

SUSTAINABILITY REPORT 2022 2023



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About the Report

As Roteks Tekstil (Roteks), we are publishing our second Sustainability Report in order to present our approach to managing the value and impact we create within the scope of our activities, our sustainability priorities, and our activity and performance results related to supporting the United Nations (UN) Sustainable Development Goals to our stakeholders.

This report has been prepared in accordance with GRI Standards and the scope of the report consists of the activities carried out within Roteks between January 1, 2022 and December 31, 2023.

You can send us any comments and suggestions regarding our sustainability activities and reporting studies at sk@roteks.com.tr.



Please click here to review our sustainability page and 2021 report.



Message From the Board of Directors

Esteemed Stakeholders,

We are very pleased to present our second Sustainability Report covering the years 2022 and 2023, in which we transparently present the progress in our sustainability journey, share the steps we have taken to fulfil our environmental, social and governance responsibilities and the concrete results we have achieved.

The years 2022 and 2023 were quite challenging due to economic volatility and geopolitical tensions, compounded by the impact of the global pandemic. In addition to the supply chain issues, rising energy and commodity prices due to the Russia-Ukraine war increased production costs and reduced sector profitability, while recession concerns and decreased demand in developed economies directly affected many sectors. Towards the end of 2023, the human tragedy that erupted in the Middle East once again shook us all.

Although the ready-to-wear and apparel industry in which we operate had a bright outlook in 2022, it faced a tough test in 2023 due to the contraction in European markets, high inflation, rising production costs and exchange rates. Türkiye's exports, which amounted to 21.2 billion dollars in 2022, fell by 9% to 19.2 billion dollars in 2023.

As Roteks, despite these challenging conditions, we are looking for ways to turn these challenges into opportunities by adopting sustainability principles and continuing our investments in this field, and we are

We are proud to increase our "more sustainable cotton" utilization rate from 99.7% in 2021 to 100% in 2023.

continuing our efforts to ensure the transformation of our industry's value chain in line with the European Green Deal.

In the reporting period, we started to address sustainability from a multidimensional perspective with the support of all relevant committees. In addition, we carried out preparatory work for compliance with the European Green Deal and the EU Carbon Border Regulation Mechanism (CBAM) in close cooperation with our stakeholders within the scope of combating climate change.

During the reporting period, we achieved significant successes in our sustainability performance indicators. We effectively reduced electricity-related greenhouse gas emissions at Roteks and our key manufacturing facilities by purchasing Renewable Energy Certificates based on solar energy, achieving a reduction of 85.7% in 2022 and 100% in 2023.

As a result of the our water efficiency and reuse projects, we achieved a 20.6% reduction in the amount of process water used per kg product in our washing plants in 2022 compared to the base year 2020. In 2023, we achieved a 20.7% reduction, outperforming the 15% reduction target we set.



Harri Yaffe
Co-Chairman of the Executive Committee

As Roteks, we are committed to adopting sustainability principles at every step of our production processes. With this awareness, we pay special attention to the raw materials we choose and produce with a sense of social and environmental responsibility. We prioritize the use of "more sustainable cotton" in cotton procurement, which forms the basis of our production processes. In line with this understanding, we are proud to increase our "more sustainable cotton" utilization rate from 99.7% in 2021 to 100% in 2023.

We prioritize sustainability not only in cotton but also in the labels and packaging we use, and we contribute to the sustainability of forests by supplying FSC (Forest Stewardship Council) certified paper products. By 2023, the ratio of FSC-containing materials we used in parcels, cartons and jacron labels was 100%.

We aim to reduce chemical consumption in our supply chain and ensure that the chemicals used comply with ZDHC (Zero Discharge of Hazardous Chemical). We also encourage our suppliers to share the results of their wastewater analysis on the ZDHC Gateway platform. The rate of chemical use of our key washing facilities registered with the ZDHC Gateway was 91.2% in 2022 and 91.9% in 2023. In wastewater analysis results, 100% compliance with the ZDHC Wastewater Guidelines was achieved.

In our R&D Center, which we established in 2017 with the approval of the Ministry of Industry and Technology, we produce projects based on resource and energy efficiency. During the period, we applied for 3 patents and received 2 patent registrations. Currently, we have a total of 9 projects, including 6 R&D projects, 1 TÜBİTAK project and 2 European projects.

We prioritize sustainability principles not only in our own manufacturing facilities but also throughout our entire supply chain. By the end of 2022, under the framework of the "Clean Production Practices Directive in the Textile Sector" issued by the Ministry of Environment, Urbanization, and Climate Change, we supported the preparation of Clean Production Plan Work Schedules for all key manufacturing facilities covered by the Environmental Permit and Licensing Regulation. Furthermore, our manufacturing facilities declare their social and environmental impacts in accordance with the Facility Social & Labor Module (FSLM) and Facility Environmental Module (FEM) developed by the Sustainable Apparel Coalition (SAC) and receive third-party verification. In 2022, based on 2021 data, all key manufacturing facilities (19 facilities) were assessed using the social impact assessment (FSLM) and environmental impact assessment (FEM) questionnaires developed by SAC.

