our supply chain through our Sustainability Scorecards. Through this structure, implemented with approximately 370 suppliers across all seven regions of Türkiye, we regularly monitor and focus on improving the performance of our business partners, which account for 80% of our production. With the digital scorecard system introduced in 2025, we have made our monitoring and improvement processes more transparent and systematic.

To make the values at the core of our corporate culture more understandable and enduring, we implemented various development programs, including our “Our Values That Define Us and Beyond” training series. Under the umbrella of Sun Academy, we reinforced our learning organization culture through an internally developed learning ecosystem, while systematically supporting leadership development with structured programs and guidance.

In line with our people-focused approach, we prioritize both the development of our existing capabilities and the support of young talent. In 2025, we achieved a 100% training participation rate among our suppliers and delivered a total of 4,567 hours of training across 126 facilities. This year, we supported the development journey of a total of 64 students—33 university students through our Gelecek Sun, Sun Design Project, and Digitalise the Next programs, and 31 high school students through our internship programs.

We place great importance on creating lasting value for society and implement high-impact social initiatives together with our stakeholders. In 2025, we generated social value through partnerships for the goals, with 17 social responsibility projects, 2 scholarship programs, 17 NGO memberships, and more than 5 sponsorships.

We remain firmly committed to our sustainability journey, where we address digital transformation, environmental responsibility, and a people-centered approach through an integrated strategy. On this journey—driven by our ambition to bring fashion to the world and the future to fashion—I would like to extend my sincere thanks to all our employees and stakeholders who contribute to our continuous improvement efforts.

Sincerely,

Elvan Ünlütürk

*Sun Tekstil Chairperson
of the Board*



Günkut Gürşen

*Ekoten Chairperson
of the Board*

Dear Stakeholders,

Climate change, water stress, and ecosystem degradation are among the most critical global risk areas reshaping the way business is conducted today. For the textile sector—positioned at the center of this transformation—efficient resource use and emissions reduction are no longer optional; they have become fundamental requirements for long-term competitiveness and corporate resilience.

In a period marked by rising temperatures and increasing drought risks, we address sustainability not only as an environmental responsibility, but as an integral component of operational efficiency, risk management, and long-term value creation. In line with the Paris Agreement and Net Zero targets, we are accelerating our energy transition while placing circular production models and water efficiency at the core of our business strategy.

In line with our responsibility to protect water resources, we commissioned our innovative wastewater recovery plant in 2022. Through field applications and feasibility studies conducted in 2023, we tested the system under real operating conditions and began using recovered water in our dyeing processes. Building on these efforts, by 2025 we reached a recovery capacity capable of meeting nearly all of our dyehouse's daily water demand. In the same year, our wastewater recovery plant was recognized with an award at the Just Style Excellence Awards, demonstrating that our approach to water efficiency and circular production is acknowledged on an international scale.

Through our greenhouse gas emissions management practices, which we have been implementing in line with international standards since 2012, we have reduced our emissions intensity per unit of product by 55% compared to our base year. We remain committed to further accelerating our reduction efforts in the coming period.

Aligned with our strengthened governance structure and our risk-and opportunity-based approach, we have been voluntarily reporting to the Carbon Disclosure Project (CDP) since 2012. In 2025, we achieved an "A / Leadership" score in the CDP Climate Change Program. By being included in the Global A List—comprising only 4% of more than 20,000 companies—we achieved a significant milestone.

We believe that setting measurable and transparent targets is critical in the fight against climate change. In this context, we submitted our science-based targets to the Science Based Targets initiative in 2023, and in 2024, the validation of our near-term greenhouse gas emissions reduction targets by SBTi confirmed that our climate targets are aligned with scientific principles and global frameworks.



Looking ahead, we will continue to clarify our roadmap for the transition to a low-carbon economy, increase the use of certified sustainable raw materials, and further strengthen our transformation through digital solutions across all processes—from design to production.

Through our digital investments and start-up collaborations, we have developed AI-powered automated quality control systems that enable us to prevent defects at their source within our production processes. By minimizing material, energy, and water losses, we simultaneously enhance resource efficiency and environmental performance. In 2025, these efforts helped us avoid 71,936 kg of CO₂ emissions, making a strong contribution to our sustainable production targets.

With a holistic perspective, we continue to set more ambitious targets in the fight against climate change, placing strong emphasis on driving this transformation together with all stakeholders across our value chain and setting an example for our industry through best practices.

I would like to extend my sincere thanks to all our employees and stakeholders whose efforts and contributions make this journey possible.

Sincerely,

Güncüt Gürşen

*Ekoten Chairperson
of the Board*



ABOUT US

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● Section

The Values That Shape Us

We have created and visualized our values with a sea voyage and islands to ensure that our five values, which we have found together, are involved in the lives of our colleagues, newcomers, and young talents.

We have been operating in the Aegean Region for 38 years, so we have created our compass and route by using the Sun Route metaphor, which has always reflected our desire to keep the spirit of the Aegean Region alive and our goal-oriented approach.

We have adopted the design of value islands and their symbols with meaningful and memorable messages.

 <p>With our value of "by designing our dreams", we tried to convey to our target audience the messages that we are different thanks to our values, original, innovative, creative, courageously hanging, and versatile.</p>	 <p>With our value, we tried to convey to our target audience the messages that we developed and produced creative solutions, that we believe in lifelong learning, that we develop together with all our stakeholders, and that we have a culture of appreciation.</p>	 <p>With our value "by dignifying", we tried to convey to our target audience our messages that we are reliable, fair, transparent, and responsible with our values, that we invest in a sustainable future, and that we offer equal opportunities.</p>	 <p>With our value of "with love", we tried to convey to our target audience the messages that we work with team spirit and pleasure, that we communicate sincerely and openly, and that we work with fun.</p>	 <p>With our value of "we do the best", we tried to convey to our target audience the messages that we constantly improve, that we are target oriented, and that we are fast, flexible, and agile.</p>
				



Milestones

- 1987** Sun Tekstil was founded in Izmir.
- 1989** First export.
- 1991** Knitting Department was established.
- 1994** Dyeing Department was established.
- 2000** Sun Tekstil becomes the majority shareholder of Ekoten Fabrics.
- 2010** The R&D Center was established with the approval of the Ministry of Industry and Technology.
- 2012** Sun Textile UK Ltd was founded.
- 2012** London and Leicester design offices were opened in the UK.
- 2012** La Coruna design office was established in Spain.
- 2018** Investment in new knitting factory for Ekoten Fabrics.
- 2022** Sun Tekstil has started to be traded at BIST.
- 2023** Sun Tekstil Barcelona office established in Spain.



About Sun Tekstil

Sun Tekstil Sanayi ve Ticaret A.Ş. was established in 1987 to manufacture, export, and trade woven, knitted, textile, and apparel products. The Company carries out its production activities at its facilities located in Torbalı, İzmir. Sun Tekstil designs and delivers women's apparel collections for global ready-to-wear retail brands. Across its value chain, the Company collaborates with approximately 370 partners operating in different regions of Türkiye in areas such as fabric, accessories, garment production, packaging, and logistics, ensuring operational efficiency through an optimized supply network.

In 2025, 93% of Sun Tekstil's standalone sales were generated from international markets, with exports to more than 10 countries. According to the Turkish Exporters Assembly (TİM), Sun Tekstil ranked first among companies with the highest export volume in the Aegean Region within the ready-to-wear and apparel sector.

The Company's strategic geographic location and its ability to produce high value-added products compared to its peers provide a strong competitive advantage. Its main markets include Spain, Sweden, and the United Kingdom. Sun Tekstil's largest customer group is based in Spain, followed by customers in Sweden, with the United Kingdom as the third largest market.

With a strong focus on responding quickly to customer needs and maintaining close relationships, Sun Tekstil has established design offices in key locations close to its customers. These include La Coruña and Barcelona in Spain, London and Leicester in the United Kingdom, as well as Türkiye, bringing the total number of design offices to five.



Ranking 249

Türkiye's Top 500
Industrial Enterprises by
Istanbul Chamber
of Industry (2024)

~ 2.5 Million

Pieces Monthly
Export Figure

Design-oriented
and predicting
future trends

With over
1.000 +
employees,
operating in
three countries

€290 M+
Annual Turnover

700
New Designs
Each Month

One of the best
circular knit
fabric factories
in Türkiye

Strong in
design, graphic
design, and
fabric
development

4.000
Samples
Each Month

SUN
TEKSTİL

Sun Textile UK



Sun Textile UK Limited continues its activities in the international arena with the ability to keep its competitive power by being close to the customers in the global market, using the power of advanced design and product development together with the design team based in the UK, and providing flexible and fast service to customers. Strategically positioned Sun Textile UK does not engage in any textile production activities, but only offers design services.

Ekoten

Ekoten Tekstil, which was established in 1994 and has been operating under Sun Tekstil since 2000, has two production facilities with a total indoor area of 20,000 square meters in Torbalı. At its facility located in the Torbalı Organized Industrial Zone, it produces high-quality knitted fabrics with a total of 233 circular knitting machines and carries out the sales of its fabric collections.

Ekoten has an annual production capacity of over 1,000 tons and develops approximately 250 new fabrics per month. At its Torbalı facility, dyeing, finishing, and quality control processes are carried out. Ekoten has become an important supplier in the field of functional textiles, which holds a significant place in the fast fashion strategy.

The Company's target markets and customer portfolio consist of selected international brands operating in domestic markets as well as in America and Europe.

Across its value chain, it manages its processes with optimum efficiency together with approximately 135 stakeholders operating in different regions of the world in areas such as yarn, dyes, chemicals, packaging, and logistics.





Ranking 250

Türkiye's Second 500 Industrial Enterprises by Istanbul Chamber of Industry (2024)

233

Knitting Machine

15.000 Tons +

Annual Production Capacity

40 Tons

Daily Knitting Capacity

40.000+

Clothing Library

250 Pieces

New Fabric Designs per Month

ekoten



Sun Tekstil R&D Center

As the Sun Tekstil R&D Center, we position R&D and innovation not only as a field of activity, but at the core of our values, with the aim of creating high added value in all areas in which we operate, developing technologies aligned with sustainability principles, and providing direction to the sector. Guided by our motto “Let’s Design Dreams,” we place design at the center of our corporate culture and shape all our processes in line with this vision.

Through our main methodology, the Sun Tekstil Innovation Cycle, we benefit from both internal resources and external collaborations. Reducing our carbon footprint in our supply chain throughout the product lifecycle, supporting circular economy models, and increasing social benefit are among our primary objectives.

We evaluate the opportunities we gain through the platforms we are members of and the events we organize and participate in, together with experts from different disciplines, within a system specifically designed for our organization. Our innovation approach is based on portfolio management, which aims to align our processes, support sustainability, and harmonize them with our priorities. We ensure that the projects we develop provide benefit by aligning them with our target markets and by supporting them with investments. In this context, we create value not only by managing projects, but also by developing our business models with stakeholders, thus generating sustainable and effective models.

We take pride in being the company with the highest R&D expenditure in Türkiye, accounting for 52% of the country’s total R&D spending. As a result of our R&D Center activities, we continue to be one of the pioneers of the textile sector thanks to our accumulated knowledge, the innovation infrastructure we have established, and our design capabilities.



R&D CENTER

406

National Partners

417

International Partners

39

Partner Countries

7

Internationally Supported Projects

30

Nationally Supported Projects

434

Completed Project

30

Ongoing Project

30

Researcher

31

Patent Portfolio

22

Design Portfolio

89

Scientific Publications

47

International Project Applicatio with Different Consortium

13

Awards

34

Number of Employees

Our R&D Vision and Strategies

Our R&D strategies are built on sustainable growth, innovative design, and digital transformation, and we have established a world- and society-oriented approach framework. In line with the long-term R&D strategies we have defined, we identify suitable markets for the potential and investments of the Sun Group of Companies and establish the necessary technological infrastructure. While implementing these investments, we develop high value-added products for export markets in order to increase our export power. In addition, we establish collaboration networks to support the development of key materials and technologies required for sustainable industrial transformation, in order to comply with the critical changes in the European Textile Strategy, strengthen our competitive advantage, and support sustainable transformation. We have defined our long-term goals as developing innovative textile products and designs by combining our existing knowledge and experience with current technologies.

Our medium-term goals include supporting competitive advantage in new sectors by using our knowledge and experience in technical textiles, developing new products and technologies for these sectors, and developing innovative materials and design processes for the fashion and ready-to-wear sector. In addition, in line with the sustainability trend that will become mandatory due to the critical changes in the European Textile Strategy, we have defined conducting industrial transformation activities as an integral part of our business models. In line with our strategies, we prioritize sustainability efforts and carry out our R&D activities based on materials, processes, and industrial dimensions, focusing on our priority Sustainable Development Goals: SDG 5, SDG 8, SDG 9, and SDG 12.

Our Activities for International Funds

In line with our sustainability strategies, during 2025, we submitted a total of six project applications with a budget of approximately 18 million Euros under the European Union Horizon Europe Programme, focusing on sustainable textile materials, digital traceability tools, and circular processes and product designs. Within the scope of Horizon Europe Cluster 4, Cluster 6, and CBE (Circular Bio-based Europe) calls, we collaborated with 50 organizations from 16 countries, including universities, research institutes, and the private sector, for our applications aimed at developing bio-based chemicals and textile materials, digital traceability, and LCA tools, as well as circular textile processes. With an approach where digital transformation supports sustainable transformation, we closely follow the impacts of digitalization on the textile sector.

Within the scope of the “Eureka Sustainability Call,” through our “DefectFree” project, we are developing AI and machine learning-supported, autonomous defect detection systems in complex fabric structures. Together with our partners, we are carrying out studies to implement the principle of “zero defect fabric” in the industry. In addition, in 2025, we submitted our project application under the Eureka program with a total budget of 5 million Euros. In this project, carried out with 13 partners from nine countries, we aim to develop innovative models, analysis methods, and AI-supported, open-source digital tools for the life cycle analysis of textile products.

Within the scope of the PLASTICE Project, we are conducting studies on four different chemical recycling technologies aimed at integrating plastic waste into the circular economy. We successfully separated polyester–cotton blended textile wastes into polyester content of a quality suitable for reuse in textile applications, completed the processes required to re-produce fabric from recycled polyester fibers. Our work continues in the scaling phase of the technology and its application to different textile products. The project is carried out by an international consortium of 25 partners; we hosted the 42nd General Assembly Meeting at our headquarters facilities in Torbalı, İzmir, in November. In addition, we organized an international workshop with broad participation, hosted by Sun Tekstil, where we shared the outputs obtained during the project process and the developments in the sector

In line with our goal of transitioning to a safe circular economy, within the scope of the TORNADO Project, which we carry out with 14 partners from 5 countries, we focus on functional raw materials that support “Safe and Sustainable by Design Criteria.” In this context, we are conducting studies on the development of bio-based, environmentally friendly chemicals that facilitate recycling and their application in different sectors. In 2025, we carried out process development and life cycle analyses for the application of these chemicals in textile structures.

Within the scope of the BioSusTex Project, carried out with 13 partners from 8 countries, we aim to increase textile-to-textile recycling rates and to offer bio-based, sustainable products to the market. In this project, which focuses on the recovery of cellulosic textile wastes and the development of new bio-based textile chemicals, we validated, at laboratory scale in 2025, dissolution and elastane separation technologies that do not include heavy chemicals and high-energy processes, and completed the performance tests of bio-based water-repellent formulations.

In order to reduce our carbon footprint and introduce renewable natural resources into the textile industry, we started the HALO-TEX Project in mid-2025, which we carry out with 10 partners from 7 countries. In this project, where we aim to develop textile materials, biocomposites, and cellulosic fibers from halophytic plants that can grow in saline and unproductive soils, we continue our studies on the characterization of the obtained biomass and lignin-cellulose separation.

Our Activities for National Funds

We closely follow TÜBİTAK’s priority areas and include them in our work in alignment with our R&D strategies. We strive to advance our sustainability research and to utilize our local resources. In this context, within the scope of TÜBİTAK’s 1833 SAYEM Green Transformation Call, which is based on the European Green Deal, we aim to carry out innovative studies to bring domestically produced hemp into industrial use in Türkiye, with the participation of 12 companies, 4 universities, and 2 research institutes, through our project application submitted in 2024 and supported in 2025.

In addition, we submitted our project application numbered 1171 within the scope of TÜBİTAK Artificial Intelligence Ecosystem Call. Within the project, in collaboration with one technopark company and one university, we aim to predict unexpected failures with high accuracy in advance, prevent unplanned downtimes, and extend equipment lifetimes by establishing predictive maintenance systems.

As the Sun Tekstil R&D Center, we prioritize the dissemination and sustainability of scientific knowledge. In this context, within the scope of TÜBİTAK 2236 International Experienced Researcher Circulation 2025 Call, we submitted a project application as a hosting institution for a doctoral researcher to carry out many activities within our facility. Within the project, we plan to conduct studies on life cycle analyses for the textile sector and the development of artificial intelligence models.



Sustainable Fashion and Digitalization

At our R&D Center, we position sustainable fashion and digitalization among our core areas of focus. By closely following current technologies and developments in the fashion industry, we integrate them into our processes and carry out studies aimed at developing technologies and materials that support circular fashion. With our approach that begins at the design stage of sustainable fashion, we prioritize sustainable and bio-based alternatives in our material selections and conduct our work together with our internal and external stakeholders.

We address our sustainable fashion practices from the perspective of waste reduction and resource efficiency. In this context, we support our design processes using zero-waste garment preparation methods, analyze process efficiencies, and evaluate their contribution to reducing our carbon footprint. In order to reduce production wastes, we adopt a design approach that enables fabrics to be used as a whole. Thus, after the disassembly processes carried out at the end of the product lifecycle, we enable fabrics to be reused as fabric again. In designs that require intensive fabric usage such as “drape,” we reduce fabric consumption by using printing and surface manipulation techniques.

In order to reduce post-consumer waste, we design long-lasting and durable products; accordingly, we consider material, fabric structure, and accessory and sewing methods holistically. By focusing on the separation of multi-component products in recycling processes and on the problems of low recycling efficiency, we continue our efforts to develop mono-component products. We support designs that facilitate recycling processes by using a single material in all components that make up the product.

In line with circular economy principles, we work on business models that cover approximately 10 fundamental areas. In this context, we develop designs focused on repurposing, enabling the reuse of existing products or their components for different purposes. In addition, we initiated studies in 2025 aimed at classifying products at the end of their service life and developing design strategies accordingly. Within the scope of evaluating our sustainable fashion practices from a material perspective, we analyze the biodegradation behavior of fabrics used in water and soil environments and determine appropriate fiber and fabric structures.

In order to integrate our sustainability approach into all our processes, we place digital transformation efforts at the center of our R&D activities. Within the scope of digitalization of fashion, we closely follow the development of AI-supported design tools and measure the effects of these tools on our design processes and the methods used. We share the results obtained by comparing the capabilities of different AI design tools at international conferences within the scope of university-industry collaborations.

In 2025, we started to comparatively analyze the effects of these technologies on process efficiency and design performance by integrating AI applications into our model design processes. In addition, within the scope of our R&D activities aimed at increasing the integration of machine learning methods into our processes, we develop support systems for estimating waste rates through data mining algorithms. Especially for products manufactured for the first time, we aim to predict waste rates and improve business processes in an incremental and circular manner.



Sustainable Technologies and Materials

As the Sun Tekstil R&D Center, we continued our innovation-driven sustainable technology and material development projects, which are among our strategic objectives, in 2025. We expand our research and knowledge in the field of sustainability with new ideas.

In order to develop halogen-free, environmentally friendly, and multifunctional flame-retardant solutions, we aim to permanently improve the flame resistance, antibacterial, and durability properties of polyester fabrics. In this direction, we develop flame-retardant, antibacterial, and moisture-absorbing functional yarns using environmentally friendly innovative raw materials, and produce knitted fabrics from these yarns. In protective textiles, we continue our work without interruption on halogen-free inorganic solutions that are environmentally friendly and provide long-lasting use, in line with performance targets, toxicity, and formaldehyde limits.

Using chitosan biopolymer, which is obtained from natural resources and is biodegradable and environmentally friendly, we continued our studies in 2025 aimed at developing eco-friendly and functional textile products. In addition, we continue to investigate the potential of collagen-based innovative finishing chemicals that can reduce environmental impact compared to traditional silicone finishes.

In 2025, we carried out studies on the development of dyeing processes with high fastness properties using natural dyes with low environmental impact. In particular, we conducted comprehensive analyses on different extraction methods, mordanting techniques, and process parameters in order to increase the applicability of plant-based dyes obtained from sustainable sources.

In order to increase waste management and resource efficiency in the textile industry, we developed an innovative production approach that enables the reuse of pompon waste fibers generated during yarn production by blending them with functional fibers. In line with the outputs of this study, we published a scientific article in an international journal.

In order to increase the efficiency of natural dyes in the dyeing of synthetic-based fabrics, which constitute a significant part of our fiber consumption, we carried out studies on hydrophilic surface modification of polyester and polyamide fibers. In this context, we also tested advanced processing methods, surface modification techniques that increase surface energy, and low water consumption process alternatives in 2025.

We continued our projects on the durability and microfibre release of knitted fabrics produced from recycled polyester obtained from 100% standard polyester and 100% PET bottles, and the garments produced from these fabrics throughout their repeated washing lifecycle. All tests related to microfibre release were carried out in the laboratory infrastructure of the Sun Tekstil R&D Center in accordance with international methods.

Our Activities for Entrepreneurship and Innovation

As the Sun Tekstil R&D Center, we adopt the development of the innovation ecosystem in our region as a strategic mission. In this direction, we focus on technology transfer, collaboration, and mentorship activities by bringing entrepreneurs together. We consider the impact value of initiatives as a fundamental criterion in our evaluation processes and investment decisions. In 2025, we met with 13 of the 54 initiatives that included an impact hypothesis, together with experts from our relevant departments, and at the end of the evaluation process, we initiated collaboration with 10 initiatives.

We continued our collaboration in 2025 with the Van Teknokent-based initiative, founded by a young female entrepreneur, which enables the transformation of hard-to-recycle textile wastes into structural insulation materials through mechanical processing, and which produces bio-pigmented different fabric structures using fully environmentally friendly biotechnological methods. Within this scope, we provided technical support in the creation of application procedures and processes. In addition, we used next-generation insulating materials obtained by reintroducing textile structures derived from our industrial wastes into the production cycle. We also continued our work with another initiative aiming to create value in different sectors by generating activated carbon from industrial wastes.

In 2025, we continued to develop collaborations that create mutual value by coming together with young entrepreneurs operating within the İzmir Bilimpark A.Ş. ecosystem, where we are also a stakeholder. During this period, we actively participated in the Here2Next program, which brings together corporate companies and entrepreneurs, and in the Entrepreneurship Institutions Platform, which supports the development of the entrepreneurship ecosystem in Türkiye.

Thanks to the networks we are part of and the local and international events we participate in, we engaged with 680 initiatives in 2025 and had the opportunity to listen to the solution proposals of 419 different initiatives. We continued to provide capital support to technology initiatives as part of our corporate venture capital fund, which focuses on early-stage initiatives and includes 40% women entrepreneurs. Accordingly, we diversified our portfolio by increasing our investments in a second venture capital fund that invests in innovative technologies.

With this approach focused on early-stage initiatives, we aim to support local entrepreneurs by offering a sustainable value proposition while encouraging innovation. In line with our sustainability, profitability, social impact, and innovation strategies, we continue to contribute to the entrepreneurship ecosystem and maintain our strategic investments in future technology solutions.

In this context, we continued our collaboration within the scope of a platform developed by Turkish women entrepreneurs, which brings together inspiration, research, trend analysis, design, prototyping, product development, and marketing processes for fashion professionals within a single ecosystem, supported by artificial intelligence. We participated as an investor in March 2025. Within the scope of our collaboration, products developed under the mentorship of our innovation and design teams were launched to the market, and the platform was also actively used in the workflows of Sun Tekstil design teams and in competency development programs.



Our Activities to Improve Our Technical and Technological Infrastructure

As the Sun Tekstil R&D Center, we believe in the importance of disseminating knowledge and aim to ensure that technology transfer is carried out effectively and multidirectionally. We open our existing technological infrastructure and collaborations outward and adopt a co-creation approach. In this context, we provided support to the Izmir Project in 2025, which aims to establish a network among İzmir's subcontractor manufacturers. In order to strengthen the R&D, innovation, and design ecosystem of our region by contributing to the activities of the project in the fashion sector, we organized the "Artificial Intelligence-Supported Sustainable Fashion Design Hackathon." Within the scope of university-industry collaborations, we work with students from different disciplines, support high-level projects, and transfer application knowledge generated in the industry to academia through student theses. In 2025, we started working with a total of 22 students from 4 different departments at 5 universities at the undergraduate thesis level. These studies are evaluated under TÜBİTAK BİDEB 2209-B programs.

The nearly 70 devices and equipment in the strong laboratory infrastructure of the Sun Tekstil R&D Center are not only used in our own R&D activities, but are also made available to students and researchers within the scope of our collaborations with universities. In this way, we are pleased to contribute to the development of scientific research in our country.

Our R&D Center laboratories have been established to develop innovative textile solutions and to increase our competitiveness in the sector, and our infrastructure continues to be developed in line with our goals. Our laboratories, equipped with advanced technology devices and equipment, constitute one of the most critical components of our textile research and development processes.

In our laboratories, which have a modern and extensive infrastructure, there are dedicated sections for various tests and analyses, as well as sample preparation areas with conditioning and washing rooms. These areas are supported by appropriate lighting, workbenches, and sample storage sections. All test requests are managed through the Sun Tekstil Portal. Thanks to the system we have developed within our organization, test requests can be submitted online, and the current status and reports of the tests can be accessed instantly.

You can access our Sun Tekstil R&D Center Laboratory Equipment and Device Introduction Brochure via the link.

Our Achievements in 2025

According to our 2025 activity data, we received a score of 83/100 in the ESG evaluation conducted by LSEG and achieved an A (Excellent) rating, continuing to be included in the Borsa Istanbul Sustainability Index.

Our Corporate Governance Rating increased to 93.53. (Maximum Score: 100)
(Rating agency: SAHA Corporate Governance and Credit Rating Services Inc.)

We were rated at "A / Leadership Level" in the Carbon Disclosure Project (CDP) Climate Change Program. (Ekoten)

Within the scope of the Boğaziçi Environmental Awards, we were entitled to receive the "Green Textile Company of the Year" award. (Sun Tekstil)

With our Wastewater Recovery Plant, we were awarded in the "Innovation – Wastewater Recovery" category at the Just Style Excellence Awards. (Ekoten)

With our R&D Center, we were listed among the best workplaces for innovators within the "Best Workplaces for Innovators" program organized by Fast Company.

In the Turkishtime R&D 500 Survey, we ranked among the top 250 companies with the highest R&D expenditure in Türkiye.

We were included in the Turquality Brand Support Program. (Ekoten)

We ranked 123rd in the Top 1000 Exporters List announced by the Turkish Exporters Assembly (TİM). (Sun Tekstil)

We ranked 249th in Türkiye's Top 500 Industrial Enterprises – 2024 list. (Sun Tekstil)

We ranked 242nd in the Fortune 500 Türkiye – 2024 list. (Sun Tekstil)

We ranked 22nd in the Aegean Region's Top 100 Industrial Enterprises – 2024 research. (Sun Tekstil)

We were awarded the Respect for People Award by Kariyer.net in 2024 and 2025. (Sun Tekstil)

We received the Anadolu Special Award for the Company Contributing Most to Employment in 2024 by Kariyer.net.

We were awarded Second Place at the Export Stars Award Ceremony organized by the Aegean Exporters' Associations. (Sun Tekstil)

We were awarded Second Place at the Export Stars Award Ceremony organized by the Aegean Exporters' Associations. (Ekoten)



SUSTAINABILITY
JOURNEY

4

● Section



Holistic Sustainability Approach

In line with our holistic sustainability approach based on all dimensions of sustainable development, we believe that we create value together with our stakeholders by reflecting the concepts that are an important and integral part of our corporate culture to all our activities.



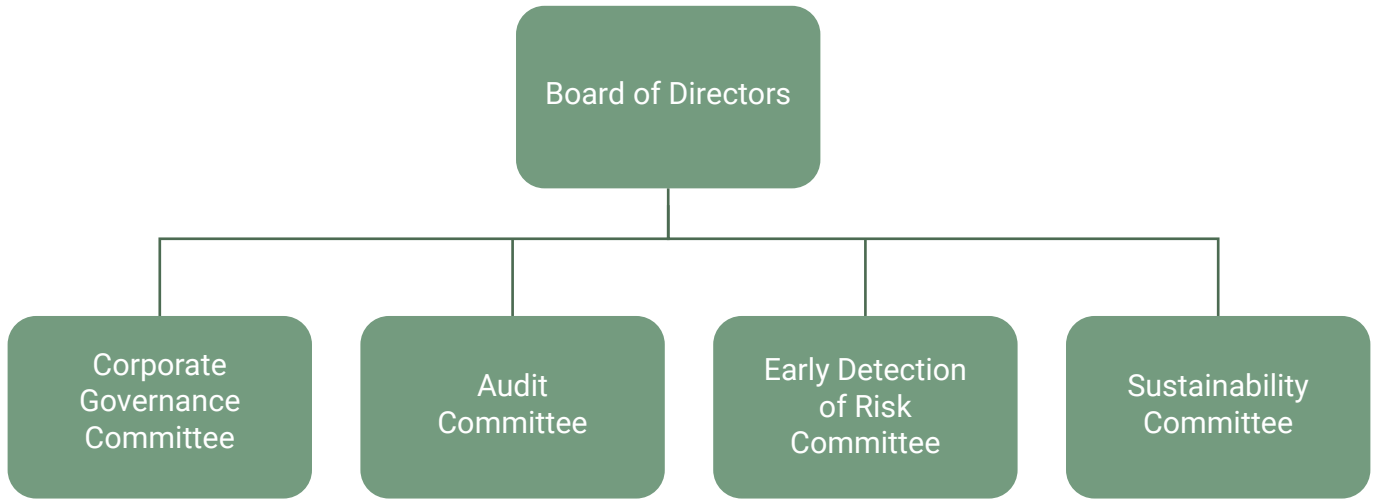


Sustainability Journey

- 2001** Ekoten Water Management Program was started, and water consumption has been reduced.
- 2002** Ekoten ISO 9001 Quality Management System was established.
- 2012** Ekoten joined the CDP Climate Change Program.
- 2014** Sun Tekstil became a member of the United Nations Global Compact (UN Global Compact-UNGC) and began reporting the progress
- 2015** Sun Tekstil became a signatory of the Women's Empowerment Principles (WEPs)
- 2018** Sun Teksti Sustainability Committee was established. Priority SDGs were identified and working groups were established.
- 2018** Solar power plant became operational in our Ekoten knitting facility.
- 2019** Sun Tekstil's first Sustainability Report was published.
- 2022** An advanced treatment system that provides 95% waste water recovery was installed in our central operation in Ekoten Torbalı.
- 2023** Ekoten Science Based Greenhouse Gas Emission Reduction Targets were submitted to the Science Based Targets Initiative (SBTi) Platform.
- 2024** Ekoten Science Based Near Term Greenhouse Gas Emission Reduction Targets have been approved by the Science Based Targets Initiative (SBTi) Platform.
- 2025** The Group published its sustainability report in compliance with the Turkish Sustainability Reporting Standards (TSRS).

Sustainability Governance

With the leadership of our Group Sustainability Committee established in 2018, we established our governance mechanism for the management of sustainability topics of high importance for our companies by following the roadmap of conducting stakeholder analysis, preparing a materiality matrix, identifying material SDGs and establishing working groups.



Our Stakeholders

We strongly believe that sustainable transformation is only possible together with all stakeholders and that partnerships are essential for achieving our goals. In our sustainability journey, we focused on identifying all our key stakeholders and developing strategies to communicate with them in the most effective way. Within the scope of our analysis, we categorised our stakeholders according to their relevance and impact and developed specific communication strategies.