At Roteks, we pay close attention to both environmental and social dimensions of sustainability. With this awareness, we strive to create a corporate culture that respects human rights, equal opportunities and employee development and safety in working life.

As a signatory to the Women's Empowerment Principles (WEPs) Platform, we encourage women's employment. Our female employees accounted for 46.6% and 46.9% of our total workforce in 2022 and 2023, respectively. The share of female white-collar employees among all white-collar employees was 59.2% in 2022 and 59.8% in 2023. Our senior female employee ratio was reported as 77% in both years.

We will continue to support social, environmental and economic development through our efforts in line with the United Nations Sustainable Development Goals. I would like to thank all our stakeholders, especially our employees, suppliers and business partners, who have supported our success in this challenging period we are going through.

Yours sincerely,

Harri Yaffe
Co-Chairman of the Executive Committee



About Roteks

Founded in 1986 in İzmir, Roteks Tekstil operates in the fields of design, product development, production organization and sales-marketing. Through its extensive production network in Türkiye, the company exports denim and denim-look woven non-denim washed outerwear products to 39 countries. Spot Tekstil, one of its subsidiaries, carries out similar activities in knitwear sector. In addition, the products of the C.O.J. Denim brand, established in 2015, are sold in more than 600 retail points in Europe.

Vision, Mission and Values



Our Visions:

To continue to be a supplier preferred by the world's leading brands.



Our Missions:

We work to be a company that is sensitive to the environment and people, reliable, preferred for its service quality and competitive power.

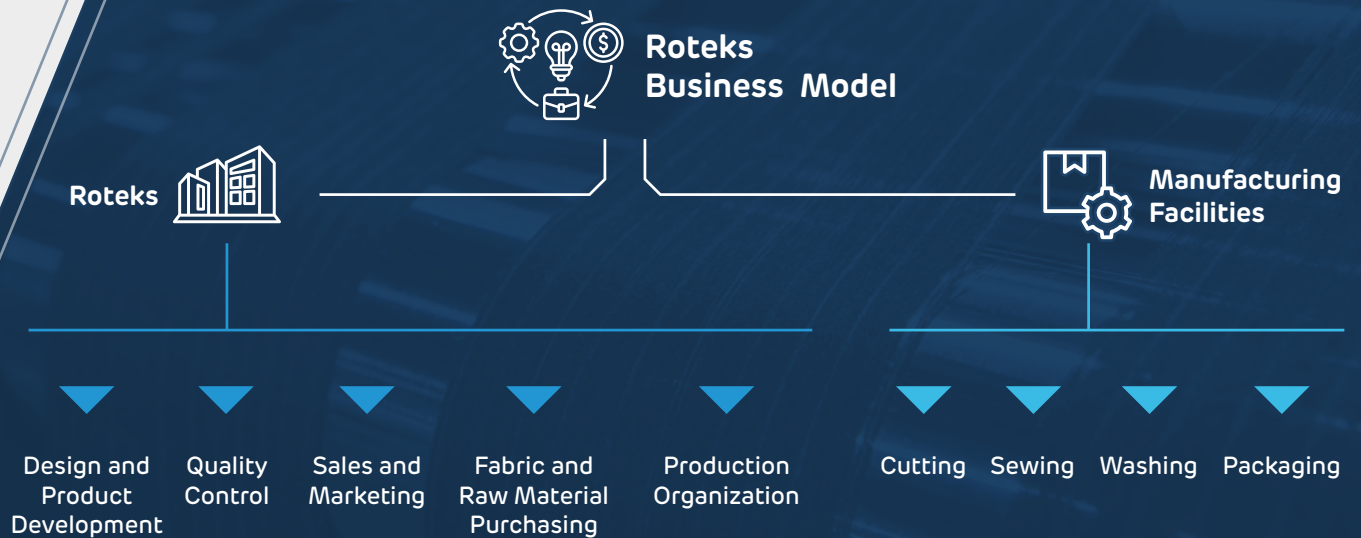


Our Corporate Values:











- ▶ Honesty and transparency
- ▶ Customer orientation
- ▶ Respect for people and the environment
- ▶ Openness to learning and development
- ▶ Result orientation
- ▶ Open communication

Business Model

Design and Product Development, Production Organization (Planning&Management& Development), Fabric and Raw Material Purchasing, Sales and Marketing, Quality Control processes lie at the heart of our business model. We carry out production activities (Cutting + Sewing + Washing + Packaging) through our manufacturing facilities.



Highlights in the Reporting Period

	2022	2023
 Export Volume (million Euros)	87.7	72.2
 Ratio of White-Collar Female Employees (%)	59.2	59.8
 Ratio of Female Executives (%)	77	77
 Number of Suppliers	168	160
 Number of Supplier Audits	474	419
 Local Procurement Rate (%)	Fabric: 85.8 Accessories: 99.5	Fabric: 88.4 Accessories: 99.3
 Number of Quality Tests	15,386	12,354
 Greenhouse Gas Emissions Offset with I-REC Certificate (tons CO₂)	3,784	4,905
 Amount of Water Recycled in Washing Facilities (m³)	138,616	119,318
 Sustainable Cotton Utilization Rate (%)	99.6	100

Awards and Achievements



In 2022 and 2023, we won the **3rd prize** at the **"Stars of Export"** award ceremony organized by the Aegean Ready-to-Wear and Apparel Exporters Association.