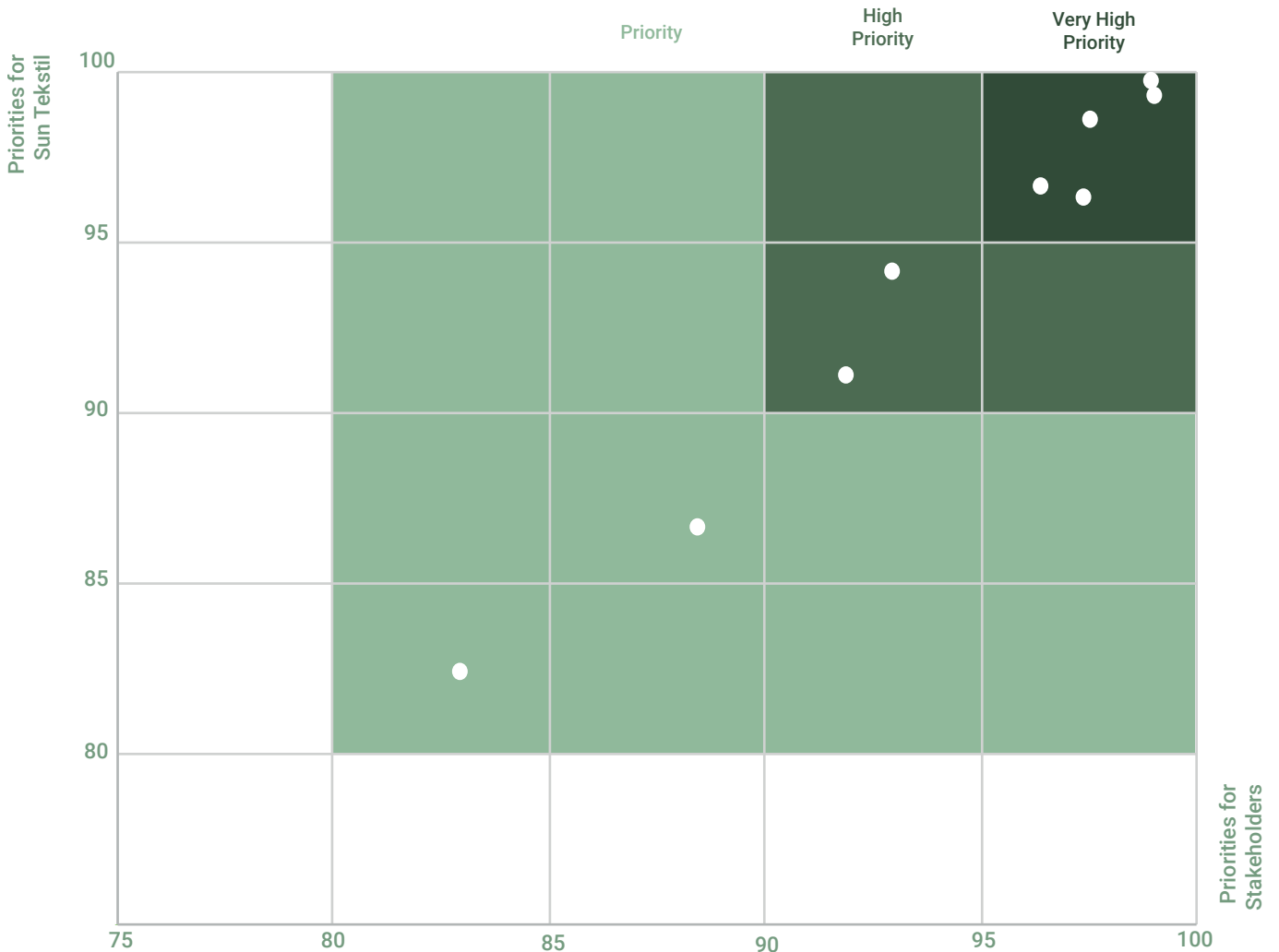
Stakeholder Communication Strategy

Stakeholder	Communication Tool	Content	Communication Platform	Frequency
Employees	Life in Sun Survey	Measuring awareness and maturity through sustainability questions included in the survey	Online survey platform and manually filled forms	Once a year
	Sun Academy Sustainability Training Programs	Increasing awareness and knowledge through sustainability training programs consisting of various modules	Sun Academy	Once a year
	In-Class Sustainability Training Programs	Increasing awareness and knowledge through sustainability training programs consisting of various modules	In-class training	Once a year
	Launch of the Sustainability Report	Information about the publication and content of our sustainability report of the relevant year and sharing motivation for reviewing it	In-house e-mail Presentation and event Video sharing through common area televisions and Sun Academy	Once a year
	Senior Management Message	Sharing the senior management's message specific for that year about our sustainability strategies and vision	In-house e-mail Sun Academy SunIK Announcement System Sun Cloud	Once a year
	Events Attended by Our Executives	Information about participated events, summaries or citations from our executives' posts, and sharing the records of the participated session	In-house e-mail Sun Academy SunIK Announcement Video sharing from Sun Academy	Periodically
Customers	Launch of the Sustainability Report	Information about the publication and content of our sustainability report for the relevant year	Company website	Once a year
	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings Physical meetings and events	Once a year
Suppliers	Launch of the Sustainability Report	Information about the publication and content of our sustainability report for the relevant year	Company website Sharing e-mail with the letter from the CEO	Once a year
	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings In-class training	Once a year
	Supplier Sustainability Training Programs	Increasing awareness and knowledge through sustainability training programs consisting of various modules for the needs identified in line with the scorecards and strategies	Online meetings In-class training	Once a year
Shareholders / Investors	Launch of the Sustainability Report	Information about the publication and content of our sustainability report for the relevant year	Company website Sharing e-mail with the letter from the CEO	Once a year
Regulatory Bodies and Local Administrations	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings Physical meetings and events Social media posts	Once a year
All Stakeholders	Sustainability Presentations	Sharing customer-oriented sustainability presentations that cover our current sustainability activities	Online meetings Physical meetings and events Social media posts	Periodically

Materiality Matrix

At the core of our sustainability strategies, which we have prepared to create value for all our stakeholders and the world, are the issues that all our internal and external stakeholders consider a priority. With inclusive communication approaches, we identify our risks and opportunities, common goals, and roadmaps from a holistic perspective by classifying together the issues that our stakeholders consider as a priority, particularly global and sectoral trends. We review the issues we have determined and classified using qualitative and quantitative methods every year and update our materiality analysis every two years.

In 2023, we updated our materiality matrix in order to act more effectively in combating the climate crisis and to increase rapid adaptation to evolving regulations. We consolidated our material issues under 9 main topics and identified 5 items as high priority among these issues.





Identifying Material SDGs

No	Main Topic	Subtopic	Related SDG	
Very High Priority	1	Ethics	8 - 16 - 17 - 5 - 10	
		Anti-Bribery and Anti-Corruption	8 - 16 - 10	
	2	Decent Work and Economic Growth	Human Rights Strategy	5 - 8 - 10 - 17 - 16
			Occupational Health and Safety Management Systems	8 - 3 - 10 - 4
			Inclusion, Equality and Diversity	5 - 8 - 10 - 17 - 16
			Health and Well-Being	3 - 8
			Talent Management	4 - 5 - 8 - 10
	3	Climate Change	Water Management	6 - 12 - 13 - 9
			Waste Management	12 - 13 - 15 - 9
			Energy Management	7 - 9 - 13
			Combating Climate Change	5 - 8 - 10 - 17 - 16
			Greenhouse Gas Emissions Management	7 - 9 - 13 - 12
			Decarbonisation	7 - 9 - 13 - 12
			Chemical Management and Zero Discharge of Hazardous Chemicals to Nature	6 - 12 - 13 - 14 - 15 - 9
	4	Responsible Value Chain Management	Biodiversity	15 - 14 - 13
			Social Compliance in Supply Chain	4 - 5 - 8 - 10 - 16 - 17
			Traceability of Production Processes	3 - 5 - 8 - 12 - 13 - 9
			Supplier Interaction and Cooperation	3 - 5 - 8 - 10 - 12 - 13 - 1
			Responsible Purchasing Training and Commitments	4 - 5 - 8 - 10 - 12 - 17
			Transparency	3 - 5 - 8 - 10 - 12 - 17
			Financial Performance	8 - 9 - 10
			Environmental Compliance in Supply Chain	4 - 6 - 12 - 13 - 14 - 15 - 17
			Raw Material Traceability	3 - 5 - 8 - 15 - 12 - 13 - 9
			Value Created for Society	8 - 9 - 10 - 11 - 16 - 17
	5	Circular Economy	Socio-Economic Impact on Society	11 - 8 - 10 - 3 - 5
			Contribution to Sustainable Development Goals	8 - 9 - 10 - 11 - 16 - 17
Sustainable Raw Material Utilisation			6 - 9 - 12 - 13 - 15	
Circular Economy			12 - 3 - 9 - 15 - 6	
Ecodesign			12 - 13 - 9 - 15 - 6	
6	Innovation	Recycling	12 - 15 - 8 - 9 - 6	
		Packaging and Use of Packaging	12 - 13 - 9 - 15 - 6	
		Digitalisation	3 - 6 - 9 - 12 - 15	
7	Stakeholder Engagement	Production Process Innovation	3 - 6 - 9 - 12 - 15	
		Innovation for Sustainability Technologies	3 - 9 - 12 - 15 - 17	
		Stakeholder Commitments	17 - 16 - 8 - 12 - 13 - 10	
8	Governance	Transparency and Continuous Dialogue with Stakeholders	17 - 16 - 8 - 12 - 13 - 10	
		Partnerships for Goals	16 - 17	
Priority	Risk Management and Control Systems	Suggestion and feedback mechanisms	8 - 16 - 10	
		Effective Governance	8 - 16	
		Management of Climate Change Risks and Opportunities	13 - 14 - 15 - 9	
		Non-Financial Risk Management and Control Systems	16 - 13 - 10 - 8	
9	Risk Management and Control Systems	Financial Risk Management and Control Systems	16 - 8 - 9	
		Cyber Security	16 - 9	



Working Groups

We constantly improve our sustainability governance approach. We established in 2018 a structure of working groups that support the sustainability strategies and activities of Sun Tekstil and Ekoten. At the end of 2021, we changed this structure and adopted a task force mechanism. In this way, we aim to manage our material topics in line with the specific needs of our companies, as well as to empower decision-making mechanisms in the sustainability strategies and activities of our companies.

Task Forces

Material Topics

Sustainable Development Goals



Corporate Governance

- 3. Ethics and Governance
- 7. Risk Management and Control Systems



Human Resources

- 1. Decent Work and Economic Growth



Product Design and Development

- 5. Circular Economy



Supply Chain Management

- 2. Responsible Value Chain Management



Task Forces

Material Topics

Sustainable Development Goals



Resilient
Communities

8. Stakeholders Engagement



Sustainable
Environment

4. Climate Change



Digitalization





6. Innovation



Our Material Sustainable Development Goals





Our Sustainability Targets

 	<h2>Human Resources</h2> <ul style="list-style-type: none"> ■ In 2025, we launched our online academy to strengthen our training processes. In 2026, we aim to enrich the development culture by increasing content production and creating learning clusters with expertise. ■ In 2025, we implemented training programs and evaluation processes that support the development journeys of our managerial and specialist positions. In 2026, we plan to continue these programs more systematically. ■ In 2025, we implemented Individual Coaching, Executive Coaching, and Team Coaching programs to help our employees explore their internal motivations and support them in achieving their personal goals. In 2026, we aim to continue these programs. ■ In 2025, we compiled the “Leader’s Travel Notebook,” created by four different departments, into a book and shared it with our leaders. In 2026, we aim to continue our learning journey by expanding the “This Is What You Know” approach. ■ In 2025, we implemented the “Job Effectiveness Measurement and Evaluation” system, digitalized our career architecture processes, and enriched all our work processes with data. We aim to continue these practices in 2026. ■ Within the scope of Young Talent Programs, we supported the development of young people by supporting a total of 64 students in 2025. In 2026, we plan to continue our young talent programs. ■ In 2026, by adding the question regarding the difficulty of finding a job after graduation to the Sun’dan Yaşam Survey, we aim to analyze it more deeply and strengthen our working culture.
 	<h2>Community</h2> <ul style="list-style-type: none"> ■ In 2024, we established the “Sun Tekstil Class” at Torbalı Cumhuriyet Vocational and Technical Anatolian High School and provided support for education by contributing to students’ use of the classroom physically in 2025, as well as delivering training to students under different titles. ■ Within the scope of the “Young Talents Designing the Future” project, we carried out vocational promotion meetings with textile engineering and design students. In 2026, we aim to continue programs for young talents. ■ We completed the 2025–2026 academic year with 44 scholarship recipients. We plan to continue our scholarship programs in the 2026–2027 academic year. ■ In 2026, we aim to increase our social impact by strengthening our collaborations with non-governmental organizations and associations.

■ Completed
 ■ Continued
 ■ Future Goals

Our Sustainability Targets

	<h2>Design</h2> <ul style="list-style-type: none"> ■ Through the Artificial Intelligence-Supported Design Platform collaboration we initiated in 2024, we continued in 2025 and achieved our goal. ■ In 2025, by using three-dimensional design software, we continue to develop collections for selected customers. We aim to expand this in 2026. ■ By 2030, we aim to manufacture at least 90% of our production using sustainable materials. ■ By 2040, we aim to develop innovative solutions that will enable us to manufacture 100% of our products using sustainable materials.
	<h2>Design</h2> <ul style="list-style-type: none"> ■ We aim to increase the number of fabrics registered in our digital fabric library from 1,000 in 2024 by 100% in 2025. ■ We aim to produce at least 70% of all collections we develop in 2025 using sustainable raw materials. We aim to achieve this target by 2030. ■ By the end of 2026, we aim to announce our Low Carbon Economy Transition Roadmap. ■ By the end of 2026, we aim to establish a governance mechanism to measure and monitor the impact of our value chain on biodiversity.

■ Completed
 ■ Continued
 ■ Future Goals

Our Sustainability Targets

	<h2>Environment</h2> <ul style="list-style-type: none"> ■ In 2025, as in previous years, we successfully completed the renewal audit of our Oeko-Tex certification, which demonstrates that no substances harmful to human health are present in our textile products. We aim to continue this certification with three-year periods. ■ In 2024, we initiated studies for our suppliers to comply with the ISO 14001 Environmental Management System. As of 2025, we have completed these efforts and aim to certify our suppliers with ISO 14001. ■ In 2025, we continued our Higg FEM compliance activities in our supply chain and carried out Higg FEM compliance environmental performance assessments for our suppliers. In 2025, we provided mentorship to our suppliers in the supply chain during their Higg FEM verification processes by independent organizations and aim to continue these verification processes in 2026. ■ 2025 was a transition year in terms of our facility relocation process and the restructuring of operations. Therefore, Higg FEM assessments were not conducted in our facilities, and instead, we focused on our suppliers. Accordingly, our Higg FEM scope will be revised in parallel. ■ In 2025, we initiated ISO 14064 Greenhouse Gas Verification System compliance studies in Sun Tekstil facilities. We aim to complete the verification in 2026 with MS Sustainability Manager support. ■ In 2025, we initiated reporting studies under the Carbon Disclosure Project (CDP). We aim to complete our first reporting in 2027. ■ In 2026, we aim to organize energy efficiency studies for the establishment of ISO 50001 Energy Management Systems standards.
	<h2>Environment</h2> <ul style="list-style-type: none"> ■ We submitted our near-term science-based greenhouse gas emission reduction targets to the Science Based Targets initiative platform. ■ In 2025, we offset our grid electricity consumption with I-REC certificates. We commit to offsetting our grid electricity consumption every year with I-REC certificates until 2030. ■ We completed the legal compliance and permitting process of our advanced treatment facility investment, which we realized in 2022, in 2025. In 2026, we aim to reach a 90% recycling rate. ■ By the end of 2026, we aim to announce our Low Carbon Economy Transition Roadmap. ■ By the end of 2026, we aim to establish a governance mechanism to measure and monitor the impact of our value chain on biodiversity.

■ Completed
 ■ Continued
 ■ Future Goals

Our Sustainability Targets

	<h2>Digitalization</h2> <ul style="list-style-type: none"> ■ We aim to manage all OHS processes digitally by combining OHS inspection forms, drill practices, and personal protective equipment tracking on a single platform in 2025. ■ By transferring all training processes to our internal software infrastructure, we digitized all processes such as training planning, training tracking, and supplier trainings. ■ In 2025, we made RPA applications operational in competitor analysis reports and made competitor analyses traceable. In 2026, we aim to integrate all processes into RPA applications and enable automatic data transfer. ■ By carrying out requests for laboratory processes digitally for fabrics, we ensure that test requests, test processes, and results are monitored through the system. We aim to make this application live in 2026. ■ By digitizing the planning and execution processes of the jacket sewing planning and production processes, we aim to ensure planning and cost control through a digital platform in 2026. ■ As of 2025, we have defined 360 forms on digital platforms and enabled the tracking of digital processes. In 2026, we aim to track all processes such as procurement and organization changes 	<h2>Supply Chain</h2> <ul style="list-style-type: none"> ■ In 2024, we completed greenhouse gas data collection from our suppliers. In 2025, we reported the data of 34 suppliers and 14 suppliers using Microsoft Sustainability Manager Supplier Portal. In 2026, we aim to perform greenhouse gas emission verification under ISO 14064 through this system. ■ We aim to establish sustainability performance measurement and evaluation mechanisms for our main fabric suppliers and subcontractors and to complete our monitoring efforts by the end of 2026. ■ In 2025, we started the digital infrastructure project that will enable all our suppliers to be audited in line with the customer sustainability criteria, and we will continue to complete this project in 2026. ■ In 2025, we digitized our Supplier Compliance Application and transferred the processes of monitoring and developing our suppliers' compliance with legal and customer requirements to a digital environment. ■ In 2024, we achieved our target of initiating traceability-based risk assessment in supplier performance management and starting traceability audits covering more than 80% of our subcontractors.
	<ul style="list-style-type: none"> ■ In 2025, by digitalizing OHS processes, we increased the level of safety, reporting speed, and accessibility of data. ■ In 2025, we activated mobile applications for field employees and digitalized OHS processes and enabled instant access. ■ In 2025, we started developing artificial intelligence-based support systems for OHS processes and procedures; we will continue our development efforts in 2026. ■ In 2025, we implemented a pilot application for an artificial intelligence-supported quality control system during the final quality control stage. In 2026, we will continue our efforts to expand this system. 	<ul style="list-style-type: none"> ■ With the Sustainability Performance Scorecard application we started in 2023, we aim to manage 85% of our purchases and more than 90% of our dye and chemical purchases. ■ In 2026, we plan to visit our priority suppliers and complete our evaluation processes. ■ In 2026, we aim to conduct at least one social and one environmental training per supplier based on the findings identified in the scorecards.

■ Completed
 ■ Continued
 ■ Future Goals



CORPORATE GOVERNANCE

5

● Section



Corporate Governance Approach

We believe that the resilience of an organization that creates value for society and all stakeholders depends on effective corporate governance approaches. Our long-standing committees established for the institutionalization and sustainability of our company form the basis of our corporate governance approach. The Audit Committee, the Early Detection of Risk Committee, and the Corporate Governance Committee have been established in 2018 in accordance with the "Corporate Governance Communiqué" published by the Capital Markets Board (CMB). The Sustainability Committee, which would undertake the constant development of our sustainability governance mechanism and activities, was established in the same year. Our working groups, task forces, and departments continue to work under the leadership of our committee, which undertakes the task of aligning sustainability, which forms the basis of our company strategies and is an integral part of our corporate culture, with all our activities and coordinating specific areas.

Our Corporate Governance Working Group, which is affiliated with our Sustainability Committee, carries out activities, especially those for the development of our company's governance mechanisms, and the creation and improvement of policies and procedures, by focusing more on employee engagement, involvement, and dissemination of knowledge. The work carried out by the task forces of Sun Tekstil and Ekoten under 6 categories that we have determined in line with the priorities of all our stakeholders and our company is performed under the guidance and supervision of the Sustainability Committee and our Board of Directors.

Therefore, we constantly improve our governance mechanism and improve our practices in the fight against climate change, which is one of our most important issues. As a result of our effective practices, we received 9,35 out of 10 points in the Corporate Governance Compliance Rating conducted by SAHA Independent Audit in 2025 and were included in the Borsa Istanbul Corporate Governance Index.

You can access detailed information about the rating report via the link. [👉](#)



Our internal audit mechanism, which has been used for many years to maintain the resilience of our company, is carried out by our Internal Audit Department, which adopts methods based on international standards in its applications, and under the supervision of our Board of Directors. We develop our practices within the scope of the 10 principles of the United Nations Global Compact, which we have been a member of since 2014, and publish a Communication on Progress report open to the public every year, and we are committed to supporting it with a letter written by our Chairperson of the Board of Directors.

We aim to ensure compliance with ethical principles in all our activities by empowering our long-standing social compliance and ethical compliance practices with the Ethics Committee we established in 2021.

We constantly improve our information security management practices by being aware of the importance of information security against the dangers of developing technology. We aim to reach the international level of good practices by complying with the ISO 27001 Information Security Management System Standard, which we began applying in 2021. We ensure the information security of our own processes and stakeholders with the most effective management systems using our applications that we will be certified by independent audit organizations.

No environmental, social and governance (ESG) litigation has been commenced and/or concluded against us that is material in terms of ESG policy and/or could have a material impact on our operations.





Audit Committee

The Audit Committee is responsible for assessing the activity and adequacy of the internal control, risk management and internal auditing systems, overseeing the flow of information between these systems and the accounting and reporting systems and their overall integrity, conducting assessments on independent auditing companies to be presented to the Board of Directors prior to choosing them, regularly overseeing the independent auditing companies chosen by the Board of Directors and approved by the general assembly. The Audit Committee convenes every three months, a total of four times annually.

You can access the committee's working principles via the link. 

Early Detection of Risk Committee

The Early Detection of Risk Committee is responsible for detecting risks that have the potential to jeopardize the company's existence, development, and continuation, taking preemptive measures for such risks and managing these risks. The Committee meets six times a year, once every two months and keeps a written record of all activities. They present their activities and findings to the Board of Directors.

You can access the committee's working principles via the link. 

Corporate Governance Committee

The Corporate Governance Committee is responsible for checking whether or not the corporate governance principles are being implemented, if not understanding why and detecting the resulting conflicts of interest, advising the Board of Directors on ways to improve corporate governance applications, and overseeing the activities of the Investor Relations department. The committee is also responsible for internal nominations and wage determination. The Committee meets least three times a year, at least once every four months and keeps a written record of all activities.

You can access the committee's working principles via the link. 

You can access our policies and procedures via the link. 





Sustainability Committee

We established our Sustainability Committee in 2018 to develop strategies in line with our holistic sustainability approach and to align our activities with the Sustainable Development Goals. Our committee, which continues its activities under the coordination of the Chairperson of the Sustainability Committee and the Sustainability Management Department, under the Board of Directors, consists of members with competencies that contribute to the development of strategies for all dimensions of sustainability. Its members include all relevant representatives, especially our board members, independent board members, general managers, environmental engineers, human resources specialists, corporate communication specialists etc. Thus, our committee focuses on inclusion and engagement.

The Sustainability Committee convenes as often as necessary, but not less than three times a year and keeps a written record of all activities. The working principles of the Committee have been shared within the organisation exclusively for our members.

The Board of Directors supervises the effective execution of the activities of the Sustainability Committee. To this end, it receives information from the Chairman of the Sustainability Committee as often as it deems necessary, at least once a year. In addition, the Company's Assistant General Manager of Operational Excellence ensures that the sustainability task forces are carried out effectively.

We have established our sustainability task forces in order for our company and our stakeholders to add value to our world and society, to determine our priority targets, global risks, opportunities, climate change strategies, and all necessary governance mechanisms within the scope of sustainability in line with the studies of our committee, which leads our companies.





Sustainability Task Forces

We have established task forces for the effective management of the goals, which we have set in line with our materiality analysis studies, and for disseminating them to all our departments with the participation of our colleagues. Sub-working groups operating with the participation of almost 100 employees as permanent members enable employees to participate in decision mechanisms throughout our company.

Each task force convenes at least four times a year, at least once every three months and keeps a written record of all activities and reports to the Sustainability Committee. Our working principles regarding the task forces are shared with our members privately within the organization



Product Design and Development

Improving our work to implement the competencies and activities of our suppliers in line with Sun Tekstil's goals, determining strategies in line with the laws and action plans that will affect the supply chain.



Supply Chain Management

Improving our work to implement the competencies and activities of our suppliers in line with Sun Tekstil's goals, determining strategies in line with the laws and action plans that will affect the supply chain.



Digitalization

Development project in order to make business models more efficient by using sustainable technologies.



Sustainable Environment

Projects to ensure sustainable management and efficient use of natural resources: waste prevention, recycling and reuse.



Human Resources

Developing projects to increase the implementation of our strategies for training planning, leadership development, internalization of values, talent management and gender equality.



Resilient Communities

Developing work, projects, and strategies that create value for society, determining corporate social responsibility projects and organizations to cooperate.

Ethics Committee

Our ethical principles are at the core of our corporate structure shaped by our values and corporate culture. We have implemented our principles, which have been internalized by Sun Tekstil, Ekoten and supply chain stakeholders for many years, under the supervision of our Human Resources Departments, Social Compliance Departments and Internal Audit Departments and under the leadership of our Board of Directors.

We empowered our governance mechanism thanks to our Ethics Committee established in 2021. We included the implementation processes of our Ethical Principles in our Working Principles and made them accessible to our employees and suppliers. Our Ethics Committee carefully examines the notifications sent to our Ethics Hotline and e-mail address by keeping confidentiality and managing the required investigation process.

Anti-Corruption and Anti-Bribery

Since the establishment of our company, we have been carrying out ethical, transparent and principled business processes with our stakeholders. In this direction, our governance mechanism was established many years ago in order to be among the exemplary institutions that advocate anti-bribery in the business world. We have presented our policies and procedures on anti-bribery and anti-corruption in all processes in our supply chain to all our stakeholders. We are happy to share the same values with our partner suppliers. In this context, our commitment to our principles is also legally accountable through contracts and commitments. We are always improving our practices, using the expertise of our company lawyers and consultants. With our commitments to UN Global Compact and other platforms, we aim to maintain the advocacy of these essential principles and anti-corruption, anti-bribery by cooperating with all business representatives.

Internal Audit Department

The Internal Audit Department aims to evaluate and improve the effectiveness of risk management, internal control, corporate management, and operational management processes. The department supervises and evaluates the way to be a safe, peaceful, transparent, and democratic organization in accordance with Sun Tekstil's basic quality policy, continuity, and profitability targets by introducing a systematic and disciplined approach. It provides consultancy and suggestions and contributes to the improvement of the processes in line with the results of its activities. In addition, the Internal Audit Department accompanies the company's rapid progress in the digitalization process, expands its internal audit activities to effectively manage the risks arising in this context, and increases the assurance rate by finding digital solutions.

While carrying out these activities, the department adheres to the principles of honesty, responsibility, accuracy, objectivity, and confidentiality, attaches utmost importance to impartiality and independence, and creates a transparent and interactive environment with its stakeholders. It evaluates all opinions and feedback and supports sustainability and development goals within the framework of mutual trust, expertise and efficiency.



Climate Change Management

With the commitments of our senior management, we set out on our journey for water management in 2001 and combating climate change in 2012. We continue our activities aiming at being among the leading organizations that emphasize the importance of combating climate change in the business world and advocate for the issue. Our activities, which have been led and supervised by our Board of Directors, Chairperson of the Board of Directors, and General Managers, are supported by a strong climate change management mechanism. Sustainability Committee handles all elements related to climate change and coordinates our strategies and roadmap.

With the knowledge provided by the experts who are members of our Sustainability Committee, external consultants, and the organizations and platforms of which we are stakeholders, we analyze all aspects of the fight against climate change, especially the risks and opportunities, and global action plans. Analyses are presented to our Board of Directors and Risk Committee, ensuring continuous improvement and systematic management of our strategies. We improve our strategies and governance mechanism with voluntary Carbon Disclosure Project (CDP) reporting and disseminate our practices throughout our entire supply chain.

Information Security Management System Committee

We have been carrying out our activities with the coordination of our committee established in 2021 as part of our Information Security Management System structuring process in accordance with the ISO 27001 Standard.

Our committee is responsible for creating the necessary documentation for our company's Information Security Management System (ISMS), disseminating it to the relevant offices and keeping the documentation up-to-date by making revisions when necessary, keeping up-to dateness of the asset lists, and taking required actions for the identification and evaluation of ISMS risks.

Information security, privacy and cyber security are of strategic importance to us. The confidentiality and integrity of customer data is one of our primary business objectives.

Accordingly, we strictly comply with the legal requirements for the protection of personal data. We have established the necessary network security infrastructure and take effective measures to protect customer information. In this regard, we have established an Information Security Policy and we continually strive to raise security awareness through regular training of our employees.

In an environment where cyber threats are growing by the day, we take a proactive approach, identifying potential security risks and taking effective action. By strictly adhering to international information security standards such as ISO 27001, we aim to protect information assets and ensure business continuity. In addition, we use continuous monitoring and security testing to identify security vulnerabilities and establish rapid response capabilities. We continually update and improve the protection of customer, stakeholder and employee information and adapt to the latest technologies.

Our corporate information security and privacy policies are designed to enhance not only our internal processes, but also the reliability of the services we provide to our customers. As the security and integrity of data is one of the cornerstones of our business strategy, we continue to invest in this area.



Corporate Memberships

In our journey with the goal of designing a sustainable future, we aim to contribute beyond corporate memberships and support to create value for society and the business world, with the awareness of the importance of partnerships for the purpose. Accordingly, our company officials, especially our board members, play an active role in many platforms and non-governmental organizations.

As part of our strategic objectives, which we have set in line with our priority Sustainable Development Goals, we are working to strengthen our corporate governance at senior management level, in particular our Board members. In the context of ethical work and economic growth, we are committed to building collaborations and taking on roles that contribute to a skilled workforce. We participate in platforms where we can advocate for gender equality and women's empowerment. In the context of responsible production and consumption, we actively contribute to the work of organisations that facilitate and lead the transition of the business world to circular economic models.

You can access information on the organizations where our Board of Directors currently holds positions via the link. 




With the voluntary representation of our Board Members as well as other officials, we contribute to sustainable development on many important platforms. With Textile Exchange Round Table Memberships, we participate in processes to improve the traceability of sustainable textile raw materials and materials throughout the supply chain. As a member of TÜSİAD Circular Economy and Waste Management Sub-Working Group, we support efforts focused on our business world's compliance with circular economy action plans, business models and increasing resource efficiency. In order to support gender equality and women's empowerment, we actively support efforts to increase the proportion of women on boards of directors through our membership in the 30% Club (30 Percent Club Turkey).

We contribute to Business Council for Sustainable Development (BCSD Turkey) working groups on Transition to Low Carbon Economy and Efficiency, Sustainable Industry and Circular Economy, Social Inclusion and Inclusion, Sustainable Finance and Risk Management. As a member of the Turkish Clothing Manufacturers' Association (TGSD) Sustainability Working Group, we support the work carried out for the transition of our industry to sustainable business models.



UN Global Compact

We have been a signatory of the UN Global Compact (UN GC), the largest corporate sustainability platform in the world, since 2014. We publish our Communication on Progress Report on the 10 principles of UN GC publicly every year. We are among the active members of the local network of Global Compact Türkiye and contribute to the mission "to support the achievement of a sustainable and inclusive global economy by cooperating with the private sector and other social stakeholders in Türkiye and abroad."

You can access our Communication on Progress Reports which we have published since 2015 and our commitment to comply with the 10 principles that we update and **our Chairperson of the Board of Directors sign each year via the link.** 

In 2022, we joined the Early Adopters Programme developed by the UN GC, which requires all signatories to comply with the New Progress Reporting Platform in 2023. We continue to report using the new methodology.

As a member of the platform, which helps companies around the world align their strategies and operations with 10 principles in the areas of human rights, labour standards, the environment and anti-corruption, we have also set ambitious targets for the SDGs as part of the business community's goal to achieve the Sustainable Development Goals.

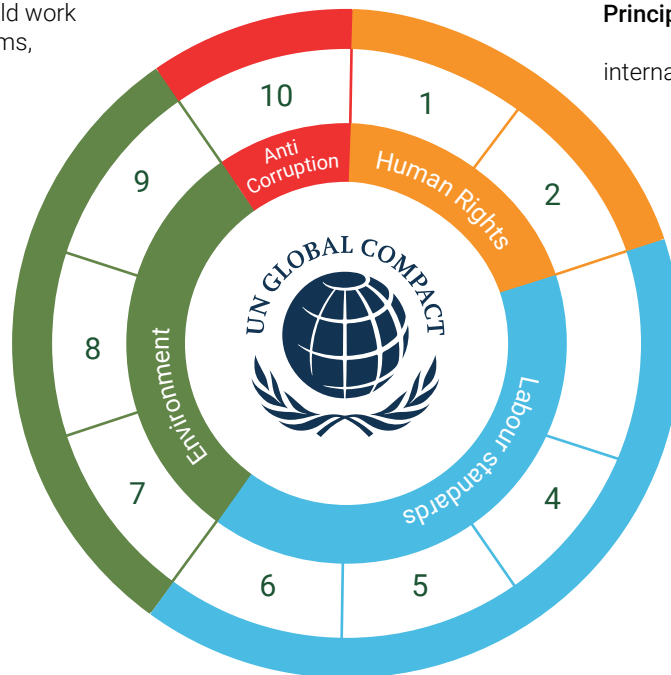
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 6: The elimination of discrimination in respect of employment and occupation



Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: Business should make sure that they are not complicit in human rights abuses

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining


Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour



Women's Empowerment Principles (WEPs)

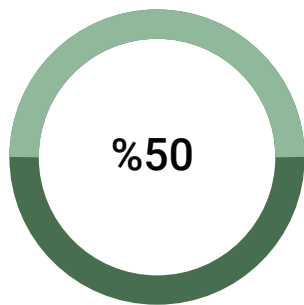
With its female co-founders and managers, our company has made gender equality a corporate culture since it was founded in 1987. Our company has been constantly improving its activities within the framework of the Women's Empowerment Principles (WEPs), which it signed in 2015.

You can access information on WEPs signatory organizations worldwide via the link. 

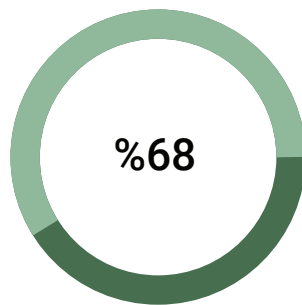
Being among the active members of the WEPs Izmir Committee, we contribute to the following mission of the WEPs Platform, which was established in partnership with the UN Global Compact and UN Women: "It aims to guide private sector institutions in their activities to promote gender equality and women's empowerment in their workplaces and areas of activity."

We are working to continuously improve our work in line with the WEPs principles with the Implementation Guide prepared by the UN Global Compact Turkey Women's Empowerment Working Group Executive Committee. In the first quarter of 2022, we evaluated the results of our WEPs Self-Assessment Tool, which we started in the second half of 2021, and aligned our strategic plans accordingly. We update our systematized self-assessment analysis in the first quarter of each year and implement our improvement plans with our strategic activities.

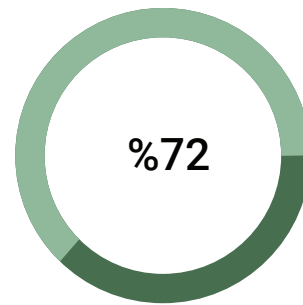
As of 2025, we are positioned in the "Achiever" category in the WEPs Self-Assessment Tool and continue to implement actions to strengthen our progress in this area.



Sun Tekstil Women on the Board of Directors



Sun Tekstil of Women in All Employment



Sun Tekstil Women in Management Roles



Principle 1 Establish high-level corporate leadership for gender equality

Principle 2 Treat all women and men fairly at work - respect and support human rights and nondiscrimination, and promote such principles

Principle 3 Ensure the health, safety, and well-being of all female and male workers

Principle 4 Promote education, training, and professional development for women

Principle 5 Implement enterprise development, supply chain, and marketing practices that empower women

Principle 6 Promote equality through community initiatives and advocacy

Principle 7 Measure and publicly report on progress to achieve gender equality





All Corporate Memberships

KALDER

Türkiye Quality Association

TAİDER

Family Business Association

ESİAD

Aegean Industry and Business Association

İPUD

Good Cotton Practices Association

EGSD

Aegean Clothing Manufacturers Association

TEİD

Ethics and Reputation Society

WTECH

Women in Technology Association

SKD TÜRKİYE

Business Council for Sustainable Development Türkiye

TEXTILE EXCHANGE

Textile Exchange Membership

30% Club

30 Percent Club

TKYD

Corporate Governance Association of Turkey

UNGC

United Nations Global Compact

BADV

Business Against Domestic Violence Platform





HUMAN RESOURCES

6

● Section



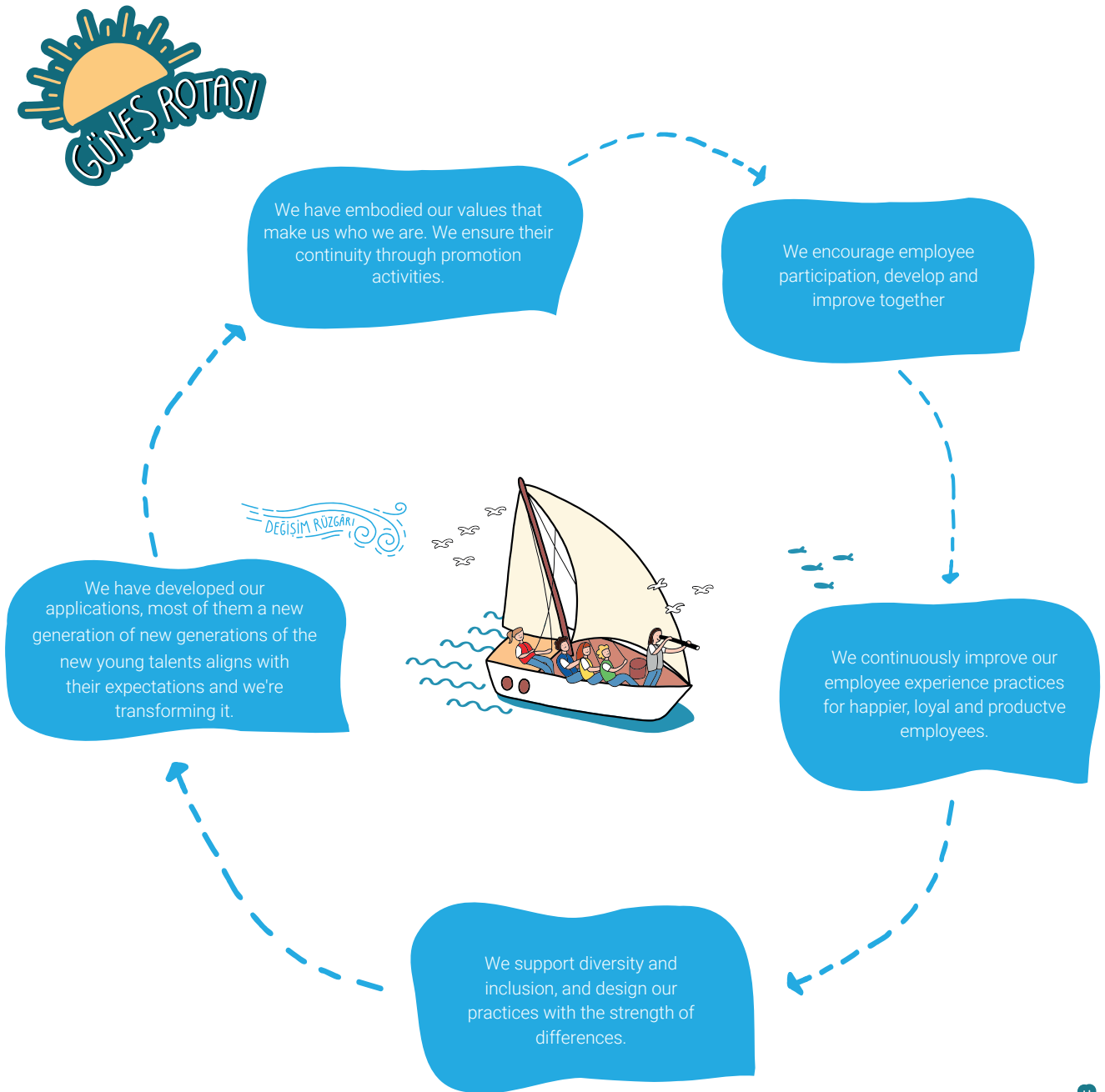
Our Corporate Culture

As Sun Tekstil and Ekoten, we continue our operations with respect for human rights, as stated in the Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO). We act in accordance with the principles of respect, equality, and justice at every stage of employment, from recruitment to development, performance management, promotion, and termination. We support diversity, inclusiveness, and participation, and we take a firm stance against discrimination. We are committed to ensuring that all our employees are treated in a manner that respects their health, safety, and dignity.

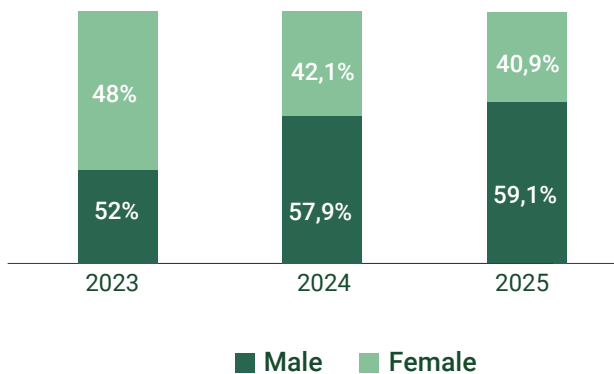
We value the opinions of our employees regarding their working lives, encourage the emergence of new ideas, and support the implementation of these ideas. We believe in the success that diversity brings, and we act with the desire and effort to always achieve the best, in line with our ethical principles and values.

Together with our employees, suppliers, customers, and all our stakeholders, we aim to grow sustainably and shape our future with an innovation- and solution-oriented approach. With our vision of being an institution that learns throughout life, creates value for society and the environment, and contributes to the future of humanity, we work together to achieve our goals with the excitement we feel.

Based on this vision, we redesigned our corporate culture by drawing inspiration from each other to make our way of working sustainable.

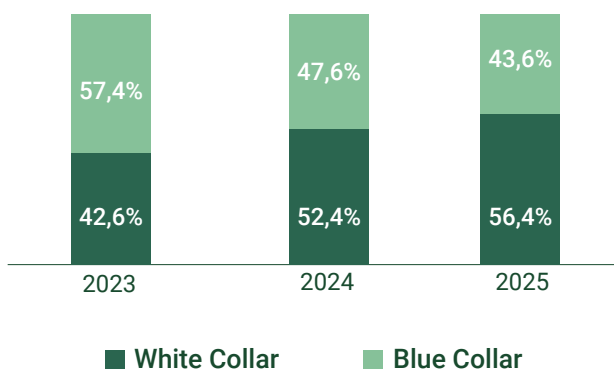


Our Employee Profile



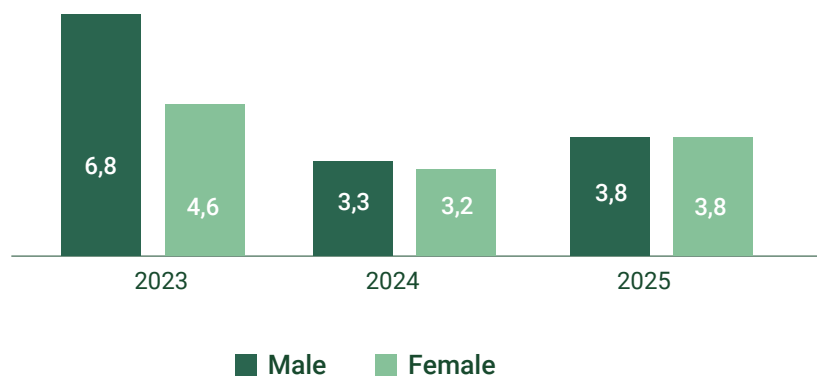
Gender	2023	2024	2025
Male	994	767	668
Female	918	558	462
Total	1.912	1.325	1.130

Position Distribution



Position	2023	2024	2025
White Collar	814	694	637
Blue Collar	1.098	631	493
Total	1.912	1.325	1.130

Average Years of Service



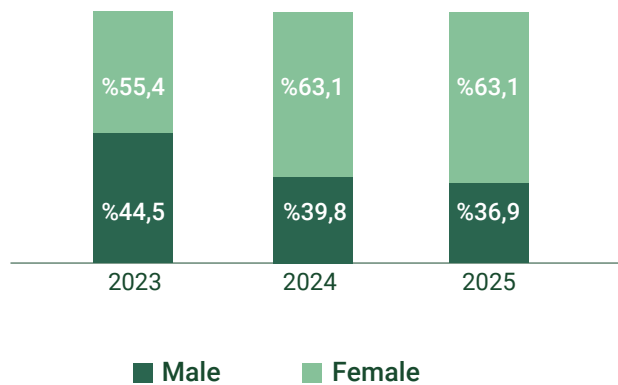
Year	Average of All Employees
2023	5,8
2024	3,3
2025	3,8

Manager Ratio



Manager Ratio	2023	2024	2025
Other Employees	1.766	1.178	989
Managers	146	147	141
Total	1.912	1.325	1.130

Manager Gender Distribution



Female	2023	2024	2025
Other Employees	832	476	373
Managers	86	82	89
Total	918	558	462

Male	2023	2024	2025
Other Employees	934	719	616
Managers	60	48	52
Total	994	767	668

Includes employees of Sun Tekstil, Ekoten Tekstil, Sun Tekstil UK, and members of the Board of Directors.



Our Human Resources Strategy

Knowing that we have reached where we are today together with our employees, customers, and business partners, we continue to grow together with all our employees and stakeholders in a way that will sustain our company values. In line with our company's strategic and sustainability goals, we aim to pass on our working methods, the way we do business, and our Dynamic values, which we have adopted since our establishment, from generation to generation. For this purpose, we aim to build a common corporate culture based on long-term trust and cooperation with our employees, where differences can coexist and where this richness can be utilized. We design practices to create efficient, happy, and engaged employees and to align with the expectations of young talents.

For the development and future of the company, we plan a qualified workforce, carry out recruitment processes, and develop the knowledge, skills, and competencies of our employees to ensure the continuity and sustainability of our talents. We carry out activities that increase motivation, create open communication environments where employees can express themselves, and encourage a culture of appreciation and feedback.

In our business life, we provide equal opportunities at all stages such as recruitment, working conditions, compensation, performance management, promotion, and continuous learning. As Sun Tekstil and Ekoten, we do not allow any discrimination based on race, gender, color, religion, marital status, sexual orientation, political opinion, membership, ethnic identity, health status, family responsibilities, union activities, disability, or age. Since 2022, we have carried out our activities by implementing our strategies under the main headings of Sustainability of Corporate Culture and Values, Sustainability of the Organization and Business Model, Sustainability of Talents and Learning Organization, and Sustainability of Human Resources Processes and Systems. As of 2025, in line with the developments in our strategies, we continue to carry out our activities under four main headings. These headings are: **Talent Acquisition and Strengthening the Employer Brand, Sustainability of the Learning Organization Culture, Increasing Employee Experience, HR Analytics and Digitalization of HR Processes.**

Talent Acquisition and Strengthening the Employer Brand

We Build a Sustainable Future with Our Young Talent Programs

We guide young talents in their career journeys for a sustainable workforce and work to prepare them for the future. Through collaborations we establish with universities, vocational high schools, vocational training institutions, and student communities, we contribute to the professional development of young people.



In 2025, through the events we organized on university campuses and online platforms, we established direct interaction with academicians and young talents.

Within this scope:

5 career fairs,
participation as a guest in 2 courses,
7 promotion events were carried out..

In 2025, through 14 events we participated in, we had the opportunity to directly engage with 1,700 students and provided career opportunities for students and new graduates by creating a wide candidate pool.

Through these efforts, we once again demonstrated our commitment to supporting the sustainability of the workforce and young talent programs.

Within our companies, we successfully completed our young talent programs—where we position our values of **“Designing, Developing, Creating Value, Acting with Passion, and Delivering the Best”**—with strong interest and positive feedback this year as well.

Through our young talent programs **“Gelecek Sun,” “Sun Design Project,”** and **“Digitalise the Next,”** we aim to provide students and new graduates from different disciplines with real work experience in their targeted fields before they step into professional life. Through these programs, we support young talents in making a strong start to their career journeys by offering opportunities to develop and implement projects within our company.

Throughout our young talent programs, we supported all participants in our development journey with trainings such as **“Our Values That Define Us and Beyond,” “Message to the Future,” “Teams Connected Through the Chain of Love,” “Gender Equality,”** and **“Sustainability.”**

DIGITALISE THE NEXT

Digitalise the Next 2025

We completed the fifth of our Digitalise the Next program, through which we share our digitalization journey, as of **May 16**. Within the program, young talents, with the support of their mentors, had the opportunity to implement the projects they developed within the company. This year, our program was completed with the participation of **6 young talents** studying in the departments of Computer



Gelecek SUN'da

The Future at Sun 2025

This year, we successfully completed the seventh edition of our Gelecek Sun program with the participation of **17 young talents** studying in the departments of Textile Engineering, Industrial Engineering, and Computer Engineering. Within the program, which lasted two months and was completed as of September 12, 17 young talents developed and completed their projects—focused on improving business needs and existing processes—with the guidance of their mentors, and had the opportunity to present them to senior management



SUN DESIGN PROJECT

Sun Design Project 2025

Through the **Sun Design Project**, which we have been organizing since 2018 and which was awarded as the “**Best Talent Program in the Textile Sector**” in the “**Top 100 Talent Programs**” evaluation in 2019, we aim to inspire young talents and share our experience in the sector.

Through this program, we support young people in transforming their academic knowledge into practice. In this context, within the scope of the program we organized for the twelfth time this year, **10 Textile and Fashion Design students received a total of 51 hours of training, including 3D Design Training, AI-Supported Drawing and Pattern Training, Fabric and Printing Knowledge Training, and Personal Development Training.** Following the trainings, they developed their creativity in line with the themes presented to them in our factory and brought their designs to life in production with the guidance of their mentors.

We first exhibited our students’ designs in a special exhibition and then presented them on the runway with a surprise fashion show. We are happy to witness the journey of young talents turning their dreams into reality.



The Value of Profession – Vocational High School

We continue our efforts with determination to contribute to the development of young talents in our country and to the creation of a qualified workforce by providing support to vocational high schools, considering the need for a qualified workforce in the industrial sector and the strategic importance of vocational high schools in this context. Within the scope of the 2025–2026 academic year internship program, 31 students started their 9-month vocational internships in our companies.



We support the development journey of our students studying in the departments of Fashion and Design, Textile Technology, Marketing, Public Relations, and Accounting through trainings such as **“Gender Equality and Zero Tolerance for Violence,” “Environment and Waste Management,” “KVKK and Information Security.”** In addition, through Vocational Information Seminars, we bring together professionals related to their fields with our students.

We Continue Our Internal Posting Program to Enable Our Employees to Freely Design Their Career Paths

Kariyer Yolunu Sen Tasarla

Sun Şirketler Grubu İç İlan Sistemimiz ile Grup şirketlerimiz içindeki kariyer fırsatlarını sizlere duyurarak, kendi gelişiminizi kariyer beklentileriniz doğrultusunda geliştirmenize olanak tanımadan mutluluk duyuyoruz. ☺

İç İlan sistemi; grup şirketlerimiz arasındaki görev transferleri artırarak açık pozisyonlarımızı öncelikle şirketlerimizde çalışan mevcut yetenekler arasında karşılamak ve sizlere daha çok kariyer fırsatı sunmak amacıyla kurgulanmıştır.

İç İlan sistemimiz ile ilgili detaylı bilgiye ekte paylaştığımız "Sun Şirketler Grubu İç İlan Sistemi" dosyasından ulaşabilirsiniz.

Açık pozisyonlarımız aşağıdaki linklerden inceleyebilir, aday olmak isterseniz insan.kaynaklari@sun.com.tr adresine CV'nizi göndererek başvurularınızı gerçekleştirebilirsiniz. Henüz yayımlanmamış olan aşağıdaki pozisyonlarımız için ise İnsan Kaynakları Müdürlüğümüzden bilgi alabilirsiniz.

Ayrıca, "Adayımı Getir Farkımı Yarat" kampanyamızı ile ilgili ilanlarımız için uygun olacağını düşündüğünüz adayları İnsan Kaynakları Müdürlüğümüze iletebilirsiniz. Keyifle çalışabileceği bir ortamda, kendisini ve yaşadığı işi geliştirip, en iyisini yapabileceğine inandığınız aday önerilerinizi de bekliyoruz.

Sun Takımı

- Sürdürülebilirlik Uzmanı (İklim Değişikliği)

Grup

- İç Denetim Uzmanı
- Sıfır Süreçler Uzmanı

İnsan Kaynakları Grup Müdürlüğü

We continue our **“Design Your Career Path”** Program, which we have prepared to train the leaders who will carry our company into the future from within, to retain our talents, and to offer our employees alternative career paths and opportunities to advance in different areas, in 2025 as well.

Within the scope of this program, we create an environment where our employees can shape their careers in line with their expectations by announcing career opportunities within the company through our internal posting system. At the same time, we support the evaluation of our employees’ performance potential through objective criteria in the career architecture, providing transparent career opportunities. In this way, we enable our employees to take ownership of their own development and careers. Throughout this process, we support our employees’ development together with our leaders, offering them opportunities to freely set career goals and creating an environment where they can put themselves forward.



We Strengthen Our Employer Brand by Putting People at the Center

As a reflection of our people-centered approach and the importance we place on the sustainability of employment, we are pleased that our company has been recognized with valuable awards and appreciated at the national level.

2024 Respect for People Award

2025 Respect for People Award

2024 Company Contributing Most to Employment of the Year Special Award – Anatolia

These awards, which reflect our people-centered corporate culture and our sustainable employment approach, continue to strengthen our understanding of **“Valuing People.”** We believe in growing, producing, and succeeding together, and we continue all our efforts with this belief.



2. Sustainability of Our Learning Organization Culture

As Sun Tekstil and Ekoten, we involve all our stakeholders in our processes; we grow and develop together. We carry the future forward by offering innovative products, services, and solutions at every stage from production to sales, and by always striving to do our best. As an organization that creates value for people, society, and the environment, and that adopts lifelong learning as a principle, we act with the responsibility of shaping the future. With our employees who are open to innovation, curious, and continuously striving to improve themselves, we aim to create value in every field we are involved in and to always achieve the best. With this vision, we support both corporate and individual development areas and aim to elevate our competencies to a more effective level. Inspired by this vision, we carry out our programs under our “Developing” value.

In this context, we continue our digital training processes, which we have carried out in the past with external resources, entirely through our internal resources as of 2025 under our own development ecosystem, **Sun Academy**. Through the internally developed digital learning platform, we produce our training content within the organization while at the same time recording our organizational knowledge and transferring it to the future.

In 2025, through our digital training platform Sun Academy, we delivered a total of 65 training sessions under the categories of **“Personal Development and Competency Training,” “Computer Programs and Software Training,” “Digital and Artificial Intelligence Training,” “Operational Process Training,” “Sustainability Training,” and “Corporate Governance and Development Training.”** The training sessions we published via Sun Academy achieved a 59% completion rate.

In addition, depending on the categories, we organized in-class and online trainings for our employees and suppliers. In these trainings, we reached a 98% training participation rate.





We Accompany the Inspiring Journeys of Our Senior Management with “Sun Talks”

We launched the Sun Talks video series, where we bring together our Founding Partners, Board Members, and General Managers, and publish it on our digital learning platform Sun Academy. Through this special video series that we launched in 2025, our employees had the opportunity to closely learn about the inspiring career journeys, leadership approaches, dreams, and visions of our senior management. In 2025, we held talks on the topics of “Values-Driven Ethical Behavior” and “Corporate Governance.”

Each talk not only opens the doors to the past, but also offers an opportunity to learn from one another and gain new perspectives as we build the future together.

We Shape Our Development Journey with Our Guides

In order to strengthen our leaders’ people-oriented management approach, support institutional leadership development, and sustain our human resources processes, we launched the **Leader’s Logbook** series in 2024.

While each volume focuses on different leadership topics, it aims to guide leaders in developing their management skills with a comprehensive human resources perspective, strengthening corporate culture, and making sustainable improvements within the organization throughout their leadership journey.

In 2025, we brought together all our volumes, which we used as leadership handbooks—including Corporate Culture and Values Leadership, Visionary Leadership and Ethical Leadership, and Negotiation Cap—and compiled them into the “**Leader’s Logbook**” book.



We reviewed and reshaped our “Competency Family Model,” in which we define the competencies we use while performing our duties, in line with changing world conditions and the expectations of our employees. We aligned our competencies, designed based on roles and job families, with the individual talents and capabilities of our employees. We reorganized our competencies in a way that responds to people’s search for meaning and hope in a rapidly changing world. As part of our sustainable corporate culture, we shared all our competencies with our employees through our “Development Compass” guide.



We Strengthen Our Leadership Skills with Our Leadership Development Center Program

Through our Leadership Development Center practices, we objectively analyze our leaders’ current competencies, strengths, and areas for development. Based on the results obtained, we design development processes tailored to our leaders’ needs and monitor their performance potential and performances. Following the implementation, we conduct feedback meetings by sharing personal reports with participants. In this way, we adopt a holistic approach to identifying, monitoring, and supporting development areas. We evaluate the experiences of our leaders participating in the process through surveys and continuously improve our practices based on feedback.

We completed our Leadership Development Journey, which we started in the last quarter of 2024, in 2025 with 75 leaders and 300 hours of application. During the implementations, we provided a total of 57 hours of individual feedback.

Within the scope of the Leadership Development Center, we aim to complete our practices with 43 leaders by the first half of 2026. We believe that this development-focused process will contribute significantly to strengthening our leadership capabilities and ensuring the sustainable development of our corporate culture.



75

Leaders

300

Application Hours

57

Feedback Hours

We Redesign Our Compass to Make a Difference in the Future of Work

For a sustainable workforce, we guide young talents in their career journeys and prepare them for the future. We are aware that competencies such as digital skills, empathy, flexibility, and visionary perspective are among the key determinants of success in today's business world. Based on this awareness, through our redesigned **"Rota Yeniden (ReCompass)"** program, we provide 5 professional coaching/mentor and 5 mentor coaching supports to our employees. We accompany our employees in their development journeys by helping them discover their internal motivations, set personal goals, and reveal their potential in the most effective way. Through one-on-one coaching sessions with our expert coaches, we support our employees, while team coaching practices contribute to strengthening communication within teams and creating synergy.

Thanks to our program, our employees can reach greater awareness, set their goals more clearly, and build a more harmonious structure based on stronger communication and collaboration. Our leaders can transfer their leadership styles to their teams. As an organization that creates value for the future, learns, and continuously develops, we are proud to stand by our employees in line with our vision.

We send evaluation surveys to our employees who have completed the coaching and mentoring journey to measure the effectiveness of the process and determine development areas. In line with the feedback received, we continue to improve our coaching approach and take actions to strengthen our development journey.

**Individual /
Executive
Coaching**

30

Number of Participants
Receiving Coaching

94

Number of Sessions
Conducted

We Focus on Agility in Our Way of Working

In order to support our leaders in making faster, more flexible, and effective decisions in a changing business world, we delivered Agile Working Technique Tips training. With this training, we aimed to strengthen the agile mindset in our teams, increase operational efficiency, and improve employee experience.



In the training, we discussed how agile working principles can be integrated into daily managerial routines, how complex processes can be made simpler and more efficient, how feedback mechanisms and feedback cycles can be established, and agile leadership behaviors that increase team motivation and participation, together with examples and practical tips.

With this training, we reinforced together with our managers that agility is not only a method, but also a culture, and that its dissemination within the corporate structure will directly contribute to our performance.

We Increase Awareness with Our “Our Values That Define Us and Social Compliance” Training

In order to raise awareness of social compliance practices, we came together with our employees working in our Production, Human Resources, and Logistics departments. During the training conducted with the participation of our Social Compliance department, we addressed not only our practices but also our working principles and ethical values. Through tests conducted before and after the training, we measured the knowledge levels of participants and observed how effective these trainings are in raising awareness.



Pre-Test Analysis Results

130 Participants
Average Score: 73,62



Post-Test Analysis Results

119 Participants
Average Score: 81,7



We Strengthen Our Technical Skills with Our Operational Process Trainings

As Sun Tekstil, we continue our determined journey to develop the technical competencies of our employees.

Team Leader Development Program

We launched the **Team Leader Development Program** in January 2024, aiming to strengthen our leaders' digital competencies and management skills, and to increase efficiency and sustainability in the production area. Within the scope of the program, participants' development was measured through SAP processes-oriented application-based trainings, as well as application studies and evaluation exams. With the participation of **12 team leaders** and 48 hours of training, the program was successfully completed in

Our Product Management Technical Development Program



In 2024, we relaunched our **Product Management Technical Development Program**, which we conducted for the second time, in 2025. The program, which started in April 2025 and lasted a total of 33 hours, was structured to meet the expectations of **14 employees** by strengthening their technical knowledge and competencies, aiming to provide the highest level of response to customer expectations. In this way, we had the opportunity to increase the potential of our employees.



At the end of the five-month program, we supported our participants who successfully completed the development process with the **"I Protect Street Animals"** project, which we organized in collaboration with Ekim Animals Protection Foundation. In this context, we presented participants with special-designed t-shirts prepared from photos of our employees' pets, along with certificates of participation. In addition, we supported the Torbalı Animal Shelter by visiting and providing pet food.

We Strengthened Our Design Teams with the Sample and Pattern Processes Training Program

Within the scope of the Sample and Pattern Processes Technical Development Program that we launched in September 2025, we aimed to strengthen the technical skills of our design teams at all stages of the sample processes from start to finish.

Within the 38-hour program, participants were informed on topics such as correct material selection, coordination between teams, sample interpretation, and fit criteria. In addition to increasing the efficiency of our design and production processes, we aim to organize this program with broader participation in the future to further strengthen the technical competencies of our design teams.

Applied Sewing Techniques Training Program

While strengthening the technical skills of our Etude and garment technology teams, we launched the **Applied Sewing Techniques Training Program** in February 2025, aiming to achieve sustainability and operational excellence in our production processes.

Within the scope of the program, which we carried out with a total of **11 participants** from the Etude Department and garment technology departments, we focused on sewing techniques, quality standards, efficiency increase, and coordination in production processes through **67 hours** of training. We aim to complete the program in January 2026.

General Fabric Training Program for Product Management and Teams

In order to increase both the technical knowledge level of our employees and the efficiency of our production processes, we launched the General Fabric Training Program for Product Management teams in 2025. Through this program, we aim to strengthen our development journey—from technical information to supplier visits that create added value—by sharing knowledge within our supply ecosystem, while also increasing technical awareness.

Comprehensive training sessions were conducted by our expert trainers on topics such as SAP processes, sample creation, fabric types and analyses, fabric tests and quality critical points, traceability requirements, and customer expectations. Within the scope of Fabric Price Training, Fabric Trainings, and Field Trainings, a total of **51 employees** participated.

Within the program, we provided our employees with the opportunity to observe processes on-site through field visits organized at our suppliers. Through this program, we strengthened both the technical knowledge of our employees and contributed to operational efficiency. At the same time, a mutual learning model was established within the supply ecosystem. Based on feedback from our employees, we aim to design a more comprehensive technical development roadmap for 2026.



SAP Process Trainings for Our Newly Joined Employees

Within the scope of our **SAP Process Training Program**, which we launched in 2024, we continue to support our employees who have newly joined our teams to adapt quickly to systems and processes in collection teams. Within the scope of the program, we delivered a total of **157 hours** of training in 2025.

We Continue to Grow Together with Our Suppliers

We continue to grow together with our suppliers in our behavioral, operational, and sustainability development journey.