We ranked **171st** in the **"Türkiye's Second 500 Largest Industrial Enterprises 2022"** survey conducted by the Istanbul Chamber of Industry.



We ranked **58th** in the **"100 Largest Industrial Organizations by Sales from Production 2022"** survey conducted by the Aegean Region Chamber of Industry.



In 2022, we received an award in the **"Waste Management"** category at the Sustainable Business Awards.



According to the results of the **"Türkiye R&D Survey"** conducted by Turkish Time Magazine in 2022, our R&D Center ranked **12th** in the textile and ready-to-wear sector and **2nd** in the denim sector.



Corporate Governance

As Roteks, we prioritize operating in an environmentally and socially responsible and sustainable manner with a strong corporate governance approach.



Corporate Governance Approach

Our corporate governance model is based on a responsible management approach; we adopt a fair, transparent, accountable and risk-oriented business conduct approach.

The highest governing body of Roteks is the Board of Directors consisting of three members. The members of the Board of Directors, who are elected every three years at the General Assembly, elect the Chairman and Vice Chairmen among themselves. Under the umbrella of the Board of Directors are the Executive Committee, the Internal Audit Committee and the Sustainability Committee, which reports to the Executive Board.

The Executive Committee is responsible for the functioning of resource management, stakeholder management and risk management systems, setting, monitoring and, where necessary, reviewing the medium and long-term strategic objectives, and ensuring that the company operates in accordance with corporate policies. Two members of the Board of Directors also act as Co-Chairs of the Executive Committee on behalf of the Board of Directors and report the results of the Executive Committee's activities to the Board of Directors.

The Internal Audit Committee reports to the Board of Directors the results of audits in the areas defined within the scope of our ISO 9001 Quality Management System.

The Sustainability Committee informs and directs the Executive Board in order to shape the company's strategies to include sustainability priorities and targets.



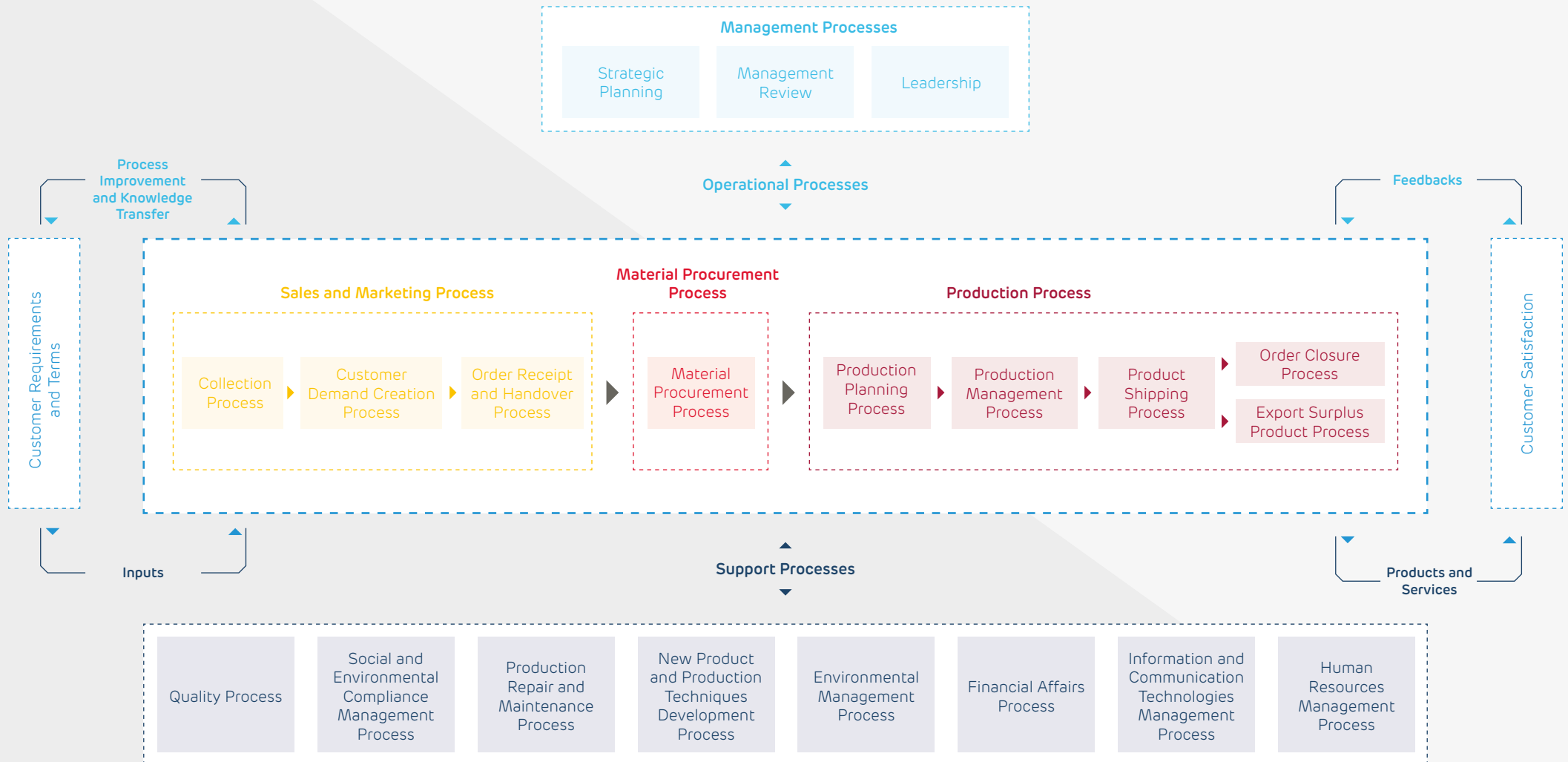
Harri Yaffe
Member of the Board of Directors and Co-Chairman of the Executive Committee