We Continue to Grow Together with Our Suppliers

With operational process and sustainability trainings where we place our sustainability and development goals at the center, we conducted a total of 4,025 hours of training in 2025 using both our internal resources and our suppliers. Within this scope, we achieved a 100% training participation rate among 126 producers and suppliers and conducted trainings for a total of 4,567 training hours. At the same time, we delivered sustainability-focused trainings to 28 employees who newly joined our organization.



Empathy-Oriented Communication Training

We organized Empathy-Oriented Communication Training for our leaders and field teams in our production departments, believing that behavioral transformation is possible not only through awareness but also through a leadership culture that supports this process. In the training, we addressed topics such as empathy, active listening, inclusive communication, and conflict management, and strengthened behavioral change through case studies and interactive case analyses. Through these trainings, we enabled our producers to better recognize themselves and their organization, and reinforced the foundations of a more harmonious, sensitive, and sustainable working culture.





3. Enhancing Employee Experience

We Support Our Employees' Career Journeys with Career Architecture

By placing talent at the center, we created a career architecture where all groups can be evaluated independently, and defined career steps for each group. Within this scope, we developed a structure that allows evaluation from both a technical and managerial perspective. We established a unique career map in which roles are clearly defined, current roles are described, and employees' development areas are identified based on performance and potential, and we re-evaluated our employees accordingly. We defined our career maps in line with new roles emerging within our company. At the same time, we revised our job evaluation processes by reassessing more than 209 positions.

We Support Career Architecture Efforts with the Job Effectiveness Measurement and Evaluation System

In order to support our career architecture practices, strengthen our feedback culture, and enable a healthier evaluation of job definitions and responsibilities, we initiated the Job Effectiveness Measurement and Evaluation project in 2025. Within this scope, we conducted one-on-one meetings with our employees at different levels. A total of 28 employees were evaluated individually regarding their roles and responsibilities. In addition, we carried out feedback meetings based on concrete examples. Through these meetings, we aimed to receive feedback from both our employees and our leaders.

Our practice, which aims to strengthen communication between managers and teams, increase the clarity of roles and responsibilities, and continuously improve our business processes, has made significant contributions by supporting a mutual feedback culture.

We Come Together Through Value-Based Conversations

Since 2022, we have been organizing “We Listen to You” meetings within the first month of onboarding to strengthen the engagement of our newly joined employees, understand their needs, and support their adaptation to the processes. Within this scope, we conduct “Let’s Talk” meetings as a way to get to know our employees more closely. At the same time, in order to ensure the engagement of our employees and to understand their needs, we conduct “Employee Experience Meetings” at the 2nd and 6th months. Following these meetings, we carry out evaluations to understand our employees’ views.

In 2025, a total of 365 employees participated in We Listen to You meetings, 78 employees in 2nd-month meetings, and 61 employees in 6th-month meetings. As in every year, we aim to shape our action plans based on the suggestions received from our employees in 2025.

We Use Recognition and Reward Systems Focused on Employee Happiness

We aim to inspire our employees by sharing practices and awards that recognize their individual talents and efforts, as well as their contributions to success, across our company. In our company, we celebrate the years of service of our employees who have completed their 10th, 15th, 20th, and 25th years by organizing seniority award ceremonies. Through these ceremonies, we congratulate our employees for their contributions with plaques and awards and celebrate our togetherness.



We Continue to Freely Share Our Ideas and Suggestions

Through our Value Transformation and We Care About Your Solutions programs, we continue to encourage our employees to freely share their ideas and suggestions across the company. Through our We Care About Your Solutions program, 13 ideas that support the working environment, sustainability, and development were shared by our employees and approved by our General Manager, and these ideas were implemented. With our Lean Transformation program, we evaluate the improvement ideas of our employees working in the field, enhance efficiency in all processes, and support sustainability. For our employees who hesitate to share their ideas and suggestions, we place anonymous suggestion boxes accessible in all working areas and encourage their use.

**Yalın
Dönüşüm**



Better Together with Our Discount Agreements

Being a part of a team is not only a matter of order for us, but also a lifestyle. At the center of this culture are our employees' well-being.

Within the scope of our Better Together project, we offer special advantages by making discount agreements with various companies in many categories such as health, education, psychological counseling, and sports, in order to support the well-being of our employees and their families.

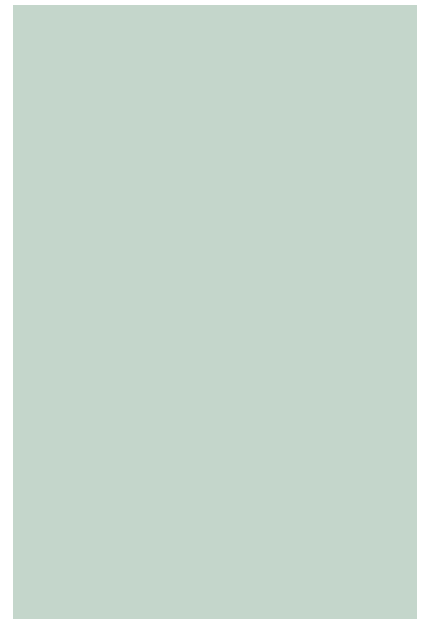
**Birlikte
Daha İyi'ye**

We Grow Together with Our Employees and Their Families Through Our Collaboration with Online English Training Platforms

Through our collaboration with online English training platforms, we contributed to the development journeys of our employees and their families by supporting their foreign language skills, with the participation of a total of 27 employees and their relatives. Within the scope of our collaborations, we offered various advantages to our employees and their families throughout the year. Based on the feedback we received, we are pleased to contribute to the development journeys of our employees through these collaborations and to serve our goal of delivering the best with the experience we provide.

Friday Fun from You, Rhythm from Us

In June, we organized the “Friday Rhythm from You, Fun from Us” event in the outdoor area of our main campus, creating a setting that encouraged social interaction and enjoyable moments for our colleagues. Throughout the event, we aimed to foster a pleasant atmosphere with coffee treats and live music, contributing to stronger connections across teams.





4. HR Analytics and Digitalization of HR Processes

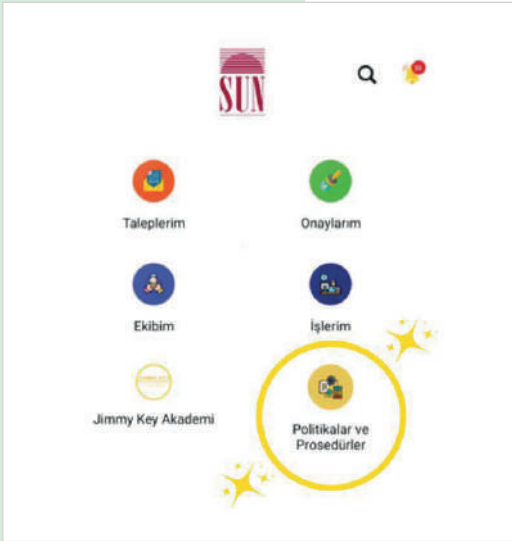
We place digitalization at the center of our focus in order to digitalize our HR processes and strengthen the analytical perspective within HR teams. Through this transformation, we aim to facilitate the work of both HR teams and our employees, make data-driven decisions, respond to needs more quickly, and manage our processes more effectively. Our employees can easily access many HR services through digital platforms, while our HR teams are relieved of operational workload and can focus more on strategic tasks. With this transformation, we aim to create a more transparent, faster, and more effective employee experience. Through this transformation, we shape the working culture of the future starting today.

We Shorten Our Reporting Processes with Robotic Process Automation

We digitalized the data organization and control processes in our monthly Human Resources Activity Reports presented to senior management and automated these processes through robotic processes. In this way, personnel processes and monthly budget data are obtained in an organized, fast, and error-free manner through robotic processes. At the same time, we accelerate reporting processes and provide operational convenience to our HR teams. We position robotic process applications as one of the important steps of our digital transformation journey. In the future, we aim to develop more robotic processes in the field of data and analytics management.

We Continue to Digitalize Our Processes with SunIK

We improved our SunIK Mobile application by digitalizing the 2nd and 6th month evaluation forms, which are filled out via the SunIK web interface. With this improvement, we increased accessibility by enabling our employees to complete evaluation processes independently of time and location via the mobile application without being dependent on the company network.



In order to ensure that our employees can quickly find answers to all the questions they have in mind, we structured the process flows of our procedures and policies and integrated them into the SunIK Self Service and SunIK Mobile applications.

By focusing on simplifying knowledge access processes and improving employee experience, we ensure that our employees can quickly access information on topics they are curious about, regardless of time and location.



Occupational Health and Safety and Our Strategy

As a result of our priority assessment studies carried out within our company, occupational health and safety is positioned among our most critical topics with the contributions of our stakeholders, and we consider this area as one of the priority areas of our sustainability strategy. In this direction, we strengthen our continuous improvement approach in our OHS practices and implement high standards in all our operations. With the data obtained from certain periods, we ensure the effective management of the interaction between workforce, operational processes, and discipline practices.

In order to embed occupational health and safety culture among our employees, we organize awareness and task-based trainings in addition to the mandatory trainings within the scope of legal regulations. In line with our approach of continuous improvement of our processes, we aim to prevent zero accidents and zero occupational diseases. We continuously develop the capacity of our OHS teams in order to strengthen our proactive approach in occupational health and safety, and we ensure the dissemination of improvement activities in all field observation processes. With applications such as 5S, Kaizen, and Lean Manufacturing, we aim to make a culture of safe behavior permanent in the field.

With our expert occupational physicians and nurse staff, we regularly conduct periodic health examinations for all our employees. We prioritize employee health at all times by fully complying with legally required health examinations. While the health screenings we conduct demonstrate the effectiveness of our approach to preventing occupational diseases, they also support our goal of zero occupational diseases.

In our occupational health and safety processes, we aim to ensure integrity between legal and international regulations and our processes; we implement our Occupational Health and Safety Policy through our practices and share our management approach as one of the main performance indicators we monitor. We carry out our activities by referencing management systems such as ISO 45001 Occupational Health and Safety Management System, ISO 14001 Environmental Management System, and ISO 9001 Quality Management System. Within Sun Tekstil and Ekoten, our approach to occupational health and safety, which aims to provide a safe and healthy working environment for 100% of our employees, is one of our priority areas.

In addition, we regularly evaluate the maturity level of working conditions through platforms such as Social & Labor Convergence Program (SLCP) and Higg Facility Social & Labor Module (FSLM), based on the audits carried out by our global brand customers and the independent auditing bodies they appoint. We use the feedback obtained from these audits to update our roadmaps and strengthen our continuous improvement efforts.

We design customized and detailed training programs by considering the specific risks of our employees' roles; we implement these trainings with a holistic approach, not limiting them only to occupational health and safety, but also including a public health perspective.



Our Sun Tekstil OHS Approach

We designed our new company building, which we moved into in 2025, by placing occupational health and safety criteria at the center. While creating our new working areas, we planned all architectural, mechanical, and electrical installations in line with relevant regulations and standards; during the implementation process, we carried out controls together with authorized institutions and experts.

We established working areas in a way that enhances employee safety and well-being, considering technical elements such as ergonomic layout, emergency infrastructure, safe walking paths, lighting, and ventilation systems. This approach also reflects Sun Tekstil's people-centered and people-oriented working culture in our new building.

In this direction, with **our team consisting of an Occupational Safety Manager and Occupational Safety Specialists**, we conduct regular field audits using control lists prepared on a department and process basis. Through these audits, which we carry out periodically via a mobile application, we identify risks at an early stage and implement **a proactive OHS management model**. We report the findings we identify and share them monthly with our senior management, including indicators such as the number of findings, closure rates, and action suggestions. At the same time, through these reports, we provide OHS performance scorecards to relevant departments, ensuring the active participation of all teams in the process.

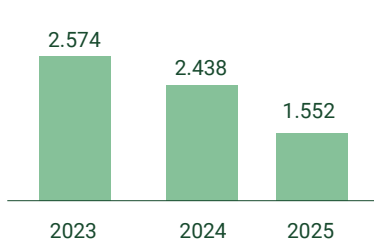
Through our developed **OHS application**, we regularly track occupational accident and near-miss notifications. By conducting root cause analyses for these notifications, we carry out improvement efforts to prevent the recurrence of similar incidents and reduce risks. We analyze the data entered into the system to create rapid and comprehensive reports, thereby managing our OHS performance more effectively. We are aware of the critical role of training in our OHS performance. In this context, we created department-based **training maps** and designed a structured development model tailored to the needs of our employees. Through our training tracking system, we make individual plans and manage all training records digitally.

In 2025, we implemented the Remote Training Module in order to increase the effectiveness of training processes. Through this module, we systematically track the time records of trainings; after employees complete their trainings, we make the process measurable through online exams. We continue our efforts to ensure that all employees working in areas requiring professional competence hold a Vocational Qualification Certificate. With this approach, we aim to increase both individual competencies and operational efficiency.

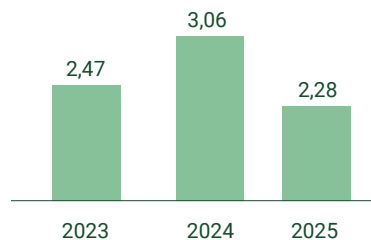
In the activities we carry out with our subcontractors and suppliers, we conduct comprehensive OHS compliance audits before sharing the same working area. In these audits, we evaluate compliance with legislation and company standards, work equipment, working methods, documentation, and employee competencies. We only start working on-site with subcontractors who fully meet OHS requirements. With this approach, we aim to strengthen our safety culture and ensure high safety standards for all our stakeholders.

In 2026, we will continue to position occupational health and safety as one of our top priorities; by continuously improving our processes, we will elevate our safety culture to a higher level.

Total OHS Training Hours at Sun Teksti



OHS Training Hours per Employee at Sun Tekstil





Our Ekoten Occupational Health and Safety Approach

At Ekoten Tekstil, we carry out our occupational health and safety activities in line with our principles of “Creating Value” and “Developing,” which are among our company values. We believe that establishing a sustainable safety culture in our production areas is based on training and participation; therefore, we continuously improve our training methods and content to be up-to-date, innovative, and interactive.

Going beyond regulatory compliance, as of 2024, we initiated a systematic transformation program for our internal OHS processes. Within this scope, we regularly repeat mandatory OHS trainings every year, reinforce the practical skills of our employees through on-site and applied trainings, and integrate job-specific on-the-job practices carried out in each shift into lean activities and morning meetings, making OHS tools and trainings an integral part of this process. We continue this approach with the same determination in 2025.

On this journey, encouraging the active participation of our employees, subcontractors, and service providers in OHS processes, and implementing their suggestions and feedback, are among our top priorities.

At Ekoten Tekstil, we carry out our occupational health and safety processes by referencing ISO 45001 Occupational Health and Safety Management System, ISO 14001 Environmental Management System, and ISO 9001 Quality Management System standards. Across the group, we verify our compliance with these standards through regular internal audits, independent external audits, and customer audits.

In addition, we regularly monitor the maturity level of our working conditions through platforms such as the Social & Labor Convergence Program (SLCP) and the Higg Facility Social & Labor Module (FSLM), based on social compliance audits conducted by our global brand customers and the independent international auditing bodies they appoint. We actively evaluate the feedback obtained from these audits in order to update our roadmaps and strengthen our continuous improvement culture.

In 2025, we completed the independent audit conducted within the scope of ISO 45001 without any major findings. In 2026, we aim to maintain this performance and further mature our processes.

Digital Transformation and OHS Management System

In order to make our occupational health and safety processes more proactive, transparent, and traceable, we accelerated our digital transformation investments in 2025. Within the scope of our collaboration with our business partner that provides leading OHS digital solutions, we implemented a central OHS digital management platform covering all our campuses.

Through this platform, occupational accidents and near-miss incidents, field observations, risk assessments, action tracking, training participation, periodic controls, drill performances, and measurement results are digitally recorded, monitored, and reported through a single system. With the addition of two new modules in 2025, end-to-end integration of OHS processes—from data entry to main flows and senior management reporting—has been achieved. In 2026, we aim to expand the scope by including subcontractor management in this system.

Thanks to the central digital structure, up-to-date data and risks can be monitored instantly by our employees and managers through dashboards, and our OHS processes are managed on a data-driven basis, enabling systematic progress toward our “zero accident” goal. With standardized OHS indicators and reporting formats, corporate decision-making processes are effectively supported across the group.



Artificial Intelligence

We started preparatory work in 2025 for the use of artificial intelligence-based analyses in our occupational health and safety processes. In this context, we are working on data sources, indicator sets, and technical infrastructure requirements that will support risk prediction, trend analysis, and preventive action planning. Throughout 2026, we will continue our needs analysis and concept design processes and aim to integrate AI-supported solutions into our medium-term OHS management system.

We initiated our efforts in 2024 to support our OHS training management with virtual reality (VR) technology. Throughout 2025, we carried out planning studies regarding the scope, content, and technical infrastructure of scenarios in which risky work steps are simulated in a virtual environment. With this approach, we aim to create a training infrastructure that will enable our employees to develop safe behavior practices more effectively.

In addition, within the scope of the Managerial OHS Development Program and the Behavior-Based OHS Project, whose framework was established in 2024, we focused in 2025 on methodology development, design, and preparation for piloting. We plan to implement the comprehensive application and dissemination phases of these projects during the 2026 reporting period.

As of 2025, we revised the working methodologies of the Field Observation Teams we established in previous years to be aligned with the Managerial OHS Development Program and the Behavior-Based OHS Project. Under the mentorship of our OHS department, we conduct regular field observations in line with the principles of “observe, identify, report, improve”; we record the non-conformities we identify in our central digital system, define action owners and target dates, and systematically monitor closure processes.

As of 2025, we report these evaluations monthly to senior management; under the leadership of senior management, we transform the decisions taken into standardization and continuous improvement projects across the group.

Evacuation Processes, Drills, and Emergency Management

We design up-to-date and applicable emergency and evacuation processes across all our campuses and keep these processes active through trainings, drills, and audits. We conduct at least 12 drills per year, design the drills based on the most relevant scenarios, and measure performance based on time, coordination, participation, and behavioral indicators. We share the results obtained with our teams under the leadership of senior management and implement necessary improvement plans.

Through this approach, we continuously improve our preparedness for emergencies and strengthen our resilience against risks across the organization.

Investments, Infrastructure Modernization, and Safety Systems

In line with our continuous improvement goals, we continue our infrastructure and technology investments in occupational health and safety in 2025. Within this scope, we modernize transformers, warehouses, and renovated chemical storage areas across our campuses in line with our investment plans, and strengthen fire detection and response systems with next-generation technologies.

We fully implement EKED (Energy Control – Lockout/Tagout, LOTO) systems in our operations. We plan annual trainings for all employees on LOTO and energy isolation procedures and support these practices with dedicated workshop activities and field simulations.

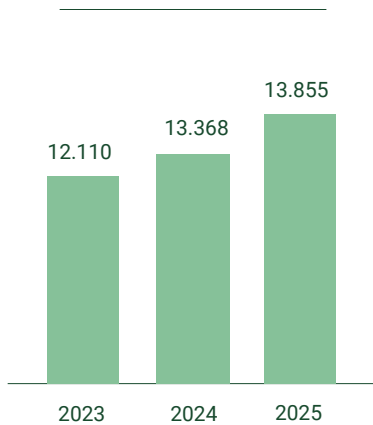
Performance Indicators, Monitoring, and Senior Management Reporting

We monitor our OHS performance instantly through our central digital platform. We regularly track accident frequency and severity rates, OHS training hours, periodic control and measurement results, scenario-based drill performance indicators, occupational hygiene measurements, and customer social compliance audit results. By reporting these indicators to our senior management at defined intervals, we support strategic decision-making processes; we manage our OHS performance both operationally and strategically.

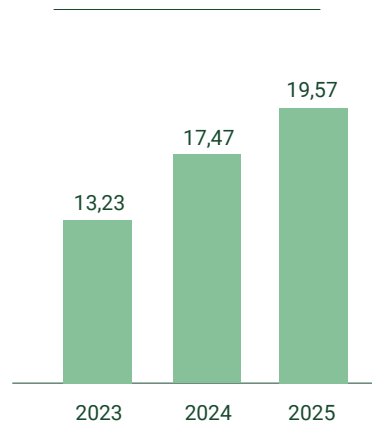
While improving our approach to occupational health and safety, we act without compromising our values and with a people-centered perspective. Together with our employees, we observe workplaces, conduct analyses, define processes, and prepare guiding documents for field implementation.

As of 2024, we published department-based PPE matrices and user guidelines. In 2025, we aim to make these guidelines accessible in digital environments, ensure easy access in the field through QR-coded solutions when necessary, and continuously update them based on feedback to make them more functional. As of 2025, with our institutionalized OHS approach built on digital transformation, central OHS management system, people-centered culture, data-driven decision-making, and continuous improvement, we maintain our determination to create a safer and healthier working environment for our employees, stakeholders, and society.

Total OHS Training Hours at Ekoten



OHS Training Hours per Employee at Ekoten



Ekoten Lean Management Practices

In the journey we started in 2018, we established a strong lean management culture based on the philosophy of lean management, aiming for continuous improvement in our operations with our technical trainings and the contributions of our employees. Through our technical training team, we ensure that our newly hired employees have a culture of continuous improvement by planning their development journeys from day one. Throughout 2025, we aimed to enhance competencies and develop acquired skills by providing 146 man-hours of machine-based practical training on topics such as standard work and in-process quality. By delivering training on lean management, problem-solving, 5S, and autonomous maintenance, our employees working in the field contribute to improving product quality and cost savings through the projects they develop. Through the 38 Kotetsu Kaizen projects we carried out in 2025, we achieved tangible gains in many areas, particularly energy and production efficiency, OHS, and quality. Through our Lean Leader Development Program, we continue to develop our field teams through periodic trainings. To eliminate all losses in production, we design high-impact projects based on current situation and root cause analyses. By regularly sharing monthly reports, we monitor our key performance indicators through department-based Lean Performance and Lean Leader Scorecard Management. We determine our focus areas and evaluate and improve results through one-on-one mentoring meetings conducted with relevant teams and leaders.

In our traditional “Kaizen Festivals,” we share our implemented projects and achievements with all our employees and managers through presentations by project owner teams. After the presentations held at the end of each quarter, employees who demonstrate high performance in areas such as suggestions and Kaizen are rewarded, and we increase our participation rate every year by maintaining our dynamic reward system. In addition to our lean management and suggestion systems, which we have transferred to the digital environment in previous years, we started to measure the effectiveness of the system this year by transferring lean leader meetings and evaluations to the digital environment, as well as integrating the A3 problem-solving methodology into the project tracking system.

All approved suggestions and Kaizens are transmitted to relevant units through the digital platform, and their completion rates, durations, and gains are systematically measured, reported, and made accessible to all our employees. In addition, by taking digitalization one step further, we enable our field employees to access information instantly through mobile-compatible applications. In 2024, within the scope of the “Lean Leader Development Program” managed by our Lean Management and Technical Training units, we trained 15 new lean leaders. We increased the total number of Kaizens implemented by three times compared to the previous year and increased participation in the suggestion system by 17%, enabling more employees to contribute to continuous improvement. We also carried our projects beyond our company and participated in the 11th Kaizen Sharing Event organized by the TMMOB İzmir Branch in December 2025 with 9 different Kaizen projects.

COMMUNITY
ENPOWERMENT



● Section



Resilient Communities for Sustainable Development

We aim to create value for society and our world in all our activities and strategies. In this direction, we plan our activities focused on the areas we prioritize under the coordination of our Touching Society Task Force and based on the recommendations of our Sustainability Committee, and carry out our work in line with our annual targets. We design all our corporate social responsibility strategies within the framework of our Sun Tekstil Donation and Aid Policy, based on the areas that our stakeholders consider most important.

In 2022, we defined our “Sun Tekstil Social Responsibility Activities” strategy based on our key stakeholders and priority areas. In addition to academic literature on corporate social responsibility approaches, we also prepared our activity plans by examining research on the business world and inter-company benchmarking studies.

In this direction, we structured our strategy under four main headings: Programs for Our Employees, Programs Conducted with Our Supply Chain Stakeholders, Programs for Our Region, and Programs for Society. Under these four headings, we shared our prominent high-impact projects in our Sustainability Report in order to contribute to partnerships for the goals.



Programs for Our Employees

Within the framework of the importance we attach to the social and emotional needs and health of our employees, we organise events and activities that will improve internal communication, provide social benefits, and meet the need for awareness and information. We strengthen our motivation by taking short sweet breaks with our colleagues.



EÇEV Scholarship Program

Within the scope of our valuable collaboration with the Aegean Contemporary Education Foundation (EÇEV), which we started in 2018, we provide education scholarships to the children of our employees. Through the processes carefully carried out by EÇEV experts, we supported 42 students in the 2024–2025 academic year.

At the same time, within the scope of this valuable collaboration, our students have the opportunity to access more development opportunities thanks to the events, trainings, and social responsibility experiences offered by EÇEV.

“You Choose, We Bring” Seminar Project

In 2025, we launched our “You Choose, We Bring” project in order to bring our employees together with experts in fields they are curious about and interested in, particularly in health and psychology. Within the scope of the project, we offered a wide range of topics—from nutrition and ergonomics to positive parenting and mental health—that attracted the interest of our employees. Based on survey results, we invite expert speakers in the most highly voted topics and bring them together with our employees.



In order to raise awareness on women’s health, especially on topics where early diagnosis is vital, we organized an Oral Cancer and Women’s Health Seminar with 200 employees and a Breast Cancer Awareness Seminar with 83 employees.

We organized the “Overthinking and Burnout Syndrome Awareness Seminar,” where we focus not only on productivity but also on the well-being and work-life balance of our employees. In this seminar, we addressed the mental fatigue caused by the intense pace and constant accessibility of business life, and methods for coping with burnout, with the participation of more than 150 employees.



In the lifelong parenting journey, we discussed the difference created by the coaching approach in establishing healthier and more supportive communication with children, together with our employee parents at the “Coaching Parent–Child Awareness Seminar.”

We Conducted Gender Equality and Zero Tolerance to Violence Training with Our Employees

In collaboration with our Spain-based global brand customer, we conducted “Gender Equality and Zero Tolerance to Violence” training for 130 employees. We focused on raising awareness on topics such as gender stereotypes, sexist patterns and discourse, gender-based violence, and combating violence.



We Are All Valuable Equal and Inclusive Language Guide

Inspired by our value of Creating Value and Developing, we aim to build a happy and successful future free from discriminatory language and prejudices, where differences in social roles and perceptions do not become barriers.

In order to raise awareness on gender equality, promote the use of conscious language, evaluate every step we take from a gender perspective, and encourage inclusivity, equality, and a diverse working environment, we prepared our We Are All Valuable – Equal and Inclusive Language Guide, aiming to reduce the impact of stereotypical female and male roles in language.

At the same time, we increased its accessibility by sharing our guide with our supply chain stakeholders.





Programs Conducted with Our Supply Chain Stakeholders

We value the development of our supply chain stakeholders with whom we move forward together, and we grow and develop together. We carry out activities and initiatives that strengthen communication with our stakeholders, create social benefit, and address awareness and information needs. By sharing our culture, ethical principles, values, and way of doing business, we guide our supply chain stakeholders with our Supplier Handbook, which we have prepared to ensure sustainable development together.

Gender Equality and Zero Tolerance to Violence Trainings

In order to raise awareness in language, increase awareness on gender inequality, and promote a violence-free life, we conducted Gender Equality and Zero Tolerance to Violence awareness trainings for 1,995 participants across 13 producers in 2025. Through surveys conducted before and after the training, we analyzed both the effectiveness of the training and the transformation experienced afterward. In the survey conducted with a triple scoring system, we obtained valuable results in terms of awareness and knowledge increase.



The pre-training average increased from 2.79 to 2.89. A positive increase was observed across all groups, and measurable progress was achieved in the overall awareness level of participants.

When the post-training survey was examined in detail, it was observed that the awareness regarding the impact of societal stereotypes (such as “women are delicate” and “men do not cry”) on equality increased significantly. The perception that women face more barriers in business life and that the lack of equal

Highest improvement among sub-groups:

Among participants with children

(+0,12)

Among groups aged 36 and above

(+0,14/0,13)

Among primary and secondary school graduates

(+0,12/0,13)

In this context, it can be stated that the training created stronger awareness especially among groups with higher levels of experience and life

When participants were asked about the perception of “**the biggest problem women face in society,**” violence remained in the first place both before and after the training.

Overall, the results show that the training preserved existing awareness and reinforced a more holistic perspective on women’s position in society.



Back to School Program

As Sun Tekstil, within the scope of the Back to School Program, which we launched in 2019 in collaboration with our global brand customer operating in the UK, we voluntarily support our employees who had to leave their education halfway to complete their education and graduate. We contribute to their journey by providing scholarships and stationery support, helping to increase their motivation.

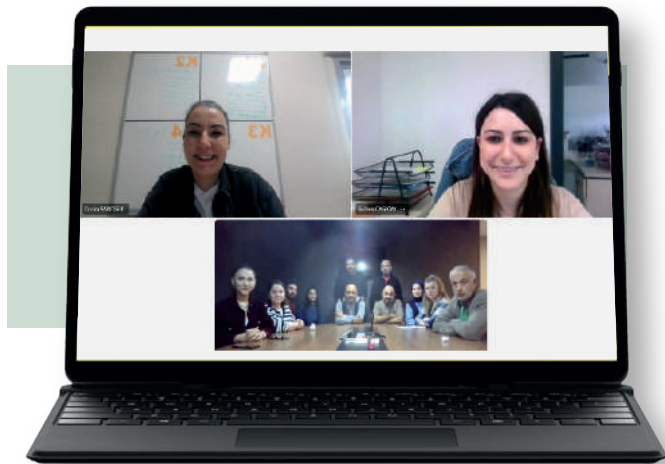
In the 2024–2025 academic year, with the participation of our suppliers located in Afyon and Batman, a total of 28 people, including 25 women and 3 men, took part in our program and shared their valuable success stories with us.

Effective Grievance Mechanisms Development Project

In order to increase the effectiveness of grievance mechanisms among our suppliers, we carried out the Effective Grievance Mechanisms Development Project in collaboration with our Sweden-based customer.

In this project, which we initiated as a pilot with 6 of our producers, we created development plans specific to each company based on 2024 data (FSLM, performance data, and employee surveys). Through this project, we implemented practices among our producers such as ensuring balance in female worker representation, improving representative communication skills, providing employee trainings, enabling the online monitoring and analysis of grievance data, and delivering empathy-oriented communication training to line leaders.





Gender-Focused Approach Project

In order to prevent gender-based violence and combat harassment, we carried out the Gender-Focused Approach project in collaboration with our Sweden-based customer. With 3 selected producers, we conducted a detailed assessment covering topics such as preventing gender-based harassment, abuse, and discrimination, as well as reviewing existing practices, procedures, and grievance mechanisms.

As a result of the assessments, we updated the procedures and practices of our producers together. With the updated procedures, we expanded the scope of definitions and also integrated topics such as awareness, training, and internal audit into the procedures. Starting from the Team Leader position, we organized trainings for a total of 52 people regarding policy and implementation responsibilities. In our project, which we launched in September 2025, we continue our efforts to establish a structure for all producers that is applicable, sustainable, and fully aligned with brand expectations.



Programs for Our Region

We consider supporting the development of our region and our city among our important priority areas, and we carry out our activities within the framework of our priority goals in line with the requirements of sustainable development.

Sun Tekstil Classroom

With the motto “The Value of the Profession Vocational High School,” we continued the Sun Tekstil Classroom project, which we carried out with the Torbalı Cumhuriyet Vocational High School Fashion Design Department in order to shed light on the career journeys of young talents, with an education marathon in 2025.

With our belief in the potential of vocational high schools, we conducted side-by-side trainings with our professionals to enhance the sectoral awareness and professional skills of Fashion Design students.

- *Pattern and Sewing Technical Terminology Training
- *Garment Modeling and Sewing Applications Training
- *Work and Time Study in Apparel
- *Fashion Design and Collection Processes in Ready-to-Wear
- *Logistics Management
- *Laboratory Processes
- *Environmental Management Processes
- *Feedback Training
- *Gender Equality
- *Personal Data Protection (KVKK) and Information Security Awareness Training

Within the scope of our project, we supported the improvement and renovation of the physical conditions of the classroom. At the same time, we provided machinery and materials for use in practical courses.