Jak Eskinazi
Chairperson of the Board of Directors

Rabi Hazan
Member of the Board of Directors and Co-Chairman of the Executive Committee



Process Interaction Chart



Ethics and Compliance

As Roteks, we act in accordance with legal regulations and ethical standards, and we show the same sensitivity to our suppliers and subcontractors in our value chain. In this context, we provide guidance for the steps to be followed in our business processes with the Roteks Textile Code of Ethical Conduct and Implementation Principles Procedure, which we have created based on our corporate ethical values and which is binding for all our employees and our supply chain.

We provide training on the Code of Ethical Conduct and Implementation Principles Procedure to our newly recruited employees during the orientation process, and we make these ethical rules available to our employees throughout the year through the Roteks Academy.

Through our Social Compliance Policy, aligned with the International Labor Organization’s strategic objectives, we aim to ensure that all our operations adhere to human rights standards, comply with national labor laws, and meet the compliance codes of our customers. We expect our employees and our entire supply chain to fully comply with the Social Compliance Policy.

During the reporting period, there were no reports of human rights violations. In addition, there were no fines for non-compliance with laws and regulations, bribery and corruption during the reporting period.

Our Ethical Values

- ▶ We aim to fully comply with ethical and professional principles and universal rules.
- ▶ We support and make no concessions on working conditions within the framework of the basic principles of Universal Human Rights.
- ▶ We expect all our employees to behave honestly and fairly, both inside and outside the company.
- ▶ In stakeholder relations, we always observe legal and social rights and act fairly.
- ▶ We take the protection of the confidentiality of information as a basis in all relationships.
- ▶ We stipulate that ethical rules should be followed in commercial relations, that unlawful gains should be avoided, and that all commercial and social decisions should be taken without considering personal interests.

All our stakeholders can report any nonconformity through the Ethics Hotline we have established within Roteks. No personal information is requested in any way in notifications made by phone or e-mail and all information provided is treated confidentially. All reported violations are promptly reviewed by the Roteks Tekstil Ethics Committee and appropriate actions and measures are taken. Notifications received by the Ethics Committee are also reported to the Executive Board annually.

During the reporting period, 6 notifications were received by our Ethics Hotline and corrective and preventive actions were taken for 4 notifications that were determined to have the correct content.

Roteks Ethics Hotline



Phone Line
+90 549 839 34 64



E-mail
etikhat@roteks.com.tr

Risk and Opportunity Management

Sustainability Management

To ensure financial and operational integrity, we take the early detection and effective management of risks very seriously. With the Risk Management Model, we define risk types by dividing them into four main categories: operational, financial, external and strategic, and evaluate them on the basis of impact and likelihood. According to the results of the assessment, we rate the risks and implement preventive and mitigating activities and projects annually. We discuss progress on activities and projects through the Executive Committee at quarterly Strategy Review meetings.

The management of strategic, external and financial risks is the responsibility of the members of the Executive Committee, while the management of operational risks is the responsibility of the department heads.

In the external risk category, we primarily address climate change-related risks and their financial impacts. In this context, we focus on the full integration of our supply chain with the compliance codes of the brands we serve, preparing at the corporate level for the European Green Deal (EGD) and the EU Carbon Border Adjustment Mechanism (CBAM), and working primarily on reducing water consumption and greenhouse gas emissions in our production processes.

During the reporting period, we analyzed the risks related to supply chain traceability highlighted by EGD and focused on working with suppliers that meet traceability criteria, based on the customers' guidance. Additionally, within Roteks, we conducted efforts to establish and strengthen teams for raw material and production traceability system projects.


We consider sustainability to be one of our strategic priorities; we develop policies and systems by identifying strategically material issues in order to increase the positive value continuously and consistently we create in the management of social, economic and environmental impacts. In this context, Roteks Sustainability Policy, which we created by taking into account the UN Sustainable Development Goals, defines the framework of our sustainability management approach. In addition, we closely follow the international sustainability agenda and carry out preparatory work at the corporate level, taking into account the impact of the European Green Deal on our industry.

As Roteks, we are committed to participating in global sustainability initiatives. As a signatory of the United Nations Women's Empowerment Principles (WEPs) and the Better Cotton Initiative (BCI), we continue to contribute to sustainability on a global scale.