Careers in the Textile Industry 101 Awareness Seminar

In order to introduce different roles in our sector to Textile Engineering students, share the competencies they will need, and ensure that they gain knowledge about positions within our company, we organized **“Careers in the Textile Industry 101”** seminars at Dokuz Eylül University and Ege University.

Our expert employees provided information on the job descriptions of positions at Sun Tekstil and Ekoten, as well as the expected competencies. At the same time, they inspired Textile Engineering students by presenting the positions in an engaging and enjoyable way. At the end of the seminar, we sent a certificate of appreciation, on behalf of our Touching Society Task Force, to all our employees who delivered presentations.



Generate The Next

In order to share our knowledge and experience with university students and guide their career journeys, we bring our knowledge and experience together with future young R&D professionals through our **“Generate The Next”** program, carried out by the Sun Tekstil R&D Center. In an interactive learning environment, we answer students’ questions about R&D, reveal the potential of young talents, and not only guide them but also take a step together toward a more sustainable and stronger future.



Young Talents Design the Future

In our “Young Talents Design the Future” project, we brought together students from the Fashion Design Department of Pamukkale University this year. With the participation of approximately 50 students, we shared information about different positions in the textile sector and guided students in their career choices. Professionals from dynamic departments such as Product Development, Sample, Pattern, Design, and Marketing shared their knowledge and experience with sincerity, offering young people an inspiring career roadmap.



Our City İzmir Association

In order to protect the environmental values of İzmir, we sponsored a social responsibility project carried out by the Kentimiz İzmir Association, which conducts projects for the city. The project, implemented with the participation of disadvantaged children, continued for a total of 6 months.

During this process, workshops were organized under the guidance of expert trainers, and between the ages of 10–14, a total of **106 children** supported the production of artworks using waste fabrics. A total of 10 workshop sessions were held, each lasting 6 hours, and 10 different artworks were created from the materials. With this initiative, we aimed both to support children’s creativity and to raise awareness about the recycling of textile waste.



Shaping the Future with Zero Waste in Fashion and Textiles

As Ekoten, we take pride in the achievements we have attained with our certification that demonstrates our determination in zero waste. Thanks to our waste management practices, we are pleased to share that our recycling rate has reached 95%. In order to support the increase of zero waste awareness, we supported the **“Zero Waste in Fashion and Textiles”** themed Zero Waste Day event organized by Torbalı Municipality this year. We provided waste fabric materials to the art and handicraft workshop organized with the participation of 50 seventh-grade students, aiming to raise sustainability awareness and inspire future generations.



We Supported the Dokuz Eylül University RE:FORM Circular Design Exhibition

As Sun Tekstil, we consider supporting innovative projects in the field of sustainability and creating value in this area among our priority responsibilities. In line with our belief in the transformative power of design and sustainability, we contributed to the RE:FORM Circular Design Exhibition held at DESEM. Within the scope of the RE:FORM Exhibition, which was designed around textile waste and sustainability themes, we supported the dissemination of the circular economy approach and the visibility of sustainable design understanding.



We Came Together with Factory Representatives in Our Region

We came together with other factory representatives in our region and shared our best practices, experiences, and learnings. Our aim is not only our own development but also to contribute to the strengthening of the region we are part of. Through these meetings, we are pleased to see the dissemination of inspiring practices in many areas, from sustainability to human resources. We focus on working together for a more livable future through collective action and the synergy created by knowledge sharing.



Business World and Human Rights Experience Sharing Group

We participated as company representatives in the Business World and Human Rights Experience Sharing Group, organized in collaboration with UN Global Compact, ESİAD, TAİDER, and KalDer İzmir. Within the program, which focused on topics such as “Integration of Human Rights Policies into Business Processes and Governance” and “Employee Rights and Grievance Mechanisms,” we had the opportunity to examine critical and current developments and share our best practices.





Programs for the Community

We place great importance on carrying out high-impact corporate social responsibility projects that create value for society together with our stakeholders. We develop projects based on our priority Sustainable Development Goals and establish strategic partnerships.

Our Support for Koç University Anatolian Scholars Program

Within the scope of the scholarship protocol we signed in 2021, we became one of the corporate supporters of Koç University's Anatolian Scholars Program. Within the program, which offers a second opportunity to scholarship candidates who have prepared for university with limited educational resources in disadvantaged regions of our country and ranked within the top percentile in the university entrance exam but could not qualify for a scholarship at Koç University, we support one student in 2021 and two students as of 2022 throughout their education lives.



EÇEV Pedal For Education

We are very pleased to support the “Pedal for Education” event organized by the Aegean Contemporary Education Foundation (EÇEV) as the main sponsor in order to contribute to equal opportunities in education. During the cycling tour, in which our employees participated extensively, they launched their own individual donation campaigns, collected donations for the benefit of EÇEV, and increased our contribution to education.



LÖSEV Shop Fair

We hosted stands featuring products carefully prepared by the LÖSEV Shop at our company and supported two fairs that attracted great interest from our employees. Our employees also received information about programs through which they can volunteer with LÖSEV and become regular donors.

Collaboration with Mor Çatı Women’s Shelter Foundation

In order to raise awareness that gender equality and a life free from violence are possible, and to support women, we prepared our “March 8 International Women’s Day” gifts this year in collaboration with the Mor Çatı Women’s Shelter Foundation.



We Signed the Zero Tolerance to Violence and Harassment Policy

On November 25, the International Day for the Elimination of Violence against Women, within the scope of the “Zero Tolerance to Violence” initiative led by the Öz İplik-İş Union, we became a signatory to the Zero Tolerance to Violence and Harassment Policy, which aims to ensure that global brands operating in the textile and ready-to-wear sectors and their supply chains are free from violence. At the same time, within the scope of awareness activities carried out in our company, we organized the orange ribbon event.



Sponsorships

We aim to provide sponsorship support in various areas where we can contribute to the development of our society, in line with our priority goals.

İKSEV 38th International Izmir Festival

As Sun Tekstil, we continued our long-standing collaboration with İKSEV in 2025 and took part among the sponsors of the 38th International Izmir Festival. Within the scope of the festival, which is realized with the contributions of valuable stakeholders, we contributed to supporting high-quality programs that bring together the city's historical venues with art.

The Izmir Festival, a prestigious member of the European Festivals Association, continues to strengthen the vision of "Izmir as a City of Culture and Art" by hosting world-renowned artists on stages with a unique atmosphere. Through this collaboration, we aim to increase accessibility to culture and art and contribute to the sustainability of local cultural life.

First Step to Leadership Workshop by the Change Leaders Association

Since 2018, we have been among the supporters of the Change Leaders Association, which aims to support the development of young women leaders, and in 2025, we took part among the sponsors of the “First Step to Leadership Workshop.”



We Sponsored the IZTEKDERISEM Symposium

We took part among the sponsors of the IZTEKDERISEM Symposium organized by the Izmir Branch of the Chamber of Textile Engineers (TMMOB).

Our Support for Olten Art Foundation

In line with our goals of supporting the development of art and artists, we continue our support for the Olten Art Foundation, which operates in Izmir. In addition to our regular support, we also organize music recitals at our companies’ special day and event gatherings with the participation of distinguished artists from the Olten Philharmonic Orchestra. In this way, we create added value in strengthening the connection of all our employees with art.



SUSTAINABLE
DESIGN



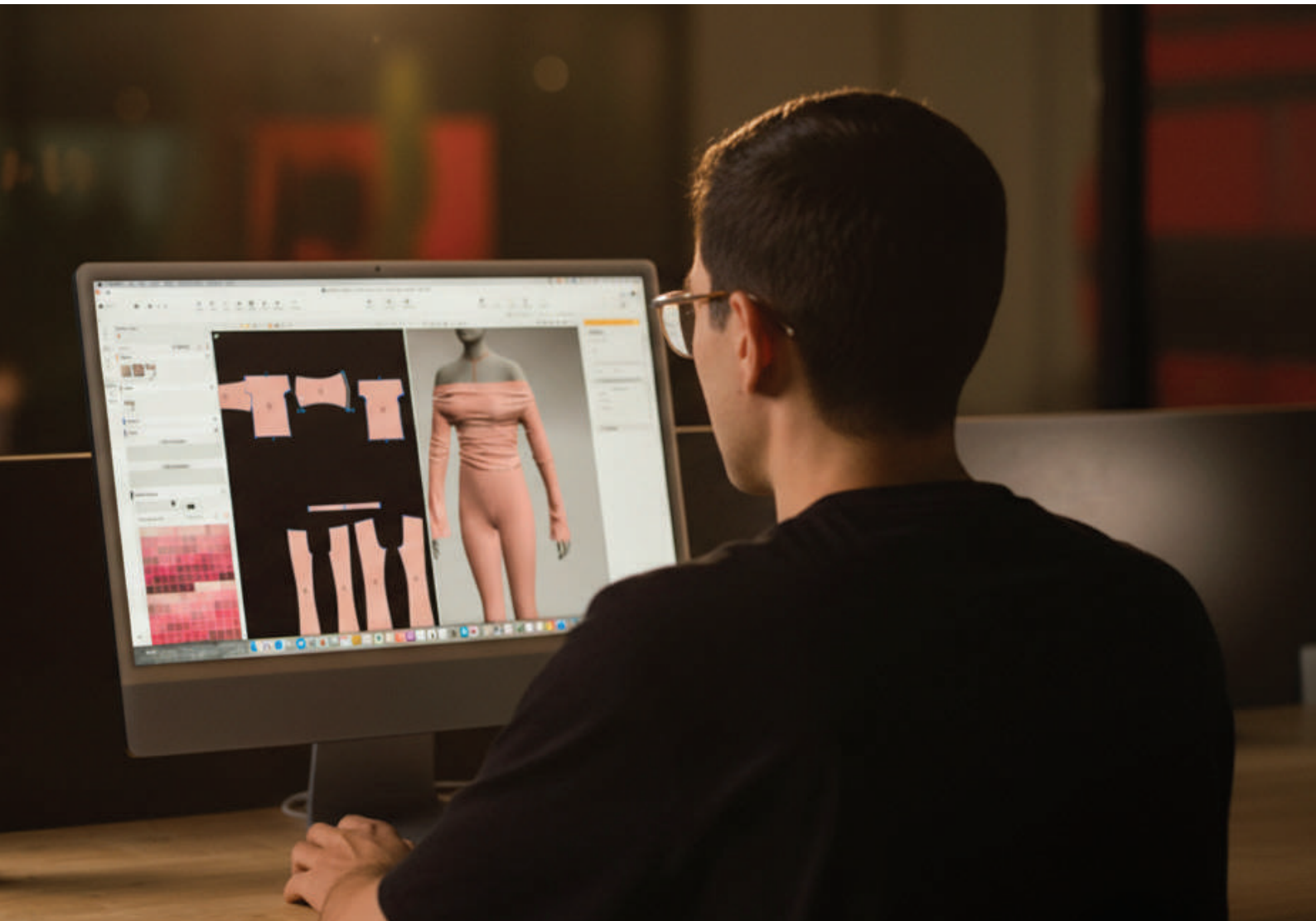
● Section

Circular Design

We have a holistic sustainability approach based on circular economy models. We develop processes that cover the entire lifecycle of our products, from design to end-of-life, and even to their next life, within the Product as a Service approach.

In line with our strategies developed by referencing international action plans and global sustainability frameworks, we aim to reduce the environmental impact of our products throughout their entire lifecycle. We integrate circular economy principles into our business processes by adopting a model based on reuse, repair, and recycling. Through the Circular by Design – Circularity at the Design Stage principle, we set clear and measurable targets for our design teams and ensure the widespread adoption of a sustainable design culture across the organization. We support circular transformation with digitalization and data-focused design tools.

In our sustainable material choices, we prioritize the protection of biodiversity and prefer environmentally friendly materials with reduced environmental impact. We increase the use of recyclable and recycled materials in our main materials, labels, and accessories. Within the scope of our R&D activities, we develop projects that support circular and innovative design solutions by collaborating with various stakeholders, including universities, institutes, start-ups, and other R&D centers.

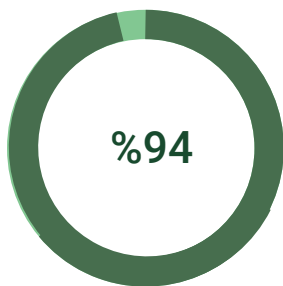




Sun Tekstil Design Approach

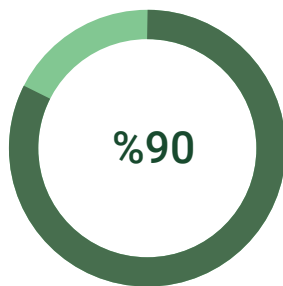
With our circular by design approach, where we base our understanding of circular fashion from the design stage, we develop practices that make a difference in material selection and design techniques, while also producing solutions that cover the next lifecycles of our products.

In our material selections, we continuously develop our practices to increase the use of low-carbon products. We use cellulosic sources obtained from industrial forests and produced through environmentally friendly processes. We increase the use of recycled natural and synthetic fibers. By using certified raw materials that ensure traceability, we guarantee traceability, which is a key element of circularity. In 2025, we produced 94% of our products using sustainable raw materials.



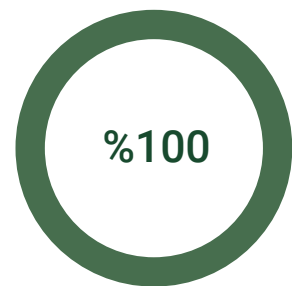
IN 2025

We produced 94% of our products using sustainable raw materials.



BY 2030

We aim to produce at least 90% of our production using sustainable materials.



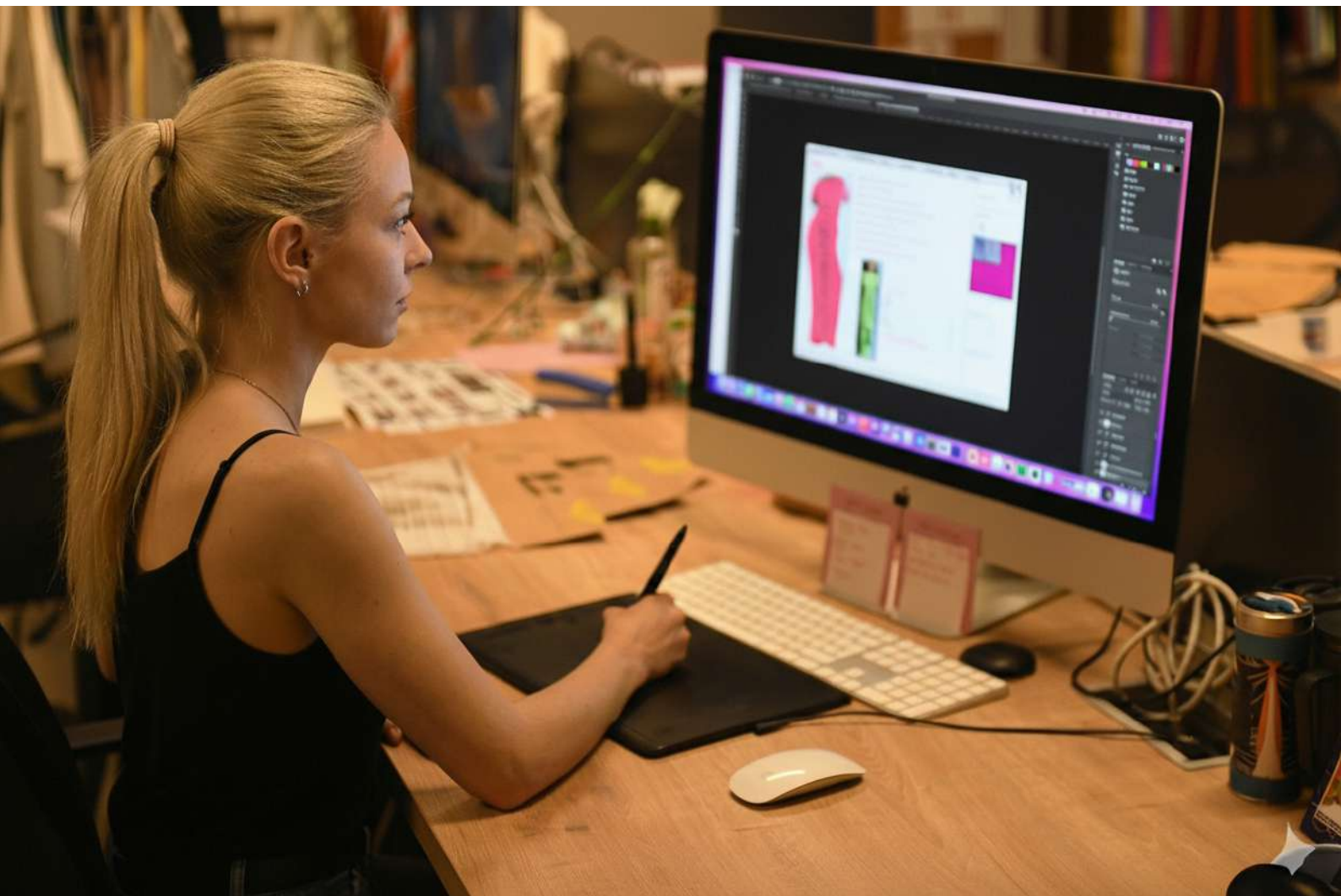
BY 2040

We aim to develop innovative solutions that will enable us to produce 100% of our products using sustainable materials.

In line with our customers' visions, we design and develop all our capsule collections using sustainable raw materials. We select all the materials we prefer in our collections from alternatives that can be supplied sustainably during the production phase. We update and develop our practices every year to serve our goal of producing 100% of our products with sustainable raw materials by 2040.

Despite the limitations in accessing innovative fibers and the fact that current production capacities largely depend on ready-to-wear brands, we continue to face challenges in achieving our sustainability goals. Nevertheless, under the leadership of our R&D Center, we are working to overcome these barriers through international collaborations. Together with our customers, we continue to carry out innovative practices without interruption, fully aligned with circularity principles and circular economy models.

By integrating the circular design approach into all our collections, we not only reduce the environmental impact of our products but also contribute to combating climate change. In every design, we focus on nature-friendly materials and responsible production processes, adopting sustainability not as a temporary goal but as a fundamental and unchanging principle of our corporate approach.



Digitalisation for Circularity

By digitalizing our design processes, we reduce resource consumption and waste. Since 2021, we have been offering our designs to our customers in a digital environment through 3D pattern-making software integrated into our infrastructure.

We continue to use 3D pattern-making technology effectively, especially in our customer groups. In the projects we carry out with our customers, 3D design reduces the need for physical samples, saving time and resources. With this approach, we increase our operational efficiency while positively impacting our environmental footprint. With the advancement of technology, we also actively use artificial intelligence-supported design platforms in our design processes.

In addition, we use surface scanning equipment that can transfer the visual and physical properties of fabric surfaces into a digital environment. Through this technology, we digitize fabric textures and physical characteristics, creating a digital fabric library. This infrastructure transforms our designs into more realistic, original, and reusable digital assets, strengthening our circular design approach.

AI-Supported Design Platform

In 2024, we partnered with an AI-supported fashion design platform to digitalize our design processes. Through this platform, we visualize key elements of fashion such as silhouettes, shapes, patterns, and technical features in a digital environment, enabling fast and data-driven decision-making in our design processes. The platform adds value to our collection development processes with its ability to analyze global fashion trends.

Within the scope of the platform, we carried out development efforts under the mentorship of our designers to continuously improve user experience. In 2024, we conducted a 6-month PoC (Proof of Concept) process to measure platform effectiveness and usability. In this process, after successfully completing system integration by analyzing design and product development scenarios, Sun Tekstil Design Directorate became a customer of the platform and started active use.

As of 2024, we actively use the AI-supported design platform at different stages of our design processes.

In this context:

*We analyze global fashion trends through AI-supported data analysis and conduct trend analysis.

*We accelerate model and collection development processes, creating numerous design alternatives in a short time.

*By integrating with 3D design software, we develop digital prototypes and virtual product visuals.

*We prepare technical drawings and design files in a digital environment and transfer them directly into product development processes.

Through this digitalization approach, we reduce the need for physical samples and optimize resource usage. By saving time, cost, and materials in design and product development processes, we also contribute to our sustainability goals by enabling faster decision-making and reducing the number of revisions.

We position the AI-supported design platform not only as a tool that increases operational efficiency, but also as a strategic investment that supports the creativity of our design teams, strengthens knowledge sharing, and forms the foundation of our long-term digital design ecosystem. With this collaboration, we were awarded the “Most Effective Institution–Entrepreneur Collaboration” under the Corporate Entrepreneurship Awards of the Entrepreneurial Institutions Platform.

Supporting Young Talents with AI-Supported Design Trainings

In 2025, within the scope of the Sun Design Project (SDP), we implemented the AI-Supported Design Training program with the participation of 10 fashion and design students to support the development of young talents. Through this program, we aim to train young individuals as competent, creative, and sustainability-oriented professionals who can adapt to changing production and design practices in the fashion and design field.

Within the scope of the program, we offer practical trainings on topics such as creating designs using AI-based design tools, trend analysis, visual production, digital collection development, and creative problem-solving. In this way, we support young talents not only in developing their technical skills but also in growing as individuals who can think analytically, data-driven, and integrate technology with creativity.

With this new phase of the Sun Design Project, while preparing young people for the design world of the future, we also contribute to the digital transformation in the sector. Through AI-supported design trainings, we democratize access to knowledge, support learning, and establish structures that create long-term value in line with our sustainability approach.

Through this work, we aim not only to respond to today’s needs but also to contribute to the development of young professionals who will shape the design ecosystem of the future.



AI-Supported Sustainable Fashion Design Hackathon

In 2025, in order to expand the use of AI and sustainable applications, we organized the AI-Supported Sustainable Fashion Design Hackathon within the scope of the Create in İzmir project, which supports İzmir's creative industries. In collaboration with Sun Tekstil, the two-day hackathon brought together designers, entrepreneurs, and young professionals from different disciplines, contributing to the development of innovative and sustainable fashion solutions.

During the event, we introduced our AI-supported design platform to participants and provided hands-on training on its effective use. At the end of the process, carried out under the guidance of mentors, the designs developed by the teams within the scope of five different case studies were presented for evaluation.

As part of the hackathon, 10 designers transformed their designs developed using AI into physical samples within three days and showcased them at a professional fashion show. This process not only enabled innovative ideas to turn into tangible products but also supported the emergence of sustainable fashion solutions.

Fabric R&D

For our sustainable fabric R&D activities, we participate in yarn and raw material fairs and observe innovative ideas and developments together with many stakeholders. In order to transform these ideas into opportunities, we organize "Mini Focus," "What's New?" and "QLab" meetings at regular intervals with our teams and experts from our departments. Through these meetings, we aim to closely follow developments in product development processes and create value-added solutions aligned with our targets.

Within the scope of our R&D projects, we continuously develop our relationships with our suppliers. By including our supply chain in our R&D studies, we carry out product development and R&D activities at every stage. Under the leadership of our R&D Center, we collaborate with various stakeholders in our innovation fiber development group. We share technical knowledge on new raw materials, innovative fibers, materials, and process developments carried out in different regions of the world with all our departments and implement them.

We integrate the durability criteria for fabrics prepared by the European Commission into our fabric development processes. Within the scope of the ESPR (Ecodesign for Sustainable Products Regulation), we carry out ecodesign-focused durability tests on approximately 50% of our product groups. Through these studies, we proactively ensure compliance with requirements before the regulation comes into force. As of 2025, all fabric structures frequently used in our products have successfully passed the relevant durability tests.

We conduct studies to ensure that waste generated during fabric cutting and production processes is transferred to waste recycling firms and reintroduced into our processes. We aim to reduce waste to less than 1% in textile-to-textile recycling and less than 13% in felt and similar products. Through our fabric waste management project, we aim to systematically monitor waste amounts, manage the process digitally, and transfer it to licensed waste firms. At the same time, we carry out R&D studies with stakeholders from different sectors to utilize waste as a value-added raw material in composite and similar sectors. Through this project, we aim to preserve the added value of our resources.

Our Circular Economy Collaborations

In 2022, we participated in the WBCSD Circular Transition Indicators (CTI) tool, a support program specifically offered to TDEP members, by taking part in a 3-year comprehensive program. Within the scope of the program, we contributed to our decarbonization roadmap by analyzing our circularity performance. Through the trainings, program processes, and participation in related working groups, we had the opportunity to be included in the CTI Fashion Initiative working group established by WBCSD. As part of this working group, we contributed to the CTI Fashion and Textile Sector Guide, which will serve as a key resource for participants.

Click the link to access the CTI Fashion and Textile Sector Guide. 

In 2024, under the leadership of WBCSD and within the scope of the CTI Fashion Initiative, we worked with many stakeholders to adopt a holistic circular economy approach. This included sharing cross-industry insights on many critical topics such as transformation potential, chemical management, fair transition, and social impact.

We continue to develop circular economy collaborations focused on recycling that enable the recovery of textile waste. We aim to incorporate the textile waste generated in our processes back into our products through upcycling. Within this scope, we evaluate recycled materials in terms of material compatibility, product suitability, and product quality. By integrating circular economy principles into our design and production processes, we focus on improving resource efficiency and reducing environmental impacts.

In collaboration with our customers, who are among the world's leading brands, we carry out many projects and pilot productions based on mechanical, thermo-mechanical, and innovative thermo-chemical recycling solutions. In the coming years, we aim to further develop and advance our efforts in this field.

In line with circular economy principles and the Sustainable Development Goals, we actively contributed to good practices aimed at increasing the recovery, monitoring, and recycling of textile waste through the Textile Waste Management Guide prepared by the Global Fashion Agenda (GFA) and the United Nations Environment Programme (UNEP), within the scope of our textile waste collection and classification practices.





Ekoten Fabric Design Approach

Eco-Friendly Choices

In line with our goal of developing low-carbon products, we adopt raw materials with sustainability certifications in our design processes. By using traceable and sustainability-certified fibers and raw materials, we enhance transparency in our processes. We successfully complete audits for certifications such as GOTS, GRS, OCS, RCS, RWS, and OEKO-TEX and carry out our production processes in a responsible manner. In 2024, by taking an important step in our practices, we became entitled to receive the Regenerative certificate, which supports regenerative (restorative and constructive) agriculture practices and aims to contribute to building a more sustainable future for the agriculture sector.

You can access our current certifications via the link on our website. 

With our nature-respecting material selections, we design original fabrics. Each year, we develop sustainable collections aligned with our goals and present them to our customers. As a brand that believes in design, we bring together aesthetics, functionality, and a nature-friendly approach in our collections. We combine our nature- and planet-conscious approach with innovation.

We present our fabric designs to fashion brands in two main seasonal collections and sub-capsule collections. By closely following the expectations and needs of fashion brands, we create original collections that combine trends with our own vision. Through continuous trend and color analysis, we renew our collections every year and develop timeless product families such as Intimate and Loungewear. Each of our collections consists of products with high standards in both design quality and environmental sustainability.

In order to develop fabrics and customized designs tailored to our customers' needs, we work with our design team of more than 30 experts together with professional designers. By closely following fashion trends, we analyze colors, patterns, and textures for upcoming years and design different fabrics in a digital environment.

We have restructured our collection approach to use our resources more efficiently and prioritize circularity. In this direction, compared to previous years, we reduced the number of fabrics in our collections on a unit basis and created a simpler collection structure focused on our customers. In 2025, we presented 83% of the fabrics in our collections in compliance with sustainable fabric certifications.

In order to contribute to process development activities required during the initial transformation of newly developed sustainable fibers into yarn and fabric, we collaborate with both fiber brands and global retail brands. In line with these collaborations, we set concrete targets to include next-generation fibers in our collections.

We are aware that circular transformation plays a critical role in the transformation of the fashion sector. We believe that circular fashion is possible through timeless designs and sustainable material choices. In this context, we particularly focus on cellulosic raw materials obtained from secondary sources with low environmental impact.

Within the scope of the Ministry of Trade of the Republic of Türkiye's UR-GE support, we successfully completed the Lifecycle Assessment Consultancy and Product Traceability Consultancy studies carried out under the Textile Sector Sustainable Competitiveness Development UR-GE Project, conducted by the Aegean Textile and Raw Materials Exporters' Association.

Within the four-module program organized by the MEXT Technology Center in partnership with the Turkish Employers' Association of Metal Industries (MESS), the Turkish Confederation of Employer Associations (TİSK), and the Confederation of Danish Industry (Dansk Industri), we participated in trainings aimed at developing competencies in line with European Union Green Deal strategies and green transformation practices. Participants received training on core sustainability topics such as greenhouse gas emission management, circular economy practices, and other key sustainability regulations of the EU. Through the program, companies developed strategic roadmaps and implemented greenhouse gas emission reduction solutions. In 2025, we continued to support the green transformation of the textile and apparel sector through experience-sharing sessions and workshops to enhance the knowledge base of participating companies.



Sustainable Digitalization in Design

Through our digitalization practices, we implement circular economy-based models starting from the design stage and throughout all stages of production. To lead innovation and sustainability in the textile sector, increase efficiency, and reduce waste in the fashion design process, we established our digital fabric library in 2021 for our 3D design applications. As of 2024, we reached significant levels in the number of fabrics registered in our library. Through the digital fabric library, we continue to reduce fabric waste, support faster and more accurate decision-making, save time and resources, and increase efficiency while reducing our carbon footprint.

By presenting our collection fabrics in our digital fabric library together with all their stories in a digital environment, we create digital samples. In this way, we reduce the number of physical samples and increase resource efficiency. In 2024, we had 1,000 fabrics registered in our digital fabric library, and we achieved a 100% increase in 2025.

In all our raw material selections that shape our world and future, we prioritize the protection of biodiversity. In line with this, we adopt certified fibers such as organic cotton, recycled fibers, and cellulosic fibers. We position cotton as one of our key raw materials in textile products, and we support production practices within the scope of the Better Cotton Standard (Better Cotton) as a member of the Better Cotton Initiative in Türkiye.

The Better Cotton Standard details core principles such as sustainable agricultural production practices, soil conservation, rational use of water, integrated pest management, preservation of biological diversity, fiber quality, and ensuring decent work for people. Within this framework, in 2025, production corresponding to approximately 150 tons of lint cotton was carried out on a total area of 70,621 hectares under the Better Cotton (BCI) Standard. At the same time, we contribute to meeting the demand and need for sustainable cotton. By 2027, we aim to share our action plans regarding biodiversity conservation.

Under the leadership of our R&D Center, we focus on innovative topics in new fiber and production technologies, creating added value through consortium projects involving many companies, academic institutions, start-ups, and R&D centers. Through our efforts, we aim to reduce textile waste at its source, which has significant environmental impacts, and to develop innovative methods and technologies that enable effective recycling of generated waste.