The Sustainability Committee, which we established in 2021 to ensure the integration of sustainability into our business processes, evaluates the risks and opportunities identified in sustainability areas and determines material issues and sustainability strategy. In addition, the Committee evaluates performance, identifies development points and monitors innovations and expectations in the field through stakeholder communications.

Under the umbrella of the Committee, Working Groups, formed in the fields of environment, social and governance and consisting of volunteer employees from various departments, carry out studies for the main focus and sub-focus areas for which they are responsible. The results of these studies are reported to the Executive Committee.

Click [here](#) for Roteks Textile Sustainability Policy.



Committees Supporting Sustainability Efforts

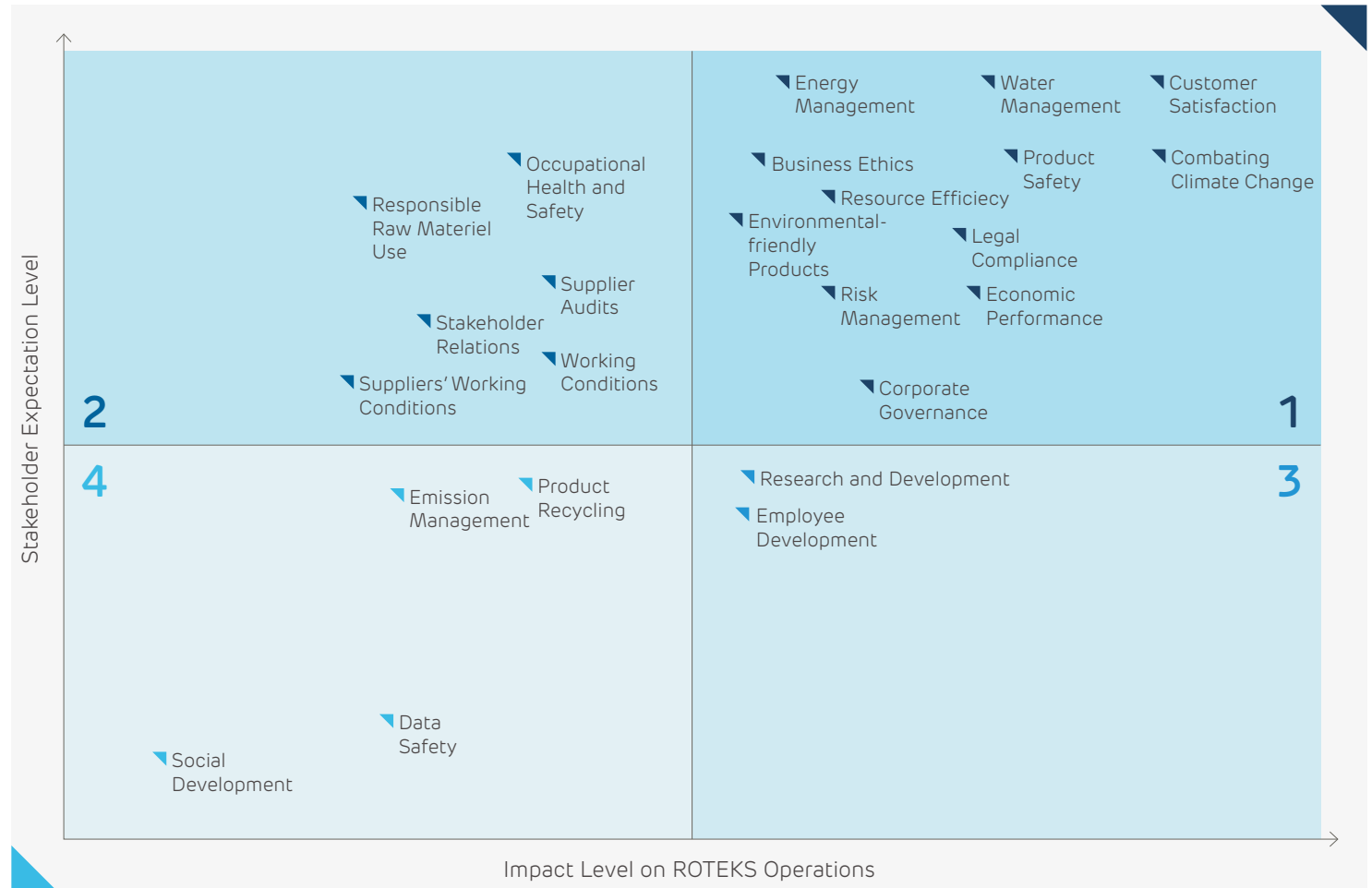
- ▶ Internal Audit Committee
- ▶ OHS Committee
- ▶ Environment Committee
- ▶ Information Security Management System Committee
- ▶ Sustainability Committee
- ▶ Communication Team
- ▶ Emergency Team
- ▶ First Aid Team
- ▶ Disciplinary Board

Our Sustainability Priorities

As Roteks, we conducted a comprehensive strategic materiality study in 2021 to identify our material issues in line with our business strategy. We evaluated stakeholder expectations, sectoral best practices, global mega risk trends and their sectoral impacts, and reviewed the UN Sustainable Development Goals.

We then, conducted a survey with the participation of our internal and external stakeholders to assess the universe of issues. 90% of the stakeholders contacted in the stakeholder analysis, which reached 224 people, participated in the survey. In the assessment carried out as a result of the survey, we identified our material issues and associated these issues with the UN Sustainable Development Goals. Following our first sustainability report, we periodically review and evaluate the priorities we identified and the performance targets and realizations for these priorities. In addition to these studies, we also reviewed our priorities in this reporting period. During the review, we actively used the feedback we received from our external and internal stakeholders. In addition, we also reviewed megatrends and other current issues affecting our sector during the study. Our universe of material issues resulting from this process is as follows:

Material Issues



Through our sustainability strategy and targets we set as a result of all these prioritization studies, we aim to improve our environmental footprint, maintain the highest levels of customer satisfaction and product safety through a responsible production approach, create a fair, equal and safe working environment where human rights are prioritized, create value for our stakeholders and spread sustainability in our supplier operations.

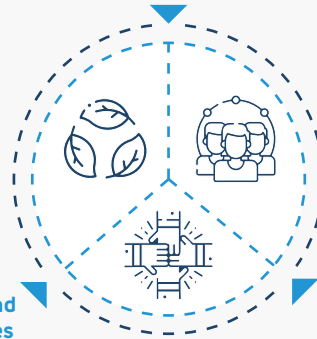
Combating Climate Change- Responsible Production

We evaluate our environmental footprint and actively work to reduce it.

We are aware of our responsibility in the combat against climate change.

We carry out responsible production starting from the design process.

Goals,
Key Performance Indicators



Policies and Procedures

Follow-up, Control and Continuous Development

Supply Chain - Work Life - Customer Satisfaction

We integrate sustainability into our value chain.

We strive to be the preferred workplace.

We manufacture products of the highest quality that meet changing expectations.

Corporate Governance Stakeholder Engagement

We are working to turn sustainability into a corporate culture / way of doing business.

We are developing and growing together with our stakeholders.



Our Contribution to Sustainable Development Goals



Our Sustainability Goals

Target	Value	Reporting Period Realization
Water consumption per kg product in washed products	Based on base year 2020; in 2023: 15% decrease in 2025: 25% decrease	2022: 20,6% - 2023: 20,7%
Compliance with ZDHC Wastewater Guidelines in wastewater analysis results of Key Manufacturing Facilities	100%	2022: 100% - 2023: 100%
Offsetting greenhouse gas emissions from electricity use of Key Manufacturing Facilities	100%	2022: 85,7% - 2023: 100%
More sustainable sourcing of cotton fiber (BCI mass balanced + RCS certified + OCS certified)	100%	2022: 99,6% - 2023: 100%
Number of products that pose a risk to consumer health	0	2022: 0 - 2023: 0
Number of cases related to inequality and discrimination at work in Roteks and Key Manufacturing Facilities	0	2022: 0 - 2023: 0
Supplier Satisfaction Survey result	80% (min)	2022: 87,8% - 2023: 87,9%
Employee Satisfaction Survey result	80% (min)	2023: 74,7%

Communication with Our Stakeholders

As Roteks, we consider creating a corporate culture where participatory management approach is prioritized within the scope of our sustainability strategy. In this direction, we take care to include our internal and external stakeholders in decision-making and activity processes, to receive the opinions and suggestions of our stakeholders, and to identify and meet their needs. We communicate with our stakeholders in a method and frequency appropriate to the nature of the stakeholder group, inform our stakeholders and take into account the feedback we receive from our stakeholders.











Responsibilities are assigned to Executive Committee members taking into account the roles and qualifications of the stakeholder groups. At the annual Management Review Meeting, the relevant member of the Executive Committee communicates opinions, suggestions, expectations and feedback on the stakeholder groups for which he or she is responsible. This supports the stakeholder approach and ensures effective implementation of the stakeholder management strategy.

Stakeholder Group	Communication Methods	Communication Frequency	Expectations
EMPLOYEES	<ol style="list-style-type: none"> 1.Face-to-Face Meetings 2.Emails 3.Phone Calls 4.Notice Boards 5.Meeting Notes 	Continuous communication	<ol style="list-style-type: none"> 1.Satisfactory salary 2.Increasing their personal development 3.Effective communication with senior management 4.Payment on time 5.Occupational health and safety
COMPANY PARTNERS	<ol style="list-style-type: none"> 1.Face-to-Face Meetings 2.Emails 3.Phone Calls 	Continuous communication	<ol style="list-style-type: none"> 1.Carrying out company activities 2.Making a profit
SUBSIDIARIES AND AFFILIATES	<ol style="list-style-type: none"> 1.Face-to-Face Meetings 2.Emails 3.Phone Calls 	Continuous communication	<ol style="list-style-type: none"> 1.To be able to sell products at the appropriate cost and in the appropriate term 2.To produce and deliver appropriate quality products 3.Carrying out company activities 4.Making a profit
CUSTOMERS	<ol style="list-style-type: none"> 1.Face-to-Face Meetings 2.Emails 3.Phone Calls 	Continuous communication	<ol style="list-style-type: none"> 1.To be able to purchase products at the appropriate cost and in the appropriate term 2.Receiving the ordered products in appropriate quality 3.Seeing collection samples in line with trends 4.Ensuring the organization of the audit by the Quality Team 5.Compliance with customer audit criteria 6.Timely, accurate and complete information sharing 7.Affordable price and deadlines for the samples of acclaimed designs offered to commercial teams