ENVIRONMENTAL SUSTAINABILITY

9

● Section



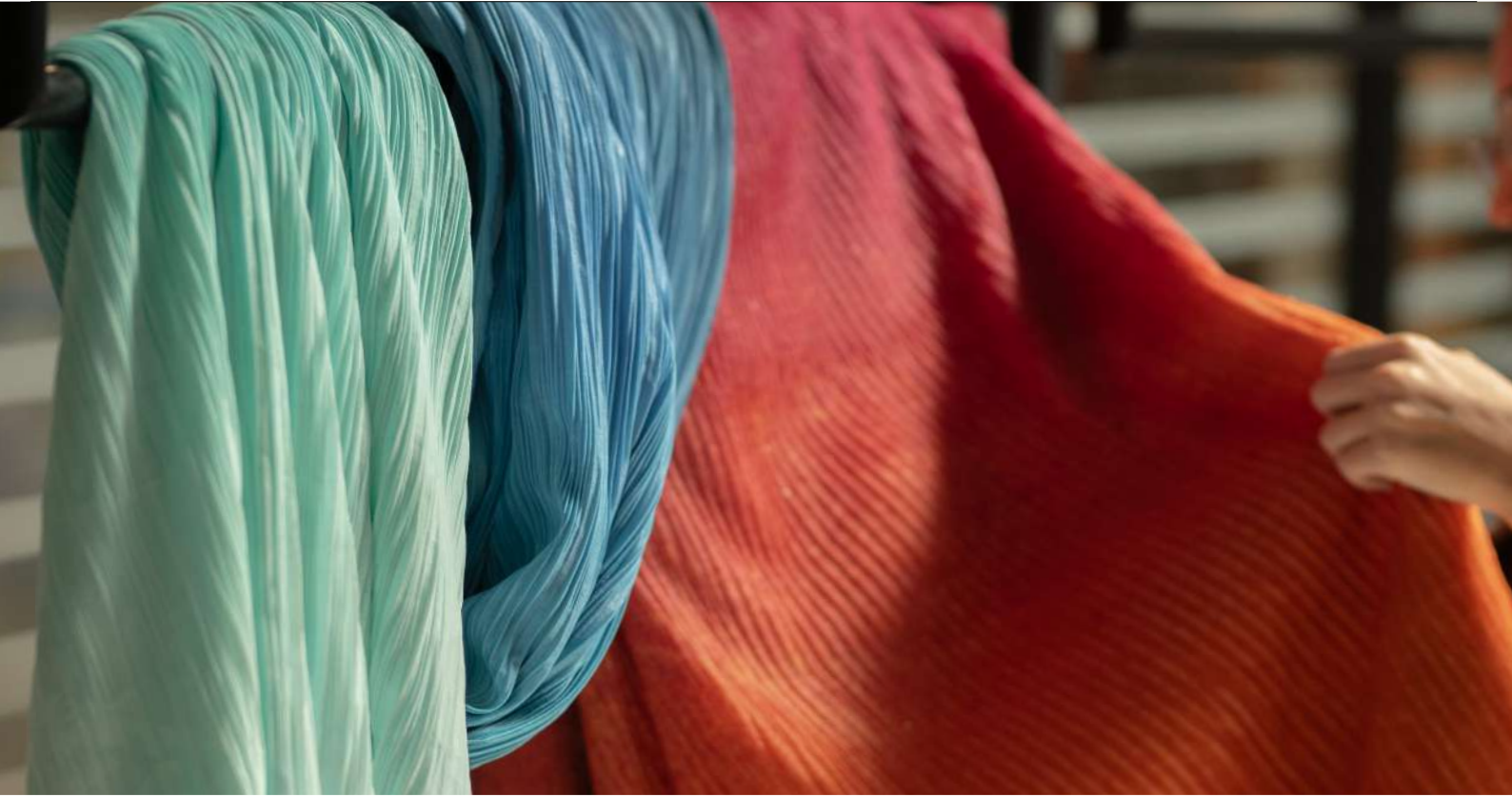
Environmental Sustainability Approach

We closely monitor all our processes, from the design stage to production and product lifecycle, in order to reduce the environmental impact of our textile products. Through our practices developed to ensure efficient use of natural resources, reduce waste, and prevent pollution, we actively contribute to compliance with the European Green Deal.

Developing effective strategies and action plans to combat the climate crisis is not only a responsibility but also an integral part of our corporate identity. In this context, we aim to be among the leading institutions in our sector that shape environmentally conscious transformation in the business world; we continue to advance our sustainable production approach every day.

Within the framework of our environmental policy, we act in compliance with national and international regulations, customer requirements, and voluntary standards. In line with this, we develop projects to improve our performance in climate change management, waste reduction, and biodiversity, and we reduce our environmental impacts with innovative solutions.

Early identification of environmental risks and conducting proactive preventive activities constitute the core principles of all our processes. As a result of our activities carried out throughout 2025, we are proud to share that no non-compliance, administrative fines, or sanctions were identified under the relevant Environmental Law and its associated regulations.




Sun Tekstil

Environmental Sustainability Approach

As Sun Tekstil, our sustainability approach is not limited to our own operations. By taking environmental responsibility at every stage of production, we closely monitor the environmental performance of our supply chain and continuously strive for improvement together with our supply chain stakeholders, who are among Türkiye's leading manufacturers.

Through environmental performance scorecards prepared in line with criteria based on international standards, we regularly evaluate our partners and provide mentorship support to improve their performance. In this process, our aim is not only to ensure environmental compliance but also to create transformation across our entire ecosystem.

Click the link to access our Environmental Policy. 

In our roadmap, we have grouped our commitments up to 2040 for Sun Tekstil facilities and our supply chain stakeholders.

Sun Tekstil Environmental Sustainability Roadmap

	SUN TEKSTIL FACILITIES	SUPPLY CHAIN
2024	<ul style="list-style-type: none"> • HIGG FEM verification for 36% of the supply chain • ISO 14001 alignment • ISO 14064 data creation and calculation • Use of I-REC or renewable energy for 45% of the supply chain • Biomass for steam and heating • 100% ZDHC MRSL/RSL compliance 	<ul style="list-style-type: none"> • HIGG FEM verification for 36% of the supply chain • ISO 14001 alignment • ISO 14064 data creation and calculation • Use of I-REC or renewable energy for 45% of the supply chain • Biomass for steam and heating • 100% ZDHC MRSL/RSL compliance
2025	<ul style="list-style-type: none"> • HIGG FEM verification • ISO 14001 certification • ISO 14064 data creation and calculation • Alignment with Carbon Sustainability Project (CDP) 	<ul style="list-style-type: none"> • HIGG FEM alignment • ISO 14001 alignment • ISO 14064 data creation and calculation • Use of I-REC or renewable energy for 45% of the supply chain • 100% ZDHC MRSL/RSL compliance
2027	<ul style="list-style-type: none"> • HIGG FEM verification • ISO 14001 certification • ISO 14064 – Greenhouse Gas Calculation and Verification • ISO 50001 – Energy Management System certification • Carbon Sustainability Project (CDP) reporting • Life Cycle Assessment Mechanism Pilot 	<ul style="list-style-type: none"> • HIGG FEM alignment • ISO 14001 alignment • ISO 14064 alignment • Reduction efforts for total water consumption • Use of I-REC or renewable energy for 55% of the supply chain • 100% ZDHC MRSL/RSL compliance
2030	<ul style="list-style-type: none"> • 60% reduction in total greenhouse gas emissions (base year 2025) • 70% renewable energy usage 	<ul style="list-style-type: none"> • 60% reduction in total greenhouse gas emissions (base year 2025) • Reduction efforts for total water consumption • 70% renewable energy usage
2040	<ul style="list-style-type: none"> • Net zero emissions • 100% renewable energy usage 	<ul style="list-style-type: none"> • Net zero emissions • 60% reduction in total water consumption • 100% renewable energy usage

In line with our roadmap and targets, we continue to maintain the continuity of our ISO 14001 Environmental Management System certification. In this context, we renewed our ISO 14001 certification, which covers our Sun Tekstil Torbalı main factory and offices. In 2024, we moved the interactive waste segregation training we provided to our employees into a digital environment.

Click the link to access our ISO 14001 certificate. 

In order to raise awareness across our supply chain, we conducted training sessions in 2025 under 7 different topics, with a total duration of 9 hours and participation of 402 attendees.

These topics include:

- Use of Microsoft Sustainability Manager – Supplier Portal
- Waste Management
- Importance of Renewable Energy and Green Energy Certificates
- Natural Resource Consumption and Monitoring
- Water and Wastewater Management
- Environmental Management System Requirements
- HIGG FEM Record Module Usage
- We are continuing to structure the infrastructure of our supply chain with ISO 14001 Environmental Management

We continue to structure the infrastructure of ISO 14001 Environmental Management System practices in our supply chain through our Environmental Performance Scorecards.

We provide mentorship to our suppliers who report their environmental performance through the Worldly – Higg FEM platform, guiding them on the actions required under the seven main categories of Higg FEM.

- Environmental Management System
- Energy
- Water
- Wastewater
- Air Emissions
- Waste
- Chemicals

We continued our successful environmental management performance in line with the Higg Facility Environmental Management (FEM) index and successfully completed our audits conducted by an independent organization for Sun Tekstil. Within the scope of our targets to ensure Higg FEM compliance across our supply chain, we increased the rate of suppliers registered on the Higg FEM platform from 67% in 2024 to 78% in 2025.

Within the framework of the ISO 14064 Standard, we digitalized the greenhouse gas calculation processes that we previously carried out manually through the Microsoft Sustainability Manager – Supplier Portal project, developed in collaboration with NTT Data Türkiye and Microsoft. Thanks to this system, we can monitor the data of both our own facilities and our suppliers on a single platform and calculate and report our carbon emissions holistically. We completed pilot implementations in 2023 and supported the adaptation process of our suppliers with trainings in 2024. In 2025, we elevated our digital sustainability management to the highest level by implementing the full data collection process through the portal. In 2026, we aim to complete our ISO 14064 greenhouse gas verification processes via Microsoft Sustainability Manager.

Sun Tekstil Greenhouse Gas Emissions (tCO ₂ e)	2025
Scope 1	727
Scope 2	0
Scope 3	125.112
Total	125.839

Since Sun Tekstil's electricity consumption from the grid is balanced with I-REC certificates, market-based Scope 2 emissions are reported as "0."

In 2024, we began preparing the infrastructure for our energy efficiency efforts with the implementation of the ISO 50001 Energy Management System Standard. We aim to have our greenhouse gas emissions, which will be calculated based on our 2025 data, verified by an independent organization in 2026 and to publish our Carbon Disclosure Project (CDP) Climate Change Report in 2027.

By supplying approximately 86% of our steam production and overall heating needs from biomass energy sources, we have reduced our Scope 1 emissions.

In our production facilities and administrative offices, we balanced our grid electricity consumption in 2025 with 100% renewable energy through I-REC certificates. We commit to balancing our electricity consumption with clean energy sources by 2030.

By placing responsible chemical management at the center of our production processes and supply chain, and by documenting the efficient use of resources and materials, environmentally friendly production technologies, and transparent supply chain management, we became eligible to receive the OEKO-TEX Standard 100 certification as of 2023. Following the audits conducted in 2025, we successfully renewed our OEKO-TEX Standard 100 certification.

Click the link to access our OEKO-TEX Standard 100 certification. 





Ekoten Environmental Sustainability Approach

As Ekoten Tekstil, we continue our efforts with determination to reduce our environmental impacts, take responsibility in combating the climate crisis, and transform our value chain into a low-carbon, resource-efficient structure. In our production processes, we address environmental sustainability with a holistic approach under the main headings of reducing greenhouse gas emissions, efficient use of energy and water resources, safe and controlled management of chemicals, prevention of waste generation, and increasing resource efficiency.

We regularly monitor our performance in these areas in line with our integrated management system based on international standards, measure it through independent verification processes, and continuously improve it through our transparent reporting approach.

Management of Greenhouse Gas Emissions

As Ekoten Tekstil, in order to be among the leading companies in combating the climate crisis and to contribute to sustainable transformation in our sector, we started measuring and verifying our greenhouse gas emissions in accordance with the ISO 14064 Standard in 2012. With the commitment and ownership of our senior management, we established an effective governance structure focused on climate change at the initial stage of this process. In order to support its development at an international level and continuously monitor and improve our performance, we began voluntary reporting under the Carbon Sustainability Project's Climate Change Program (Carbon Disclosure Project – CDP Climate Change) in 2012. Accordingly, compared to our base year of 2012, we have significantly reduced our Scope 1 and Scope 2 greenhouse gas emissions.

Greenhouse Gas Emissions		Total	Greenhouse Gas Emissions		Per Product Unit
2012	25.490 ton CO2e	%57 Reduction	2012	3,30 ton CO2e/ton	%55 Reduction
2025	10.939 ton CO2e		2025	1,50 ton CO2e/ton	

Methodology: Our Scope 1 and 2 emissions have been calculated in accordance with the GHG Protocol and verified under the ISO 14064 standard.

We have been continuously carrying out our greenhouse gas emission calculation efforts since 2012, and in 2025 we completed our Carbon Disclosure Project (CDP) Climate Change reporting. As a result of the 2025 CDP Climate Change assessment, we were rated at the highest performance category, the "A Leadership Level."

The CDP A List represents the highest level of evaluation, indicating that organizations manage their environmental impacts in line with science-based targets, adopt a transparent reporting approach, and address climate- and nature-related risks and opportunities at a strategic level. The fact that only approximately 4% of the 20,000 companies evaluated by CDP in 2025 were able to reach this level clearly demonstrates the global significance of our achievement.



Ekoten Greenhouse Gas Emissions	2023	2024	2025
Total Scope 1 & 2 (tCO ₂ e)	11.446	10.887	10.939
Total Production (tons)	7.565	7.611	7.307
Specific Emissions (tCO ₂ e/ton fabric)	1,5	1,4	1,5
Year-on-Year Change in Emissions per Unit Production (%)	-%11	-%6	+%4
Scope 3 Emissions (Value Chain) (tCO ₂ e)	53.870	65.097	51.141

Methodology: Our Scope 1, 2, and 3 emissions have been calculated in accordance with the GHG Protocol and verified under the ISO 14064 standard

Science Based Targets Initiative (SBTi)

With the support of our senior management, in 2022 we became one of the few textile companies in Türkiye to commit to setting science-based targets through the Science Based Targets Initiative (SBTi) platform. We are proud to share that our near-term science-based greenhouse gas emission reduction targets were approved by SBTi in August 2024. By achieving this important milestone, we became the 4th company in Türkiye in the Textile, Apparel, Footwear, and Luxury Goods sector to have its science-based targets approved, and the 42nd company across all sectors.

You can access our Ekoten commitment details via the SBTi website by clicking the link. 

By the end of 2026, we aim to disclose our roadmap for transitioning to a low-carbon economy and to establish a governance mechanism to assess and monitor the impact of our value chain on biodiversity.



Energy Management

We carry out all our energy management activities within the framework of the ISO 50001 Energy Management System. In 2025, we completed our mandatory energy audit process and successfully renewed our ISO 50001 certification following audits conducted by independent organizations. In 2023, we began using biomass as a sustainable energy source that results in lower greenhouse gas emissions compared to fossil fuels for energy generation. As a result of this important step in our energy management efforts, in 2025 we generated 86% of our steam production from biomass sources and achieved a 97% reduction in greenhouse gas emissions (tCO₂e) in steam production compared to natural gas. In this way, we advanced our climate action by reducing our Scope 1 emissions by 26% compared to our natural gas usage scenario.

Renewable Energy Generation with Solar Power Plant

With investments made in line with our capacity increase in 2018, we meet approximately 40% of our annual electricity needs from the rooftop solar power plant installed at our knitting factory in İzmir Torbalı. Since 2019, we have generated an average of 1,200,000 kWh of electricity annually through our solar energy system. In this way, we have reduced our greenhouse gas emissions by approximately 690 tons of CO₂e per year.

Use of Renewable Energy

Between 2020 and 2025, we balanced all of our electricity consumption from the grid with 100% renewable energy sources through I-REC certificates.

You can access our certifications via the link. 

In this way, our indirect greenhouse gas emissions from purchased electricity have been reduced to zero in accordance with the ISO 14064-3:2019 standard. As Ekoten, we commit to balancing all our grid electricity consumption with I-REC certification by 2030.



Water Management

We are aware of the impact of the textile sector on global clean water resources. In this context, we have been working with determination for many years toward a deep-rooted transformation by integrating breakthrough innovations that reduce water consumption and increase resource efficiency into our production processes.

We continue our research and investment activities in equipment that provides advanced technology and innovative solutions to improve water efficiency. Within this scope, we completed the installation of a new-generation jet dyeing machine developed by a global company operating in the machinery sector in 2024. Thanks to this technology, we achieved significant gains in reducing both water and energy consumption compared to conventional systems.

In 2025, we aim to continue our investments in this technology and further increase our water and energy efficiency gains. At the same time, under the leadership of our R&D departments, we continue our research on technologies that enable waterless dyeing and low-water-consumption washing processes.

Under the leadership of our Operational Excellence team, we aim to optimize our water usage and ensure continuous improvement by leveraging big data analytics, highly automated production infrastructure, and digital monitoring systems.

Transforming Water Efficiency with Our Innovative Wastewater Recovery System!

With the awareness of our responsibility to protect the world's water resources, we commissioned our wastewater recovery system, which incorporates innovative treatment technology, in 2022. In line with the data obtained from field applications carried out during feasibility studies in 2023, we started using the recovered water in our fabric dyeing operations.

As of 2025, we completed our compliance process with local regulations, established our connection to the wastewater treatment plant operating in our region, and obtained our discharge permit as of December. As a continuation of these efforts, our wastewater recovery system reached the capacity to meet the entire daily water demand of our dyehouse and successfully completed the year. At the same time, we completely eliminated the use of approximately 240 tons of decolorizing chemicals annually.


We continue our system optimization efforts to ensure that the recovered water is used in dyeing processes in line with our target quality criteria. While progressing toward our 90% recovery target for 2026, we aim to prevent the discharge of pollutants such as alkalinity, COD, BOD, suspended solids, nitrogen, and oil-grease, thereby minimizing our environmental impacts.

Our wastewater recovery system was awarded in the Innovation – Wastewater Recovery category at the 2025 Just Style Excellence Awards. It was also evaluated as a finalist in the Environmentally Friendly Application category at the 2025 ISO Green Transformation Awards.



We Continued ISO 14046 Water Footprint Verification in 2025

Within the scope of our ISO 14046 reporting, which we conducted for the first time in 2024, we had our water footprint data for 2022 and 2023 verified by an independent organization again in 2025. Through our strengthened governance mechanisms and reporting, we aim to closely follow developments in international water management standards, implement best practices, and take a leading role in our sector.

Click the link to access our ISO 14046 certification. 

By comparatively analyzing our verified data for 2024 and 2025, we demonstrated the tangible results of the water efficiency improvements implemented in our production processes. As of 2024, we began monitoring and reporting our water management data in line with the categories defined under the ISO 14046 standard. In 2025, we achieved an 8% reduction in water withdrawal compared to 2024.

Source	2023	2024	2025
Water Withdrawal (m ³)	598.719	659.010	585.081
Water Consumption (m ³)	538.479	544.263	530.736
Water Discharged (m ³)	492.959	524.978	473.784
Water Recycled (m ³)	30.430	57.404	44.989
Fabric Production (kg/year)	7.565.433	7.610.517	7.307.351
Pollution Load – Chemical Oxygen Demand (COD) (kg/year)	87.166	77.550	92.665

Methodology: Data from the Ekoten Dyehouse facility has been reported and verified in accordance with the ISO 14046 standard.

CDP Water Security Program

We continue to expand the gains we achieved through our reporting activities under the CDP Climate Change Program, which we initiated in 2012, in order to address climate change and water management with a holistic approach.

In this context, we participated for the first time in the CDP Water Security questionnaire during the 2024 CDP cycle and continued our reporting in 2025. As a result of the 2025 CDP Water Security assessment, we were rated at the “B” level.

In line with the guidance provided by CDP, we aim to develop our water management approach, reporting, and governance processes in alignment with global best practices. Through our investments in state-of-the-art machinery, operational excellence practices, and initiatives to increase employee engagement, we continuously improve our water management performance and aim to be among the leading examples of best practice in the sector; we continue our reporting efforts in this direction.

Chemical Management

As Ekoten Tekstil, in line with our Zero Discharge of Hazardous Chemicals (ZDHC) target, we structure our chemical management with a transparent and traceable approach aligned with international standards. Within this scope, we prioritize the procurement of chemicals with the lowest environmental impact and classified as Level 3 on the ZDHC Gateway platform.

To ensure traceability of our chemical inventory, we monitor our current consumption data through the CleanChain platform and regularly share our InCheck reports, created via the ZDHC Gateway, with our stakeholders. As of 2025, our InCheck reports have successfully passed verification audits, confirming that all our dyes and chemicals meet Level 3 standards. In addition, based on the positive results obtained from analyses conducted every six months, we became entitled to receive the ClearStream Certificate.

As another important step supporting our maturity in chemical management, we obtained the Level 1 certification under the Supplier to Zero Programme in 2024, and renewed this certification in 2025, sharing it with our stakeholders via the ZDHC Gateway.

Within the scope of chemical safety, we systematically manage transition processes to safer and more environmentally friendly alternatives when risky chemicals are identified. We implement standard procedures for proper labeling, storage, and transportation of all chemicals; encourage the use of personal protective equipment to ensure safe handling by our employees; and increase awareness through regular training. We also effectively manage safe disposal and recycling processes to prevent environmental harm from chemical waste.

In line with our lean management approach, we strengthen team awareness by setting chemical management-focused agendas in our Asakai meetings. We continue to encourage employee participation by evaluating Kaizen suggestions and projects developed in the field of chemical management with double scoring in our standard evaluation system.

In order to ensure that our products are manufactured in a way that is safe for human health and environmentally responsible, we produce fabrics certified with the OEKO-TEX® Standard 100. All chemicals used in our production processes are tested in accordance with OEKO-TEX® standards; their safety is verified through toxicological analyses, and only substances that do not harm human health are permitted for use. In addition, we completed all our preparations for the OEKO-TEX® RECYCLE certification in 2025 and plan to finalize the certification process in the first weeks of 2026.



We Care About Our Resources!

Thanks to the technical work carried out by our Environmental Management team in 2021 and the investments implemented with the support of our senior management, we began directing all of our wastewater treatment sludge, which had previously been sent to landfill facilities, to alternative fuel production facilities for energy recovery. With this practice, we contributed to reducing fossil resource consumption by converting non-recyclable waste into fuel. As of the same year, we completely eliminated the use of coal, thereby reducing both our environmental impact and preventing the generation of large amounts of waste.

Hazardous waste is handled with great care under special management procedures due to its potential impacts on the environment and human health. In 2025, all hazardous waste generated at our facilities was managed using sustainable methods in line with applicable regulations. Hazardous waste suitable for recovery was utilized through energy recovery methods, while non-recoverable waste was directed to safe disposal processes. None of our hazardous waste was sent to landfill.

To ensure transparency in our waste management processes and alignment with circular economy principles, we conduct regular site visits to the companies we collaborate with in disposal processes, monitor waste treatment methods on-site, and track processes end-to-end. By continuously monitoring our waste management practices with detailed data, we continue to improve them in line with our defined targets.



Waste Data of Our Facilities

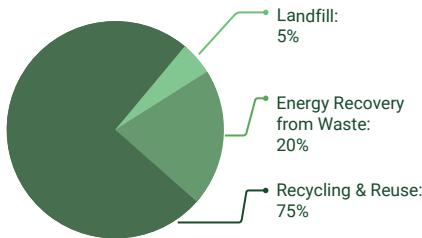
Waste (tons/year)	2023	2024	2025
Paper and Cardboard	430	404	624
Plastic (Packaging)	19	14	33
Plastic (Nylon)	158	156	91
Metal (Packaging)	1,7	2,6	2,2
Glass (Packaging)	4,3	2,7	6
Domestic Waste	192	183	274

Methodology: Quantities have been reported based on weighbridge records within the scope of the Zero Waste Management hierarchy

Waste Management Hierarchy Distribution

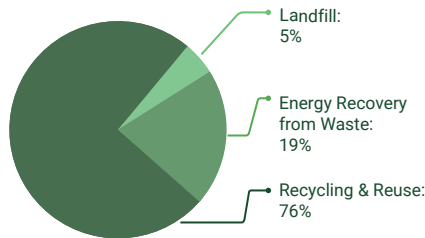
Hazardous waste is handled under special management procedures due to its potential impacts on the environment and human health. In 2025, all hazardous waste generated at our facilities was managed in compliance with applicable regulations and through licensed facilities; hazardous waste suitable for recovery was utilized through energy recovery methods, while other hazardous waste was directed to safe disposal processes. No hazardous waste was sent to landfill.

2023 Atık Hiyerarşisi
Total Waste Amount: 5,711 tons



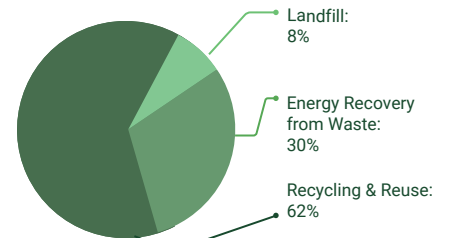
2023 Distribution of Waste Sent to Landfill Facilities
Total Amount: 286 tons

2024 Waste Hierarchy
Total Waste Amount: 5,740 tons



2024 Distribution of Waste Sent to Landfill Facilities
Total Amount: 276 tons

2025 Waste Hierarchy
Total Waste Amount: 5,740 tons



2025 Distribution of Waste Sent to Landfill Facilities
Total Amount: 274 tons



Integrated Management and Sustainability Audits

In order to ensure the continuity, integrity, and systematic management of our environmental sustainability activities—covering greenhouse gas emissions, energy management, water management, chemical management, and zero waste management—we established our ISO 9001 Quality Management System in 2002.

Since 2011, we have carried out our activities within:

- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO 45001 Occupational Health and Safety Management System
- ISO 50001 Energy Management System standards, under our Integrated Management System
- Within our integrated management systems, we conduct regular internal audits with certified expert auditors who are part of our governance structure; we guide process owners to improve their respective areas from a management systems perspective.
- With the contributions of experts experienced in auditing numerous companies across different sectors, we conduct our audits on behalf of independent certification bodies and continuously improve our holistic sustainability approach and practices each year.
- Thanks to our integrated management experience, we consistently achieve strong performance in audits conducted by our customers or independent certification bodies authorized on their behalf, and we are recognized as one of the companies demonstrating best practices.

In order to measure our environmental sustainability performance in our production processes within an objective and comparable framework, we have been continuing our Higg FEM (Facility Environmental Module) verifications, which we initiated in 2019, on an annual basis. In this way, we adopt a continuous improvement-oriented approach in line with common metrics established for environmental performance in the textile sector.



Biodiversity Protection

We consider biodiversity as one of our priority topics within the scope of indirect environmental impacts that may arise in the textile sector, particularly due to raw material sourcing, water use, and chemical management processes. Taking into account the potential impacts of our supply chain and operations on ecosystems, we adopt a risk-based approach.

As Sun Tekstil and Ekoten, we do not operate in protected areas or sensitive ecosystems. However, in order to reduce the potential indirect impacts of our operations on biodiversity, we monitor water consumption, effectively manage our wastewater treatment processes, and keep chemical use under control. We ensure compliance with environmental regulations and regularly assess the environmental impacts of our activities.

In our raw material selection, we prioritize sustainable and certified fibers and support responsible sourcing practices through traceability mechanisms. As a member of the Better Cotton Initiative, we support sustainable cotton production under the Better Cotton Standard and carry out efforts to increase demand in our supply chain. The Better Cotton Standard includes key principles such as water stewardship, soil health, integrated pest management, and biodiversity conservation.

In 2025, we contributed to Better Cotton production equivalent to approximately 156 tons of lint cotton across 70,621 hectares. By 2027, we aim to develop action plans for biodiversity protection and systematize our efforts in this area.

To contribute to biodiversity conservation, we support afforestation efforts carried out through the Aegean Forest Foundation. Since 2019, through our donations, we have contributed to the planting of more than 13,000 saplings and established a memorial forest. Through these efforts, we aim to support the strengthening of local ecosystems.



DIGITALIZATION AND
INNOVATIVE TECHNOLOGIES

10

● Section



Our Digital Transformation Strategy

Digitalization and sustainable technology management are carried out under the leadership of our Software Development System and Technical Support Departments, which serve all group companies, and our Analysis Department, structured in line with our company needs, in collaboration with our Operational Excellence Department.

Software Development Department

To manage our digital transformation processes in the most effective way across areas where we identify needs, we have defined our software development strategies under three main pillars and expanded this area to include Robotic Process Automation (RPA) projects as of 2022.

1. SAP Software Developments:

Together with our ABAP and FI/RI development teams, as well as Adobe LiveCycle Designer specialists, we develop company-specific SAP S/4HANA solutions.

2. Non-SAP Platform Software Solutions:

We manage our software development and governance processes through portal-based systems we have developed in-house, tailored to the needs of our departments outside SAP. Additionally, we increase our share of open-source solutions in the software we procure from third-party service providers. By enabling SAP integration via APIs with our internally developed non-SAP platforms, we prepare detailed analyses. We develop solutions that improve cost efficiency and production efficiency.

3. Low Code Development Platforms:

Low-code platforms allow applications to be developed quickly using visual modeling instead of traditional programming languages. These platforms enable individuals with expertise in different areas to develop applications without coding. In this way, we further enhance our in-house software capabilities, reduce dependency on external solutions, and increase efficiency.

4. Robotic Process Automation (RPA) Projects:

To carry our repetitive processes to a technological dimension, we develop custom RPA solutions together with our software team and infrastructure providers across our departments.

System and Technical Support Department

As the System and Technical Support Department, one of the cornerstones of our digital transformation strategy, we manage our company's system, network, and hardware infrastructure in a sustainable, secure, and high-performance manner. In this context, we continuously improve our server management, data security, and data storage solutions to ensure uninterrupted business continuity.

To enhance user experience, we optimize our technical support processes and increase our operational resilience through backup and risk management practices.

In line with our sustainable technology approach, we effectively manage the lifecycle of email data by using email archiving solutions. In this way, we reduce the amount of data stored in active systems, optimize storage areas, decrease hardware requirements and energy consumption, and thereby contribute to reducing our carbon footprint.

While aiming to increase operational efficiency with energy-efficient hardware and cloud-based solutions, we position the reduction of environmental impacts as an integral part of our technology strategy.

Business Analysis Department

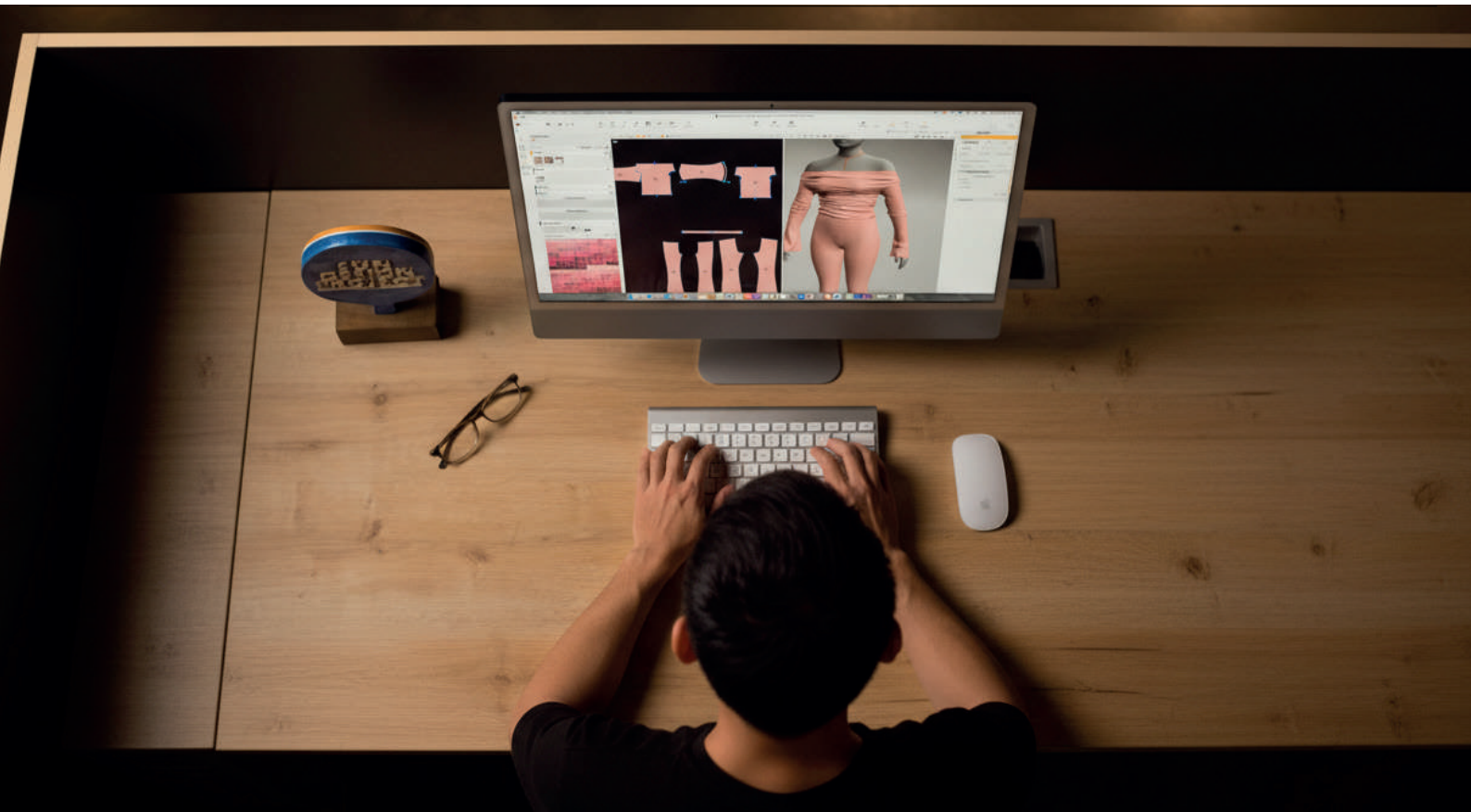
By examining business processes with detailed analyses and preparing fundamental business development documents, the business analysis department contributes to the conceptual design that forms the initial basis of the software and technology to be developed, and triggers the team that will develop the software, thus acting as a bridge between key users and developer teams.