Stakeholder Group	Communication Methods	Communication Frequency	Expectations
SUPPLIERS	1.Face-to-Face Meetings 2. Emails 3. Phone Calls	Continuous communication	1.Timely delivery of fabric and its derivatives. 2.Timely and complete provision of technical details related to production 3.Payment on time 4. Correct production planning 5.Making a profit
SERVICES PROVIDERS	1. Meetings 2. Phone Calls 3. Emails	1.On demand 2.Continuous communication	1.Payment on time 2.Support of senior management 3.Compliance with laws
LOCAL GOVERNMENTS	1. Meetings 2. Phone Calls 3. Emails	1.On demand 2.Continuous communication	3.Compliance with laws 4.Fulfillment of payment obligations on time 5.Support for joint projects
UNIVERSITIES	1. Meetings 2. Phone Calls 3. Emails 4. Trainings	Continuous communication	1. Intern Recruitment Program 2.Participation in Career Days 3.Implementation of additional projects for students
FINANCIAL INSTITUTIONS	1.Face-to-Face Meetings 2. Emails 3. Phone Calls	Continuous communication	1.Sharing financial data 2.Increasing business volume 3.Providing resources and allocating resources 4.Compliance with the General Loan Agreement
PUBLIC INSTITUTIONS	1.Face-to-Face Meetings 2. Emails 3. Phone Calls	Continuous communication	1.Compliance with laws 2.Fulfillment of tax obligations accurately and on time

Stakeholder Group	Communication Methods	Communication Frequency	Expectations
UNIONS AND CHAMBERS	1.Face-to-Face Meetings 2. Emails 3. Phone Calls	Continuous communication	1.Compliance with laws 2.Increasing export volume 3.Meeting professional needs 4.Ensuring development in accordance with the public interest
INSURANCE INSTITUTIONS	1.Face-to-Face Meetings 2. Emails 3. Phone Calls	Continuous communication	Compliance with the contract
MINISTRIES	1.Face-to-Face Meetings 2. Emails 3. Phone Calls	1.Continuous communication 2.Project based communication	1.Compliance with laws 2.Supporting projects

Corporate Memberships and Supported Initiatives

 Atatürk Organized Region Industrial Businessmen Association (ASAD)	In support of  United Nations Women's Empowerment Principles (UN WEPs) <small>Established by UN Women and the UN Global Compact Office</small>	 Aegean Region Chamber of Industry (EBSO)	 Aegean Clothing Industrial Association (EGSD)	 Aegean Exporters' Association (EIB)
 The Business and Sustainable Development Council (BCSD Türkiye)	 Better Cotton Initiative (BCI)	 Izmir Chamber of Commerce (IZTO)	 Turkish Quality Association (KALDER)	 Türkiye Materials Marketplace (TMM)

Quality Management and Customer Satisfaction

As Roteks, we meticulously carry out all the necessary work to increase customer satisfaction by integrating quality management system processes into our operations.



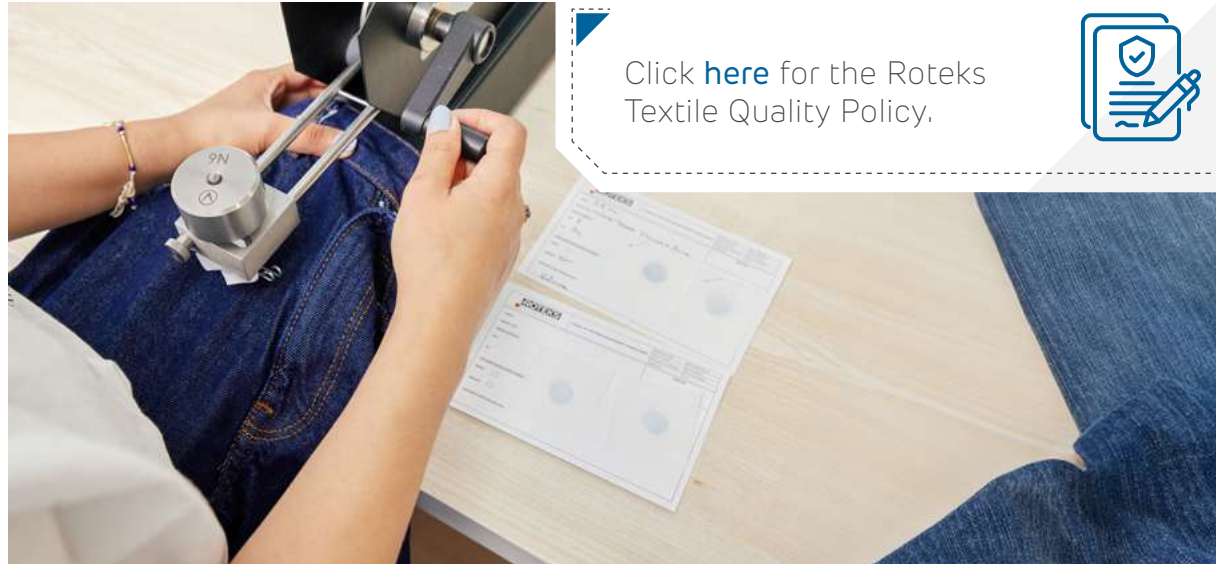
Quality Management

Meeting the needs and expectations of our customers with a "continuous improvement" approach forms the basis of our Quality Management System (QMS). Within the scope of the Quality Policy, which we take as a reference in this field, quality targets are determined and the necessary resources and organizational system are provided for their realization.