Operational Excellence Department

To ensure the development, analysis, and reporting of business processes and technologies, the Operational Excellence Department collaborates with units such as sales, machinery, and energy, enabling all processes to be carried out in the most effective and efficient way.







Our Digitalization Approach at Sun Tekstil

As Sun Tekstil, in line with our goals of increasing digital maturity and fostering a digital culture, we carry out projects to digitalize processes across our Design, Production, Supply Management, Human Resources, and Process Improvement departments.

Digitalization of Design Processes

We digitalize our design processes as a key component of our sustainability strategy. Within this scope, we gather models, patterns, and visual content produced by all our design teams, both domestically and internationally, into a single digital platform. Through this approach, we transform our design processes into a more transparent, accessible, and data-driven structure.

Through our centralized platform, we store all our product data in a central system and continuously transfer data related to our best-selling products to artificial intelligence systems. By leveraging AI-powered analyses and benefiting from past season data, we develop more accurate forecasts for future seasons and improve our product development processes, enabling more precise collection decisions.

By managing all design and production data digitally, we enhance time efficiency for our teams and reduce manual and repetitive workloads. With this transformation, we optimize resource usage while enabling our teams to focus on more creative and value-added work.

Along with digitalization, we manage design, product, and collection data end-to-end through a single platform. By digitally recording past season data and integrating it with artificial intelligence systems, we generate faster analyses and insights in collection planning processes. We aim to reduce overproduction and make decision-making processes more data-driven by transferring insights about best-selling products more accurately to future collections.

Through our digital platform, we can instantly access design data, the current status of products throughout their lifecycle, and customer presentation information. In this way, we strengthen coordination between teams, reduce manual workload, and make task assignments and process tracking transparent and measurable via the system. This enables our teams to focus on higher value-added activities, enhancing both operational efficiency and contributing to the creation of a sustainable design and production ecosystem.

Digitalization of Production Processes

By digitalizing our production processes, we increase process traceability, reduce production losses, and elevate operational efficiency to the highest level. In this direction, we carry out comprehensive digital transformation projects in areas such as design, procurement, production, logistics, quality management, lean production, supply chain, and sustainability.

In 2025, we established a centralized digital library for our pattern designs—an important part of our design processes—through a custom-developed in-house application. With this system, we manage pattern development processes end-to-end in a digital environment and provide our customers with fast and reliable access to patterns in line with defined authorization levels.

We digitally monitor issues arising from pattern and production stages during sample preparation and production, enabling rapid implementation of improvement actions.

In 2025, we developed a digital platform to monitor risks related to fabric qualities during the planning phase. Through this platform, we create risk scores for each fabric quality and aim to prevent potential production-related risks before they occur.

We digitized the price tables used in our fabric procurement processes by integrating them into our systems. By automatically including standard cost items, we generate base prices through the system and ensure that price changes and influencing factors can be tracked and reported.

We have transferred our logistics processes to digital platforms to ensure more efficient organization and optimize vehicle planning. By consolidating supplier shipments into shared routes and vehicles, we reduce fuel consumption and, consequently, our carbon footprint. We make shipment and stock movements instantly traceable, reduce manual workload, and ensure faster and more accurate operations. Through these efforts, we strengthen supply chain visibility and elevate process integration.

To eliminate manual errors in our production processes and ensure timely execution, we track product quantities in cutting and sewing stages through barcode systems, enabling real-time monitoring. Following our pilot implementation in 2024 at two manufacturers, we expanded the system to three manufacturers in 2025. As part of our three-year rollout plan, we aim to extend barcode tracking to a total of 17 manufacturers by 2026.

Within the scope of our Business Transformation Project in garment production units, we identify areas for efficiency improvement and implement action plans accordingly. After launching the project in two production units in 2024, we continued its implementation in three additional units in 2025.

To ensure efficiency and standardization in our garment production processes, we conduct time and motion studies for each operation and record operations as video. By integrating these into our software infrastructure as technical criteria, we enable operators to access standard processes via user-defined key criteria, ensuring faster and more accurate execution. Through this system, we conduct more effective operational analyses, accelerate process improvement efforts, and institutionalize knowledge systematically.

Our time-study department analyzes field study processes for incoming models via tablets, instantly transferring data obtained through operation-based video recordings to our time-study analysis application. In this way, we accelerate time-study processes in the field by 40% while ensuring that digital data is archived accurately and securely.

We manage our quality assurance processes through an integrated and traceable structure. As of 2024, all our quality assurance operations are conducted on the SAP infrastructure. We record all inspection and tracking forms related to production processes in SAP in real time, enabling end-to-end monitoring and traceability of production processes in a digital environment.

As of 2025, we have achieved a significant transformation in our material supply chain in line with our goal of full transparency. Starting from the first interaction of each order, we make all production processes traceable end-to-end. Through the sub-supplier tracking screen integrated into our SAP system, we digitally record all supplier information—such as yarn supplier, dyehouse, and subcontractors—on an order basis and provide instant access to these details. With this structure, we strengthen traceability, accuracy, and transparency at every stage of our supply chain, manage risks more effectively, and support our sustainability goals. We go beyond regulatory and customer expectations by enhancing supply chain transparency and position ourselves as a leading company in the sector.

As part of our digital transformation efforts, we launched the New Supplier Onboarding System. This system collects requests to work with new suppliers digitally, automatically evaluates them, and directs them accordingly. In this way, we create our supplier pool in a digital environment and support consistent and traceable decision-making processes aligned with sustainability and quality criteria.

The Sustainability Manager application, which we implemented in 2024 to report the carbon footprint of our supply chain, was made available to all our suppliers in 2025. Through this application, we instantly verify supplier data, report it digitally, and strengthen traceability.

Our supplier performance management system, implemented in 2025 with approximately 370 suppliers, has been deployed via the Implika platform. Through this system, all performance indicators of our supply chain are monitored digitally, and audit plans, audit results, and corrective action plans are tracked through a single platform. In this way, we enhance traceability and transparency across our supply chain.

To further strengthen traceability in sustainable material usage, we are working on a digital transformation project to accelerate certification processes for organic, recycled, and other traceable fibers by 2026. Within this scope, we are developing a system that enables tracking of Transaction Certificates (TC) and other certifications such as OCS and RCS on an order basis. This system will automatically, continuously, and securely monitor all requirements related to sustainable fiber usage; collect required documents from suppliers in a timely and complete manner; digitize TC application processes; track certification stages, supplier compliance, and application processes on a single screen; and provide ready-to-audit, verifiable data. Through this digital solution, we aim to establish a more efficient, transparent, and reliable structure aligned with international sustainability standards.

By 2026, we plan to implement artificial intelligence projects that will support our pricing and sales processes and positively impact costs. Through these projects, we aim to manage pricing processes in a data-driven manner and offer the most appropriate pricing to our customers.

To optimize fabric costs, we aim to carry out planning as close as possible to target values by having the system generate quality-based recommendations for fabric width and weight information used during the procurement phase. At the same time, through buffer allowances defined on a quality basis, we aim to prevent losses caused by excess stock or insufficient loading.

By activating the fabric gantt chart in our SAP system in 2026, we digitally monitor fabric supply performance on a supplier basis, managing potential delays with minimal losses and increasing production efficiency.

To reduce fabric costs, we are implementing an efficient assortment calculation project that directly impacts unit consumption in 2026. Within this project, we automatically perform efficient fabric consumption calculations through the system based on order quantities for the fabric quality to be used in production.

To monitor the efficiency of our garment suppliers digitally and rapidly implement improvement actions, we are activating the production gantt chart in SAP. In addition, we increase visibility in supply chain management by tracking critical path processes of selected pilot customers through SAP.

In line with our 2026 targets, we continue our efforts to activate screens that enable end-to-end production tracking. In this scope, we establish a holistic monitoring and control infrastructure for production processes by structuring workflows through job management and resource-based systems within our production units

Enhancing Employees Digital Competencies

In 2025, we aim to increase our employees' digital competencies, expand the effective use of digital platforms, and support the use of data-driven tools and active employee participation in system development processes. In line with this goal, we organized a total of 1,660 hours of training for 1,245 employees in 2025 to ensure the correct use of systems and to enhance digital capabilities.

Within this scope, we increased AI literacy among 26 employees, enabling them to consciously integrate technology into business processes. We supported the use of artificial intelligence in creative and technical fields, strengthened the project development capabilities of our development teams, and encouraged our employees to design innovative and value-added solutions in their own work practices.

Key Training Topics We Delivered

- Artificial Intelligence Awareness and Industrial Applications Training
- Artificial Intelligence Training for Developers
- Artificial Intelligence Hackathon
- AI-Supported Creative Processes – Pattern Design Training



Ekoten Digitalization Approach

At Ekoten, we approach digitalization as a strategic tool that improves our processes and supports sustainable production. We carry out our digital transformation efforts by conducting needs analyses and evaluating the value each process can create. While determining our strategy and investment priorities, we take international methodologies as a reference and base our decisions on data by considering the results of our Digital Maturity Index.

In line with our goal of leading innovative textile solutions, we established Türkiye's first three-dimensional fabric library, reducing the need for physical samples and minimizing resource consumption.

In our production processes, we use AI-supported systems to instantly detect fabric defects, reduce defect rates, and increase resource efficiency. With our knitting facility equipped with state-of-the-art automation infrastructure, we monitor production in real time through integrated smart systems and can quickly respond to potential disruptions.

Through the automated dyeing and finishing recipe infrastructure developed by our Operational Excellence Department and integrated with highly automated chemical dosing systems, we optimize water and chemical consumption and reduce production errors.

At Ekoten, we position digitalization as a core transformation area that strengthens operational excellence, reduces environmental impacts, and supports sustainable growth.



Rule-Based End-to-End Planning Optimization

As of 2025, we have transformed our planning processes at Ekoten into a rule-based, real-time, end-to-end optimization structure. We updated machine capacities and machine definitions, and ensured integration between the shop floor and the system, enabling resource planning to become more efficient, flexible, and accurate.

In our planning system, we manage over 80,000 rule sets by prioritizing customer performance, directing production resources to the most suitable workstations. In this way, we manage 350 workstations and approximately 950 production stations simultaneously and in real time, allowing us to identify bottlenecks at an early stage.

With improvements made in our dyeing management processes, we expanded color series, increased planning flexibility, and strengthened process accuracy. To transition to a more quantitative structure in color processes, we initiated RGB-based digital color archiving studies and aim to detect discrepancies through digital color matching.

In addition, by integrating the pre-treatment planning program into our planning optimization system, we have begun to provide automatic planning recommendations for pre-treatment processes.

The foundation of this structure was established by implementing the planning system between 2023–2024, expanding our rule base, and gradually integrating color transitions and washing-to-drying processes into the system.



Ekoten Mobile App Developments

As the Ekoten Operational Excellence Department, we carry out digital solution development projects that support and facilitate the work of our field teams and operational improvement in our dyeing and knitting facilities. Within this scope, in 2025 we renewed the software architecture of our mobile applications, transitioning to a more modern, secure, and user-friendly structure. With interface improvements, we enhanced usability and established a closed-loop distribution system for company iOS devices by implementing Apple Business Manager.

For our knitting operations, we enriched the mobile application with new reports in line with our agile approach. We enabled instant access to machine performance and quality indicators for our field employees via mobile devices. In this way, we eliminated paper-based reporting, digitalized our processes, and accelerated access to information.

The initial developments that enabled this stage began in 2022, when we developed our mobile application to support pre-production training, production preparation, and production processes at our knitting facility. Through the application, we provided easy access to single-point training materials, improvement studies, quality issues, and key points to be considered during production.

In 2023, we deployed an updated version of the application, strengthening data security. With device-based authorization and QR code infrastructure within the factory, we enabled employees to access relevant information from the locations they are assigned to. During the same period, within the scope of lean manufacturing efforts, we shared results from 5S and autonomous maintenance studies through the application, enabling employees to track their own performance transparently.

In 2024, we expanded the use of mobile applications to our dyeing operations and developed the Dye App. By transmitting critical alarms received from dyeing machines through the application, we ensured that our teams were instantly informed and able to take rapid action in the field.

At Ekoten, we position our mobile applications as an important transformation tool that strengthens digitalization in the field, accelerates decision-making, and supports operational excellence.

Ekoten Knitting Facility Automation: New-Generation Smart Wristbands and Tablet Usage

In 2022, we introduced next-generation versions of smart wristbands used in our knitting facility and began actively using these devices in our operations as part of our knitting automation project.

In the usage tests conducted in 2023, we observed that larger screen sizes enabled easier tracking of notifications and allowed operators to respond 25–30% faster to alerts from multiple machines. In addition, thanks to instant alerting systems, operator intervention times to machines were reduced. With stronger signal performance, Bluetooth disconnection issues decreased by 50%. Physical tests also showed that the new-generation wristbands offered twice the durability compared to previous versions.

With updates implemented in 2024, we upgraded all devices to the latest version and established a standardized usage structure in the field. In 2025, we increased field usage and expanded adoption by procuring 108 new wristbands in addition to existing ones.

Ekoten Knitting Facility Automation: New-Generation Smart Wristbands and Tablet Usage

In 2022, we introduced next-generation versions of smart wristbands used in our knitting facility and began using these devices actively as part of our knitting automation project. In the usage tests conducted in 2023, we observed that the larger screen sizes of the new wristbands improved notification visibility and enabled operators to respond 25–30% faster to alerts coming from multiple machines.

In addition, thanks to faster transmission of notifications, we reduced operator intervention times. With stronger signal performance, Bluetooth disconnection issues decreased by 50%. Physical tests also showed that the new wristbands had twice the durability compared to previous versions. With the updates implemented in 2024, we upgraded all devices to the latest version.

AI-Based Knitting Quality Control System

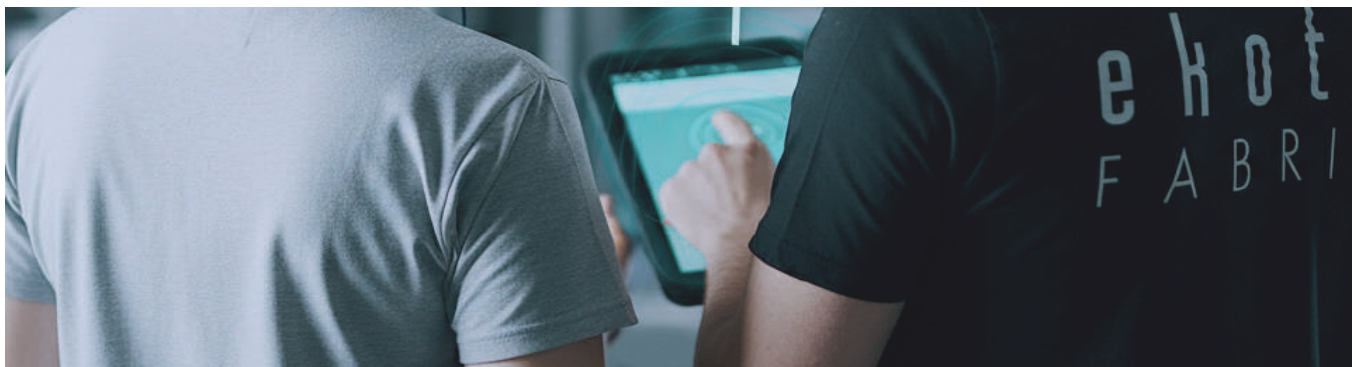
In line with our goal of increasing resource efficiency, we develop innovative solutions through collaborations with start-ups under our breakthrough innovation approach. In this context, we established an automated quality control system in 2020–2021 using artificial intelligence and image processing technologies. Through this system, we detect even defects that are difficult to identify visually and may go unnoticed before dyeing during the production stage, preventing faulty production and reducing material and energy losses.

We expand our AI-supported quality control investments in our knitting production processes each year. Starting with an application on 11 machines in 2021, we increased the number to 17 machines in 2022 through new investments, aiming to improve efficiency in our complex knitted structures with diverse fabric types. In this direction, we integrated the system into 6 additional machines during new machine installations to further advance the process.

With an AI model capable of self-learning during production, we eliminated the 5–6 hour learning time required for each new fabric design, achieving both time and cost savings.

With new investments made in the last quarter of 2023, we increased the number of machines equipped with the system to 24. In 2024, we upgraded all tablets used by our active operators to industrial tablets and reduced maintenance and breakdowns caused by usage by 10–15%.

To ensure more effective management of quality data, we implemented the Digital Factory web platform in 2023 in our knitting facility. Through the “Fabric Top Map” module within the platform, we began monitoring defect types in knitted fabrics via screens. With improvements made in 2024, we classified defect types as A, B, C, and D, focusing detailed analysis specifically on category D products, and increased our quality control efficiency by 10–30%.



In 2025, within the scope of the “DefectFree” project we developed together with our R&D department, we invested in 4 new AI-powered quality control devices. As a result, the number of AI-based quality control devices used in our knitting factory increased to 28.

With the updates implemented in 2025, we prevented 2,454 defect-related stoppages through our AI-based system. In this way, we avoided 2,578 hours of defects and prevented the production of 32,100 defective fabrics, achieving an economic saving of USD 192,599. At the same time, we contributed to sustainable production by preventing the environmental impact of 3,595,189 liters of water, 288,899 kWh of electricity, and 71,936 kg of CO₂ emissions.

System Integration Solutions

In line with our Industry 4.0 and traceability focus, we develop integration solutions between systems that support production tracking and management. We monitor our production processes through in-house systems developed outside SAP and our Manufacturing Execution Systems (MES), ensuring end-to-end data flow by integrating these systems with SAP.

In 2023, we completed web service integration between our human resources systems and MES systems and began transferring up-to-date employee data to the MES infrastructure from a single point. In 2024, we further strengthened MES systems by integrating them with personnel tracking and leave management platforms, enabling centralized management of multiple systems with real-time and up-to-date data.

In 2025, we enhanced our personnel tracking system by adding Cost Center Code and Cost Center Name fields, aligning data generated by the applications with financial systems and strengthening data integrity across departments.



MES Portal Project

Our Operational Excellence Department develops in-house software by analyzing internal process needs in addition to field applications and transforms these solutions into a web-based structure. As of June 2023, we moved our Windows-based software into a web-based environment, making it accessible to employees. In 2024, we enabled processes such as customer complaint management, sample chemical trial tracking, internal audits, job requests and tracking processes, and production applications to be actively used in a digital environment. Through these efforts, we significantly increased our digitalization rate.

As of 2025, we focused on consolidating our internal processes under a holistic structure within the MES Portal. In this context, we digitalized the Test Lab Request process, which was previously managed via email, and began managing it through a single platform. With the Quality Report Inquiry screen, we consolidated information from different applications into a single summary view.

In addition, by implementing Change Management, SAP Process Request, and IAG Request modules, we enabled job requests to be monitored digitally. We digitized email-based workflows, accelerating internal communication and increasing efficiency. As of 2025, we made 9 different modules actively available through the MES Portal, creating an integrated structure that reduces time loss and facilitates access to

AI-Based Quality Control System

In 2023, we completed the installation of our AI-based quality control application and initiated demo and testing phases. In the initial phase, we tested the system in the Final Quality Control process and observed that defects—especially in light-colored fabrics—that are difficult to detect by operators could be identified with high accuracy. With the automated control system, we improved the quality control process by 20%, increasing process speed.

Following successful test results, we integrated the system into the post-dyeing drying machine and began using it during production. With this application, we aimed to prevent defects during production, reduce defect rates, and decrease the workload of the final quality control process.

After successfully using the system for six months, we transitioned to an advanced Q2 version and expanded it to a new production line. During this period, we organized training programs for operators, ensuring effective use of AI-based quality control processes in the field and strengthening our teams' adaptation to digital transformation.

In 2025, in line with our targets, we elevated our AI-based quality control project to the planned maturity level and actively implemented it across operations. Within this scope, we developed new reporting structures and began generating new quality reports that can be directly shared with our customers through the system.



At the fabric roll level, we enabled detailed defect analyses that were previously not possible on a batch basis. In addition, by performing reporting in the system in compliance with international standards, we ensured global quality alignment. Through color measurement reports taken at the roll level, we established a structure that instantly measures and reports color differences. By sharing these reports with our global customers, we enabled end-to-end monitoring of AI-supported quality control processes and created a leading example in the sector.

To increase efficiency in production processes, we automated the fabric roll cutting process. The previously manual process of creating 25 kg rolls is now carried out automatically via signals sent between the PLC integration and devices. With interface improvements, we developed a more user-friendly structure that reduces the risk of errors and minimizes operator intervention, ensuring system continuity. We also completed the installation of an automatic defect labeling device and initiated testing processes, aiming to make the device actively operational in 2026.

As part of the system rollout, we installed devices on 3 machines, enabling active use of the system. In parallel with the increase in device numbers, we organized training sessions for personnel and aim to ensure that quality control operators work in full alignment with artificial intelligence systems.

In addition, we developed a new system design specifically for stenter machines on the finishing line. With this system, it is aimed to detect holes and tear defects on the fabric surface, notify users, and automatically stop machines in case of major defects. The system is currently in the testing and development phase.



OHS Meditek Application

We enhanced the Meditek application to cover the OHS Application, Personnel Management System, and Risk Management modules, integrating training assignments, task allocation, risk assessments, personal protective equipment management, and action management modules into the system and implementing it.

As of 2025, we activated the OHS Meditek application and began managing all occupational health and safety processes through a digital platform.

Through this system:

- We have digitized and automated our occupational health and safety training processes through the IBYS module.
- We ensure that all legal obligations, including medical examinations, notifications, and reporting, are fulfilled completely and on time via the system.
- We manage employee health monitoring, risk analyses, and training processes through a centralized and digital structure.
- We carry out incident and accident management, as well as root cause analyses, quickly and traceably in a digital environment.
- We automatically generate reporting and audit documentation, and present visual reports digitally.
- By replacing manual and Excel-based tracking with a digital platform, we enhance data security and regulatory compliance.
- We increase operational efficiency and process transparency by monitoring all processes in real time through a single interface.
- Thanks to the digitalization and automation capabilities provided by the IBYS platform, we have achieved significant

Development of Digital Culture

To support the development of digital culture—one of the key pillars of our digital transformation processes—we actively take part in digital platforms that encourage our employees to adopt innovative training programs and share knowledge and experience both internally and externally.

Within this scope, through the digital seminars we organize, we host experts in their fields at our company and bring our employees together with innovative panels and training sessions through digital platforms.

We organized company-wide awareness sessions to promote a working culture supported by artificial intelligence technologies. Through these efforts, we established an infrastructure that accelerates digital transformation by enabling our teams to adopt AI technologies. In addition, by combining employees' ideas with AI usage and lean production approaches, we prepared project posters, demonstrating with concrete examples where and how AI can be applied.

In 2025, we provided prompt engineering training through a company specialized in artificial intelligence and data analytics, enabling our employees to gain technical knowledge on how AI-based projects can be developed and in which business areas they can be applied.

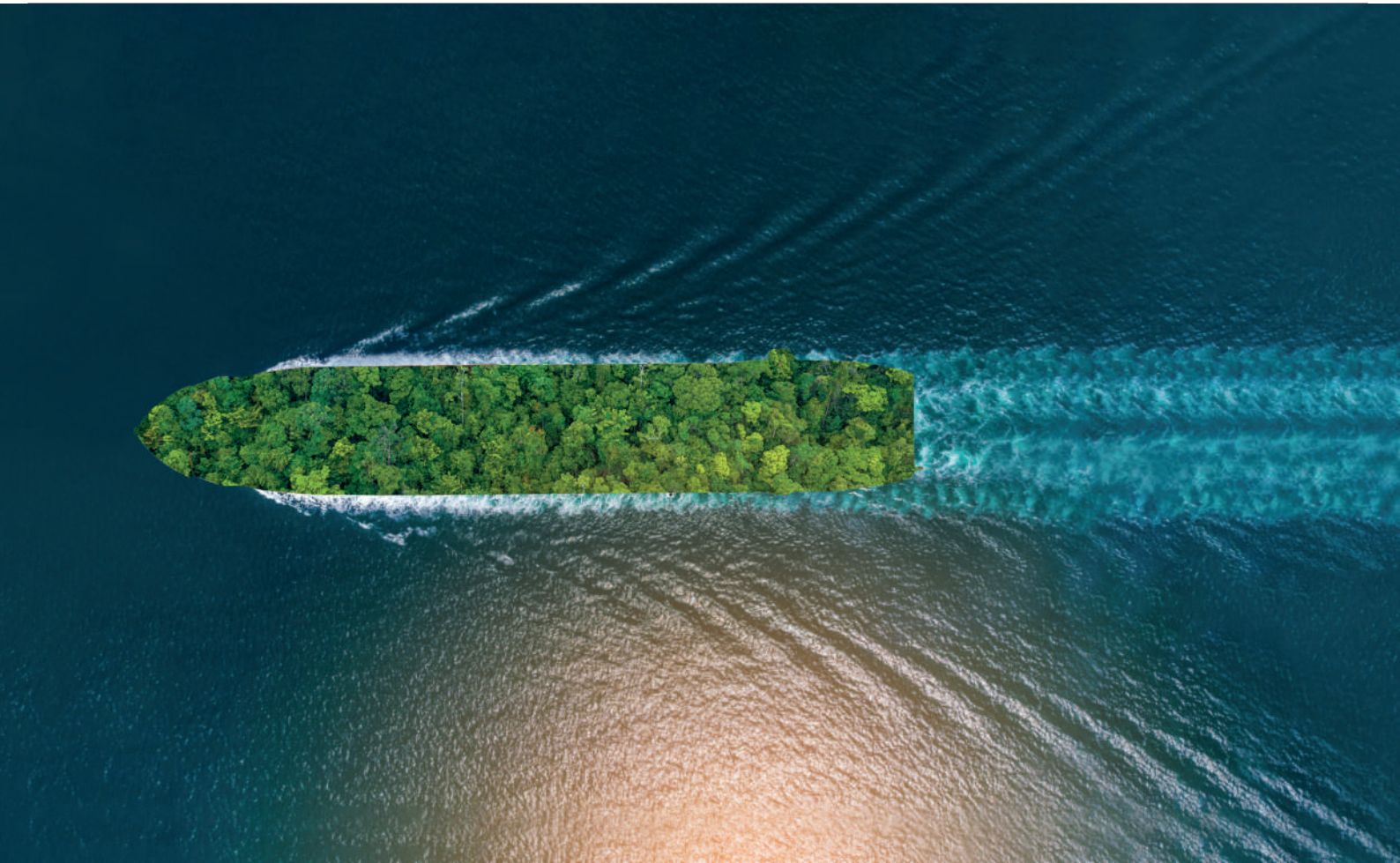
In the coming period, we will continue to strengthen our digital capabilities by closely following technological developments and integrating innovations into our business processes through trainings, panels, and participation in fairs.



SUPPLY CHAIN MANAGEMENT

11

● Section



Sun Tekstil Supply Chain Management System

In the face of the climate crisis affecting the entire world, extreme weather events, economic and geopolitical uncertainties, and increasing risks in energy and logistics resources, enhancing the resilience of textile supply chains and ensuring sustainability across environmental, social, and economic dimensions are among our key priorities. In this direction, we regularly review and improve our Sustainable Supply Chain Performance Management systems to ensure alignment with internationally recognized standards, global brand expectations, and relevant regulations.

We address the Circular Economy Action Plan, the European Green Deal, the Carbon Border Adjustment Mechanism, Extended Producer Responsibility, and the Digital Product Passport, as well as existing and upcoming regulations, together with our supply chain partners. We position our suppliers not merely as production partners, but as strategic stakeholders acting with a shared responsibility approach.



Sun Tekstil Supply Chain Management System

Across our entire supply chain, we ensure product traceability and secure production processes—covering environmental and social compliance—through sustainability certifications, in line with our customers’ criteria and international standards. Through audit processes conducted in accordance with these standards, we monitor the sustainability performance of our suppliers across all dimensions. We continuously improve our supply chain audit and evaluation mechanisms; since 2019, we have implemented our Supply Chain Sustainability Performance Management system and continue to enhance it each year in line with global standards and customer requirements.

Within our value chain, which operates across Türkiye’s seven regions and extends from yarn to the final

Tier 1: Over 60 suppliers (cutting, sewing, ironing, packaging, embroidery, piece printing, garment dyeing, washing)

Tier 2: Over 120 suppliers (knitting, weaving, dyeing, fabric printing)

Tier 2 Accessories: Over 80 suppliers

Tier 3: Over 110 yarn suppliers

As of 2025, 23 suppliers in Tier 1 and 11 suppliers in Tier 2 have been positioned as strategic suppliers.

Previously, for Tier 1 suppliers used in our orders (fabric suppliers, subcontracted cutting-sewing, ironing and packaging facilities), supplier data was centrally verified within our SAP systems. However, all suppliers used by these suppliers (yarn producers, subcontracted knitting facilities, subcontracted dyehouses, etc.) could only be declared manually through our customers’ traceability platforms. These data were not stored permanently within a corporate system, which limited order-based analysis and risk assessment processes.

As of 2025, with the new application we implemented, we fully digitalized this structure and integrated it into our SAP system. We now record and report all firms involved in production processes—from yarn to finished product—on an order basis within SAP. Through this system, our supply chain has become transparent and traceable not only at Tier 1 but across all tiers.

One of the most critical components of this system is the brand-based approval matrix application. With this structure, we integrated brand-specific approved supplier lists into SAP and monitor whether a supplier approved by the relevant brand is used in production.

In this way, we ensure customer commitments, certification requirements, and brand-specific sustainability criteria through system-based control mechanisms.

Within our value chain spanning Türkiye's seven regions—from yarn to finished product—we conduct periodic audits at suppliers and production facilities that account for approximately 80% of our total production among our network of over 370 suppliers. During audit processes, we score suppliers based on performance scorecards developed in line with international standards and stakeholder expectations. Based on evaluation results, we provide feedback on improvement areas and offer tailored consultancy and mentoring support to each supplier. Through this systematic approach, we continuously improve the overall performance of our supply chain, ensure that new suppliers are included in the value chain in compliance with our sustainability criteria, and strengthen the capabilities and institutional resilience of our partners across all dimensions of sustainability.

Additionally, as of 2024, we transitioned our supplier evaluation processes to a fully digital structure, and as of 2025, we record supplier requests managed by our Fabric R&D, Product Development, and Fabric teams via SAP. We simultaneously manage environmental and social compliance and traceability units through the system and, following the completion of relevant evaluations, determine whether suppliers are "approved" or "not approved" by the New Supplier Management Systems. Through this digital transformation, we ensure high standards in transparency, speed, and sustainability criteria in supplier selection.

Social Compliance Audits

At Sun Tekstil, we conduct social compliance assessments for all new and existing suppliers in our supply chain in line with local legislation, ILO conventions, and internationally recognized audit standards (ISO 31000, SA8000, SMETA, Amfori, SLCP, ICS, WRAP, etc.). These audits are planned and implemented by our Social Compliance Department, which operates under the Supplier Management Systems Directorate.

We structure our audit methodology as an integrated approach that includes site inspections, documentation reviews, and employee interviews. Within this scope, we evaluate compliance with social standards across multiple areas, including child labor, forced labor, occupational health and safety, working hours and remuneration practices, freedom of association, discrimination, disciplinary practices, ethical management principles, and social compliance criteria within management systems.

Environmental Compliance Audits

At Sun Tekstil, we consider controlling environmental impacts across all stages of our supply chain as a strategic priority. In this direction, we conduct regular Environmental Compliance Audits for all our new and existing suppliers. These audits are carried out in line with brands' environmental requirements, local regulations, and internationally recognized standards.

During the audit process, we evaluate suppliers' environmental performance, chemical management systems, waste and wastewater practices, water and energy consumption, greenhouse gas emissions, use of renewable energy, and circular economy practices. As part of audit activities, in addition to documentation reviews, we also include the verification of digital data records such as water and energy monitoring systems, Higg FEM, Supplier Portal, and ZDHC Gateway.

Within the scope of audits, we evaluate supplier performance particularly in the following areas:

- **Legal Compliance:** Environmental permits and licenses, wastewater discharge limits, emission measurements, and waste management practices
- **Chemical Management and ZDHC Compliance:** Chemical inventory, SDS controls, and MRSL compliance
- **Water Management:** Water consumption monitoring, process water usage, and recycling rates
- **Energy Management and Climate:** Energy consumption, energy efficiency practices, renewable energy use, and greenhouse gas monitoring
- **Waste Management:** Waste segregation, recycling, storage, and disposal practices
- **Wastewater Management:** Treatment facility performance, sample analyses, and discharge parameters
- **Operational Risk and Emergency Management:** Chemical spill procedures, emergency drills, and equipment safety



Traceability Audits

At Sun Tekstil, we consider ensuring product traceability across all stages of our supply chain as a strategic priority. In this direction, we conduct regular traceability audits for all new and existing suppliers within Tier 1. These audits are carried out without prior notice to suppliers, in line with brand requirements, Textile Exchange standards, local regulations, and internationally accepted supply chain management standards.

The audit process is evaluated in detail under five main areas: General Field Tour and Documentation, Traceability Management System, Order Control in Production, Loading Control, and best practices.

Supplier Performance Evaluation Mechanism

Our suppliers are evaluated based on performance criteria such as product and service quality, capacity, business volume, speed and flexibility, compliance, and collaboration, and accordingly, we identify our strategic and critical suppliers. In 2025, 23 Tier 1 suppliers and 11 Tier 2 suppliers were positioned as strategic suppliers.

Within our management system, we conduct on-site audits for our strategic suppliers and develop sustainability performance scorecards by analyzing operational findings together with data obtained from ERP systems.

For Tier 1 suppliers, we apply scorecards across 7 main areas: social compliance, technical compliance, environmental compliance, self-development, ethics, operational performance, and financial performance.

For Tier 2 suppliers, we apply scorecards across 6 main areas: social compliance, environmental compliance, self-development, ethics, operational performance, and procurement/supplier evaluation.

Each main category consists of sub-criteria defined at different levels of importance with assigned coefficients. Based on verified data from field audits, we assign scores and calculate final performance scores using weighted coefficients. For each supplier, we set target scores aligned with their development path and ensure continuous improvement.

Fabric Suppliers Performance Evaluation



Garment Suppliers Performance Evaluation



In line with audit findings, we develop tailored projects for our suppliers and carry out improvement initiatives to address recurring issues. In line with defined score targets, we monitor suppliers' development performance and proactively manage processes by strengthening our suppliers across environmental, social, and governance dimensions of sustainability. In this way, while ensuring alignment of our supply chain with our targets, we also reduce the risk of exclusion from supply chains due to critical findings identified in audits conducted by global brands and independent organizations.

Based on performance scorecards shared periodically and audit findings, we carry out monthly improvement activities. In performance review meetings held with the participation of Sun Tekstil senior management, relevant functional teams, and our supply chain stakeholders, we jointly define our short- and medium-term targets.

To enhance the sustainability performance of our suppliers, we conduct training and capacity-building activities on social, technical, and environmental topics. In 2025, we provided a total of 2,021 hours of training to 2,100 participants on environmental compliance, social compliance, and product traceability, and 2,546 hours of training to 2,513 participants on personal development, gender equality, and operational processes. We tailor our training programs based on supplier needs and primarily deliver them on-site at supplier facilities. Through feedback mechanisms, we regularly monitor improvements in knowledge and awareness levels related to training processes.

Potential Risks and Mitigation Measures in the Supply Chain

At Sun Tekstil, we consider respect for human rights, environmental responsibility, and the provision of decent working conditions as fundamental areas of responsibility within our supply chain. In this context, in line with our Zero Tolerance Approach—covering freedom of association, the right to collective bargaining, prevention of child labor, prohibition of forced and compulsory labor, and non-discrimination—potential negative social impacts that may arise in the supply chain are among the priority focus areas of our social compliance management system.



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Microsoft Sustainability Manager Supplier Portal

Ensuring traceability across our entire supply chain and continuously improving our environmental impact are among our key priorities. In line with our goals to combat climate change and comply with evolving regulations under the European Green Deal, we are rapidly implementing digital transformation practices to measure and reduce greenhouse gas emissions across our supply chain. Within the scope of the ISO 14064 Standard, we have digitalized our previously manual greenhouse gas data collection and calculation processes through the "Microsoft Sustainability Manager Supplier Portal" project, which we developed in collaboration with NTT Data Türkiye and Microsoft and completed in 2023.

Through the Sustainability Manager and supplier portal, we are able to monitor not only our own data but also our suppliers' data in a digital environment. In 2024, we provided necessary training to our suppliers on data collection, analysis, and reporting, and completed their adaptation processes. As of 2025, within the scope of our strategic suppliers, we collect and calculate greenhouse gas emission data for 23 Tier 1 suppliers and 11 Tier 2 suppliers through the Microsoft Sustainability Manager Supplier Portal. In 2026, based on 2025 data, we plan to carry out ISO 14064 greenhouse gas emission verification through the Sustainability Manager portal.

İmplika Supplier Performance Management Portal

As Sun Tekstil, in order to monitor our suppliers' performance more systematically and objectively across 10 main areas—including social compliance, technical compliance, environmental compliance, self-development, managerial capability, ethics, operational performance, sub-supplier evaluation, financial management, and traceability—we implemented the Digital Scorecard Application on the İmplika platform as of 2025. Through this system, we have digitalized our processes for continuously monitoring, measuring, and improving our suppliers to ensure compliance with legal requirements and customer expectations declared during production.

Within the İmplika infrastructure, we created a comprehensive question pool that also incorporates global audit standards; in this way, we aligned all supplier evaluations with international criteria. The digital scorecards prepared for each supplier automatically include performance scores, development trends, and recommended improvement actions. Thus, audit results are not only recorded but also made traceable in full alignment with brand expectations.

The İmplika integration enables real-time analysis of audit data, automated report generation, performance tracking, and the assignment of targets and action plans for improvement areas—creating a transparent, measurable, and sustainable supplier management model.



Ekoten Supply Chain Management System

We aim to transform our supply chain into a sustainable, competitive, and resilient structure integrated with ethical and environmentally responsible practices. In this direction, our integrated quality management approach—long embedded in our corporate culture—is aligned with international standards and customer expectations, and we continuously improve our supply chain management mechanisms in line with our sustainability goals.

We include all our suppliers in our supply chain within the framework of our integrated quality management systems. During the pre-assessment process, we work with suppliers that hold internationally recognized certifications and are approved by our customers or by accredited and independent audit organizations. We secure compliance with our sustainability criteria through contractual agreements and monitor key focus areas—such as climate action, biodiversity protection, human rights, and labor standards—through audit and commitment mechanisms.

We evaluate our suppliers based not only on core criteria such as product and service quality and capacity, but also on factors such as business volume, speed and flexibility, contribution to collections, ability to develop original products, risk level, scope, compliance with regulations and standards, and collaboration performance. Based on this multi-dimensional evaluation process, we identify our strategic and critical suppliers.

As of 2025, we work with approximately 163 suppliers within our supply chain. We classify our suppliers based on operational impact, business continuity, and strategic importance; within this scope, we define 104 suppliers as critical and 59 suppliers as strategic.

Dyeing and Chemical Suppliers

- 100 critical suppliers
- 4 strategic suppliers

Yarn Suppliers

- 4 critical suppliers
- 55 strategic suppliers

We verify that both new companies joining our value chain and our existing suppliers meet all requirements, including sustainability criteria, and we regularly measure and score key performance indicators. In this context, we periodically review our supplier inventory under the supervision of our management and in line with our company’s risk management strategies.

Supplier Evaluation and Development Management

To strengthen our supply chain management, we implement a comprehensive Supplier Evaluation and Development System covering all our dye, chemical, and yarn suppliers. For each supplier, we use two separate performance scorecards under technical and social compliance categories; we regularly update evaluation questionnaires in line with sector standards and systematically manage improvement processes through feedback. For suppliers performing below target scores, we identify improvement areas and increase the overall performance of our supply chain through development-oriented actions.

Technical Compliance Evaluations

We evaluate our dye and chemical suppliers based on six main criteria, including certification adequacy, social compliance, quality, occupational health and safety, environment, and energy management systems. As a result of these evaluations, we increased the supplier return rate for chemical and dye suppliers by 35% compared to 2023.

Among the 14 suppliers evaluated in 2023, the technical scores of 7 suppliers improved in 2024. During the same period, we increased our average technical performance from 86.4 in 2023 to 86.8 in 2024.

We achieved a similar improvement in the technical evaluations of our yarn suppliers. Compared to 2023, we increased the supplier return rate by 30%. In 2024, the technical scores of 9 suppliers improved. With this improvement, we increased our average technical score from 79.3 in 2023 to 86.1 in 2024.



Zero Discharge of Hazardous Chemicals (ZDHC) and Chemical Management

In line with our Zero Discharge of Hazardous Chemicals (ZDHC) approach, we prioritize the procurement of Level 3 chemicals that have the lowest environmental impact and comply with ZDHC standards. We manage our chemical processes within the framework of transparency and traceability principles, and by managing our up-to-date chemical consumption data through the CleanChain online platform, we ensure that our stakeholders have instant access to this data.

We manage our chemical inventory created on the CleanChain system in integration with the ZDHC Gateway Platform. Through this integration, our customers can instantly access our InCheck report via the ZDHC Online Platform, which demonstrates the compliance of our chemical inventory and has global validity. With this structure, we ensure that our chemical management practices are aligned with international standards.

Supply Chain Practices

To strengthen supply chain sustainability, we consider verification and certification mechanisms as an integral part of our supply chain management system. In this context, we ensure that our chemical management practices comply with international requirements through ZDHC InCheck verification and Supplier to Zero Level 1 certification. Through these verification and certification structures, we aim to reduce our environmental impact, increase transparency, and support supply chain sustainability at a global scale.

We support this approach through our Sustainability Performance Scorecards. Through these scorecards—covering traceability, certification, management systems, environmental compliance, and social compliance—we systematically analyze the technical, environmental, and social performance of our suppliers. We initially launched these efforts with our priority suppliers and expanded them to a broader supplier network through our Next Grade Program, embedding our supply chain management approach based on transparency, trust, and high standards into a corporate structure.

Within the same management approach, we address risks that may arise in the supply chain holistically. We prioritize human rights issues such as child labor, forced labor, and freedom of association as key risk areas; accordingly, we continuously update the scope of our supplier evaluation processes and apply stricter criteria. Through our current practices, we establish an effective control mechanism to prevent negative incidents in these areas.

In line with our sustainable raw material usage goals, we adopt an innovative traceability approach that enhances transparency and reliability across our supply chain. We request necessary documentation from our suppliers and prioritize working with companies that have established traceability infrastructure or are open to developing it. For over five years, we have actively used blockchain-based raw material traceability platforms, encouraging our suppliers to adapt to these systems and providing mentoring support during transition processes.

As a result of these efforts, we increase our share of certified products; within the scope of our Better Cotton (BCI) membership, we continue to support the use of sustainable cotton based on the mass balance principle. We aim to implement an audit process covering physical certification verification in the upcoming period.



ANNEXES

12

● Section

References for UN Global Compact

Area	Principles	Related Section
Human Resources	<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>Principle 2: Businesses should make sure that they are not complicit in human rights abuses.</p>	<p>-Corporate Governance -Human Resources</p>
Labour Standards	<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p> <p>Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.</p> <p>Principle 5: The effective abolition of child labour.</p>	<p>-Corporate Governance -Human Resources</p>
Environment	<p>Principle 6: The elimination of discrimination in respect of employment and occupation.</p> <p>Principle 7: Businesses should support a precautionary approach to environmental challenges.</p> <p>Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>-Environmenty -Design -Digitalization</p>
Anti Corruption	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>-Corporate Governance</p>

References for Women's Empowerment Principles (WEPs)

Principles

Related Part

Principle 1: Establish high-level corporate leadership for gender equality

Principle 2: Treat all women and men fairly at work - respect and support human rights and nondiscrimination, and promote such principles

Principle 3: Ensure the health, safety, and well-being of all women and men workers

Principle 4: Promote education, training, and professional development for women

-Corporate Governance
-Human Resources
-Community

Principle 5: Implement enterprise development, supply chain and marketing practices that empower women

Principle 6: Promote equality through community initiatives and advocacy

Principle 7: Measure and publicly report on progress to achieve gender equality

References for World Economic Forum (WEF)

Pillar	Core Metrics and Disclosures	Description	References
Dignity and Equality	Diversity and inclusion (%)	Percentage of employees per employee category, by age group, gender and other indicators of diversity	-Human Resources
	Pay equality (%)	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas.	-Human Resources -Working Principles
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage.	-Human Resources -Working Principles
		Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO	N/A (Wage Policy)
Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk.	-Human Resources -Working Principles	
Health and Wellbeing	Health and safety (%)	The number and rate of fatalities as a result of workrelated injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	-Human Resources -Sun Tekstil UNGC Progress Report
Skills for the future	Training provided	Average training hours per person received by the employees of the organisation by gender and employee category during the reporting period (total number of training given to employees divided by the number of employees)	-Human Resources
Climate Change	Greenhouse Gas (GHG) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO ₂ e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	-N/A -Human Resources

References for World Economic Forum (WEF)

Pillar	Core Metrics and Disclosures	Description	References
Climate Change	TCFD implementation	Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.	-Environment -CDP Reports -SBTi Commitment
Freshwater Availability	Water consumption and withdrawal in waterstressed areas	Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool. Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.	-Environment -Corporate Governance Approach
Nature Loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in/or adjacent to protected areas and/or key biodiversity areas (KBA).	-N/A
Community and social vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company by category of taxes.	-Annual Report
Employment and wealth generation	Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.	-Human Resources
		2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	-N/A
	Economic Contribution	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organisation’s global operations, ideally split out by: – Revenues – Payments to providers of capital – Operating costs – Payments to government – Employee wages and benefits – Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organisation from any government during the reporting period.	-Annual Report

References for World Economic Forum (WEF)

Pillar	Core Metrics and Disclosures	Description	References
Employment and wealth generation	Total R&D expenses (\$)	Total costs related to research and development.	-Annual Report
Innovation of better products and services	Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Total share buy-back and dividend payments together with explanations on the company's capital return strategy for	-Annual Report
Ethical behaviour	Anti-Corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	-Corporate Governance -Sun Tekstil UNGC Progress Report
	Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity	-Corporate Governance
Governing purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	-Corporate Governance Approach
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or nonexecutive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of underrepresented social groups; stakeholder representation	-Our Journey -Corporate Governance Approach

References for World Economic Forum (WEF)

	Core Metrics and Disclosures	Description	References
Risk and opportunity oversight	Integrating Risk and Opportunity into Business Process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	-Corporate Governance Approach
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	-Our Journey

References for Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	Category	Unit of Measure	Code	References
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	CG-AA-250a.1	-Environment
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-AA-250a.2	
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	95%	CG-AA-430a.1	-Environment -Supply Chain
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	%	CG-AA-430a.2	-Environment
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	It is practiced but reported internally.	CG-AA-430b.1	-Supply Chain
	Priority non-conformance rate and associated corrective action rate for suppliers labor code of conduct audits	Quantitative	It is practiced but reported internally.	CG-AA-430b.2	
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	100% compliance is ensured within the scope of supply chain social compliance scorecards.	CG-AA-430b.3	

References for Sustainability Accounting Standards Board (SASB)

Topic	Accounting Metric	Category	Unit of Measure	Code	References
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	Within the scope of the risk committee, corporate risks are evaluated and action plans are determined.	CG-AA-440a.3	-Corporate Governance Approach
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Sun Tekstil 94% Ekoten 83%	CG-AA-440a.4	-Design -Environment -Supply Chain

GRI Performance Indicators

Social Performance Indicators

Sun Tekstil	Female	Male	Total
Total number of employees	318	147	465
White Collar	266	109	375
Blue Collar	52	38	90
Employees with disabilities	9	5	14
Under 30 years old	108	33	141
30–50 years old	198	102	300
Over 50 years old	12	12	24
Employees in sales / revenue-generating roles	41	4	45
Employees in STEM roles	53	23	76
Employment Type	Female	Male	Total
Full-time	316	147	463
Part-time	2	-	2

Ekoten	Female	Male	Total
Total number of employees	112	513	625
White Collar	71	151	222
Blue Collar	41	362	403
Employees with disabilities	5	13	18
Under 30 years old	23	115	138
30–50 years old	84	325	409
Over 50 years old	5	73	78
Employees in sales / revenue-generating roles	17	8	25
Employees in STEM roles	16	21	37
Employment Type	Female	Male	Total
Full-time	112	513	625
Part-time	-	-	-

*45.2% of total employees (493 employees) are covered by collective bargaining agreements (CBA).

GRI Performance Indicators

Workforce Management

Sun Tekstil	Female	Male
Under 30 years old	108	33
30–50 years old	198	102
50 years and above	12	12
Employees in managerial positions	55	21
First-level managers	25	10
Mid-level managers	23	11
Senior managers	7	-
Head Office managers	54	19
Board of Directors	3	3

Sun Tekstil	Female	Male
Number of employees who took parental leave	14	4
Number of employees who returned from parental leave	8	4

Sun Tekstil	Female	Male
Number of promoted employees	13	2
Total number of promotions	15	15
Share of promotions by gender (%)	87%	13%
Total number of employees who left the company	135	73
Voluntary turnover	41	20
Under 30 years old	35	21
30–50 years old	98	44

GRI Performance Indicators

Workforce Management

Ekoten	Female	Male
Under 30 years old	23	115
30–50 years old	84	325
50 years and above	5	73
Employees in managerial positions	23	24
First-level managers	14	8
Mid-level managers	6	11
Senior managers	3	5
Head Office managers	22	19
Board of Directors	3	4

Ekoten	Female	Male
Number of employees who took parental leave	4	14
Number of employees who returned from parental leave	-	14

Ekoten	Female	Male
Number of promoted employees	1	18
Total number of promotions	19	19
Share of promotions by gender (%)	5%	95%
Total number of employees who left the company	37	141
Voluntary turnover	14	63
Under 30 years old	14	51
30–50 years old	1	5

GRI Performance Indicators

Employee Diversity

Sun Tekstil	Female Ratio (%)
Female ratio in total employees	68%
Female ratio among employees with disabilities	58%
Female ratio among employees under 30	77%
Female ratio among employees aged 30–50	66%
Female ratio among employees aged 50 and above	50%
Female ratio in sales / revenue-generating function	91%
Female ratio in STEM-related positions	70%

Ekoten	Female Ratio (%)
Female ratio in total employees	18%
Female ratio among employees with disabilities	20%
Female ratio among employees under 30	17%
Female ratio among employees aged 30–50	21%
Female ratio among employees aged 50 and above	6%
Female ratio in sales / revenue-generating function	68%
Female ratio in STEM-related positions	43%

GRI Performance Indicators

Training

Sun Tekstil – Training Hours	2025
Total training hours	13750
Number of employees trained	9346
Number of female employees trained	6953
Number of male employees trained	2393
Average training hours per employee	1,47

Ekoten - Training Hours	2025
Total training hours	9389
Number of employees trained	3438
Number of female employees trained	731
Number of male employees trained	2702
Average training hours per employee	2,73

Supplier Training – Sun Tekstil	2025
Number of suppliers trained	126
Total training hours	3454
Number of participants	4615

Supplier Training – Ekoten	2025
Number of suppliers trained	15
Total training hours	300
Number of participants	150

OHS Training Hours – Sun Tekstil	2025
Total training hours	1552
Average training hours per employee	2,28
Number of participants	680

OHS Training Hours - Ekoten	2025
Total training hours	13855
Average training hours per employee	19,57
Number of participants	708

Occupational Health and Safety

Sun Tekstil	2025
Number of recordable injuries	2
Number of lost-time injuries	2
Work-related fatalities	0
Injury rate (IR)	0
Occupational Illness Frequency Rate (OIFR)	1,7
Lost Time Injury Frequency Rate (LTIFR)	0,08

Ekoten	2025
Number of recordable injuries	23
Number of lost-time injuries	23
Work-related fatalities	0
Injury rate (IR)	0
Occupational Illness Frequency Rate (OIFR)	13,77
Lost Time Injury Frequency Rate (LTIFR)	2,45

*Occupational Health and Safety data covers work-related injuries resulting in three or more days of lost time.

GRI Performance Indicators

Supplier Performance Indicators

Sun Tekstil	2025
Total number of suppliers	370
Number of suppliers audited for social compliance during the year	272
Number of suppliers audited for environmental compliance during the year	265
Number of suppliers found to have disabilities during social audits	82
Number of suppliers with non-compliances identified in social audits	56
Number of suppliers with corrective action plans implemented following social audits	45
Number of suppliers with corrective action plans implemented following environmental audits	40
Number of suppliers with terminated business relationships following social audits	0
Number of suppliers with terminated business relationships following environmental audits	0

* Non-compliances are defined as minor non-conformities. No non-compliances related to Sun Tekstil's zero-tolerance issues were identified.

* Supplier performance indicators cover only the data of Sun Tekstil's direct suppliers. Supplier data related to Ekoten Tekstil is out of scope of this table.

GRI Performance Indicators

Environmental Performance Indicators

Greenhouse Gas Emissions- Sun Tekstil	2025
Scope 1 (tCO ₂ e)	727
Scope 2 (tCO ₂ e)	0
Scope 3 (tCO ₂ e)	125.112
Total (tCO ₂ e)	125.839

Greenhouse Gas Emissions - Ekoten	2025
Scope 1 (tCO ₂ e)	10.939
Scope 2 (tCO ₂ e)	0
Scope 3 (tCO ₂ e)	51.141
Total (tCO ₂ e)	62.080

Sun Tekstil and Ekoten apply a calculation methodology based on the GHG Protocol Corporate Standard and ISO 14064-1 to measure and report greenhouse gas emissions.

The global warming potential (GWP) factors used in emission calculations are sourced from the UK Government GHG Conversion Factors for Company Reporting (DEFRA 2025), the Türkiye Electricity Generation and Consumption Emission Factors Dataset, and the United States Environmental Protection Agency (EPA) Emission Factors.

Scope 1 greenhouse gas emissions consist of direct emissions from stationary and mobile combustion activities under company control, process-related emissions, and fugitive emissions from air conditioning and refrigeration systems.

Scope 2 greenhouse gas emissions include indirect emissions from purchased electricity consumption. Both location-based and market-based approaches are used in Scope 2 calculations; renewable energy certificates such as I-REC are taken into account in market-based calculations.

Scope 3 greenhouse gas emissions are assessed in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Within this scope, considering data availability and the significance of emissions, the following categories are included in the reporting boundary: purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, upstream leased assets, downstream distribution (including dealers), investments, and end-of-life treatment of sold products.

Energy Consumption- Sun Tekstil	2025
Renewable Energy Consumption (MWh)	0
Non-Renewable Energy Consumption (MWh)	1411,93
Total (MWh)	1411,93
Energy Intensity (energy consumption / annual revenue)	0,108

Energy Consumption- Ekoten	2025
Renewable Energy Consumption (MWh)	30716,2
Non-Renewable Energy Consumption (MWh)	63035,1
Total (MWh)	93751,3
Energy Intensity (energy consumption / annual revenue)	26,13

Water Consumption - Sun Tekstil	2025
Total water withdrawal (m ³)	0
Total water consumption (m ³)	38627
Total water discharge (m ³)	36696

Water Consumption - Ekoten	2025
Total water withdrawal (m ³)	606.199
Total water consumption (m ³)	530.736
Total water discharge (m ³)	473.784

GRI Content Index

Information related to Sun Tekstil and its subsidiary Ekoten Tekstil for the period 1 January – 31 December 2025 has been reported with reference to the GRI Standards.

GRI Used:

GRI 1: Foundation 2021

GRI Content Index

GRI 2: General Disclosures 2021

Disclosure Number	Disclosure Title	Page Number / Direct Source	Additional Information and Explanations
GRI 2-1	Organizational details	16-20	
GRI 2-2	Entities included in the organization's sustainability reporting	6	
GRI 2-3	Reporting period, frequency and contact point	6	
GRI 2-4	Restatements of information		No restatements of information
GRI 2-5	External assurance		No independent external assurance has been obtained for the entire report; however, greenhouse gas emissions (ISO 14064) and water footprint (ISO 14046) data have been verified by independent third parties.
GRI 2-6	Activities, value chain and other business relationships	16-20, 160-169	
GRI 2-7	Employees	180-183	
GRI 2-8	Workers who are not employees	180-183	
GRI 2-9	Governance structure and composition	46-52	
GRI 2-10	Nomination and selection of the highest governance body	Corporate Governance Committee / Female Member Policy	
GRI 2-11	Chair of the highest governance body	Board of Directors	
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	46-49 Sustainability Committee	
GRI 2-13	Delegation of responsibility for managing impacts	46 - 49	
GRI 2-14	Delegation of responsibility for managing impacts	49	
GRI 2-15	Conflicts of interest	Code of Conduct	
GRI 2-16	Communication of critical concerns	51, Code of Conduct	
GRI 2-17	Collective knowledge of the highest governance body	Board of Directors	
GRI 2-18	Evaluation of the performance of the highest governance body	Corporate Governance Compliance Report	
GRI 2-19	Remuneration policies	Remuneration Policy	
GRI 2-20	Process to determine remuneration	Remuneration Policy/Politikası	
GRI 2-21	Annual total compensation ratio		This information is not disclosed due to confidentiality.
GRI 2-22	Statement on sustainable development strategy	32-43	
GRI 2-23	Policy commitments	Code of Conduct	
GRI 2-24	Embedding policy commitments	Code of Conduct, Sustainability Committee, 62-85	
GRI 2-25	Processes to remediate negative impacts	51, Code of Conduct	
GRI 2-26	Mechanisms for seeking advice and raising concerns	51	
GRI 2-27	Compliance with laws and regulations	Sun Tekstil Annual Report 2025 p.126	
GRI 2-28	Membership associations	58	
GRI 2-29	Approach to stakeholder engagement	34-35	
GRI 2-30	Collective bargaining agreements	180	

GRI Content Index

GRI 3: Material Topics 2021

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 3-1	Process to determine material topics	36-37	
GRI 3-2	List of material topics	37-39	

Material Topic: Climate Change

GRI 3-3	Management of material topics	37	
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GRI 302: Energy 2016

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 302-1	Energy consumption within the organization	187	
GRI 302-3	Energy intensity	187	

GRI 305: Emissions 2016

GRI 305-1	Direct (Scope 1) GHG emissions	126-136, 187	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	126-136, 187	
GRI 305-3	Other indirect (Scope 3) GHG emissions	126-136, 187	

Material Topic: Ethics, Decent Work and Economic Growth

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 3-3	Management of material topics	37	

GRI 205: Anti-Corruption 2016

GRI 205-1	Operations assessed for risks related to corruption	51	
GRI 205-3	Confirmed incidents of corruption and actions taken	51	

GRI 401: Employment 2016

GRI 401-1	New employee hires and employee turnover	180-182	
GRI 401-3	Parental leave	181-182	

Material Topic: Occupational Health and Safety

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 3-3	Management of material topics	37	

GRI 403: Occupational Health and Safety 2018

GRI 403-1	Occupational health and safety management system	86	
GRI 403-2	Hazard identification, risk assessment and incident investigation	184	
GRI 403-5	Worker training on occupational health and safety	88-92, 184	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	86-92	
GRI 403-8	Workers covered by an occupational health and safety management system	86-92	
GRI 403-9	Work-related injuries	184	
GRI 403-10	Work-related ill health	184	

GRI Content Index

GRI 404: Training and Education 2016

GRI 404-1	Average hours of training per employee	184
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	62-85

Material Topic: Responsible Supply Chain Management

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 3-3	Management of material topics	37	

GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	185	

GRI 408: Child Labor 2016

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	185	

GRI 409: Forced or Compulsory Labor 2016

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	185	

GRI 414: Supplier Social Assessment 2016

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 414-1	New suppliers that were screened using social criteria	185	
GRI 414-2	Negative social impacts in the supply chain and actions taken	160-169	

Material Topic: Circular Economy

Disclosure Number	Disclosure Title	Page Number / Direct Source	Explanation for Omitted Information
GRI 3-3	Management of material topics	37	

GRI 306: Waste 2020

GRI 306-1	Waste generation and significant waste-related impacts	124-138
GRI 306-2	Management of significant waste-related impacts	124-138
GRI 306-3	Waste generated	138
GRI 306-4	Waste diverted from disposal	138
GRI 306-5	Waste directed to disposal	138

GRI Content Index

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	134,135
303-3	Water withdrawal	134-135, 186
303-4	Water discharge	134-135, 186

GRI 304: Biodiversity 2016

304-1	Operational sites owned, leased, managed in or adjacent to, protected areas and areas of high biodiversity value	140
304-2	Significant impacts of activities, products and services on biodiversity	140

Abbreviations

ABBREVIATIONS	EXPANDED FORM
3D	3 Dimensional
BCSD Türkiye	Business Council for Sustainable Development Türkiye
BIST	Borsa İstanbul
BOD	Biological Oxygen Demand
CDP	Carbon Disclosure Project
CMB	Capital Markets Board
COD	Chemical Oxygen Demand
CSRD	Corporate Sustainability Reporting Directive
CTI	Circular Transition Indicators
ERP	Enterprise Resource Planning
EU Green Deal	European Green Deal
GOTS	Global Organic Textile Standard
GRS	Global Recycled Standard
IFRS	International Financial Reporting Standards
ILO	International Labour Organisation
I-REC	International Renewable Energy Certificate
ISMS	Information Security Management System
ISO	International Organisation for Standardisation
ISSB	International Sustainability Standards Board
MEGEM	Sun Tekstil Vocational Training and Development Centre
NGO	Non-Governmental Organizations
OCS	Organic Content Standard
OHS	Occupational Health and Safety
PPE	Personal Protective Equipment
R&D	Research and Development
RCS	Recycled Claim Standard
RWS	Responsible Wool Standard
SASB	Sustainability Accounting Standards Board
SBTi	Science Based Targets Initiative Platform
SDG	Sustainable Development Goals
SPP	Solar Power Plant
TDEP	Türkiye Circular Economy Platform
TGSD	Türkiye Clothing Manufacturers Association
TIM	Türkiye Exporters Assembly
TUSIAD	Turkish Industry and Business Association
UN	United Nations
UNGC (UN Global Compact)	United Nations Global Compact
UNGC CoP	UNGC Communication on Progress
WBCSD	World Business Council for Sustainable Development
WEF	World Economic Forum
WEPs	Women's Empowerment Principles
ZDHC	Zero Discharge of Hazardous Chemicals

Acknowledgment

We are very happy to share the strategies and activities that we have developed within the scope of our holistic sustainability approach with you through our 2025 report. All content of the report regarding the valuable performance achieved thanks to the efforts of the employees and stakeholders of Sun Tekstil was prepared by the Sun Tekstil Report Preparation Committee under the leadership of our Sustainability Management Department and Corporate Relations and Communication Department. With the leadership of our senior management, the dedication of our employees, and the contributions of all our stakeholders, we will continue to create value for society and our world and design a sustainable future together.



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