As Roteks, we hold the ISO 9001:2015 Quality Management System Certificate.

Internal audit activities in the area of quality are carried out every year by our employees who have received ISO 9001:2015 Quality Management System Basic Training and Internal Auditor Training certificates. Periodic Management Review meetings are held to ensure the continuity and improvement of the QMS.

In 2021, we received the ISO 9001:2015 Quality Management System certificate following an audit conducted by an accredited organization, with no major non-conformities identified. We also successfully completed the interim audits conducted during the reporting period.



Click [here](#) for the Roteks Textile Quality Policy.



Ensuring product quality and safety is a critical part of our quality management approach and is the responsibility of all Roteks operational departments, starting with the Quality Department. The steps we take to ensure the quality and safety of our products are as follows:



Risk Assessment

All processes from the design of a product and the preparation of its first sample until it is approved in the final loading controls are defined in our Quality Management System in terms of quality risk assessment criteria and acceptance/rejection conditions, and risk assessments are made in the pre-production stages of the models ordered by the Product Quality Control unit. During production and prior to loading, inspections are carried out in stakeholder manufacturing facilities to ensure that the correct quality of loading is ensured.



Quality Control Processes

The Reception Quality Control unit checks the compliance of fabrics, accessories and other raw materials arriving at our warehouses for production with the brand we serve and Roteks standards. The Quality Assurance unit establishes and documents the quality assurance system within Roteks and its stakeholder manufacturing facilities and conducts quality system audits. Product quality level is maintained through intermediate and final controls during production. Negative feedbacks on loaded products are analyzed and corrective and preventive actions are taken.



Product Safety Tests

Physical and chemical tests are carried out in our laboratory to ensure that products do not contain substances harmful to human health and are safe to use. Tests that cannot be carried out in our laboratory due to brand requirements are carried out by independent accredited testing laboratories. Products that do not meet the criteria set by the test results cannot be shipped.

Children’s product safety constitutes an important link in our understanding of product responsibility. In addition to the controls applied to our other products, accessories with small parts in children’s products are tested for short cord lengths, extra strength and increased chemical compatibility.

No products were identified as posing a risk to consumer health during the reporting period.

Number of Tests Conducted During the Reporting Period	2022	2023
Roteks Labs	12,142	10,627
3rd Party Accredited Labs	3,244	1,727
TOTAL	15,386	12,354



Customer Satisfaction

To ensure the highest levels of customer satisfaction, we listen to our customers and implement improvements in our processes in line with the feedback we receive.

We conduct regular customer satisfaction surveys to measure our customers' satisfaction.

We monitor global trends at the world's fashion fairs and in the fashion capitals and produce in line with our customers' expectations.

In the reporting period;

- ▶ We evaluated customer satisfaction based on the feedback received through face-to-face interviews. As a result of the evaluation, we maintained our previous years' level of customer satisfaction.
- ▶ - Upon the request of our customers, we analyzed the risks in supply chain traceability and focused on collaborating with suppliers that meet the traceability criteria with the guidance of our customers. We also conducted raw material and production traceability system studies within Roteks and ensured the establishment and strengthening of the relevant teams.



R&D, Innovation and Digitalization

As we work on R&D activities aimed at meeting changing consumer demands and expectations in the light of our responsibilities towards people and nature, we see digital transformation as the leading force in realizing the demands of the age.



R&D and Innovation








At our R&D center, which we established in 2017 with the approval of the Ministry of Industry and Technology in order to increase efficiency and quality in production processes and to meet the consumer expectations regarding sustainable products, we conduct new projects based on sustainability, patents and utility models in the textile and fashion industry in collaboration with universities and technoparks. We also contribute to the literature by preparing scientific publications for international and national journals.

With the R&D Center, we follow the latest innovations in raw materials and fabrics in the world, offering diversity and continuity for our customers. Within the framework of R&D and design activities, we study piece dyeing, washing, woven fabric production, garment production, printing and embroidery production processes and make systematic and organizational improvements with the developing technological infrastructure and know-how, and we work to increase the speed and flexibility of suppliers.

Since our foundation, we have completed 30 projects and applied for 9 patents. We have prepared a total of 22 scientific publications, 6 of which are national and 16 of which are international. In addition to these, we currently have 9 projects in total, including 6 R&D, 1 TÜBİTAK and 2 European projects.



R&D in Numbers

	2022	2023
 Number of R&D Employees	32	27
 R&D Expenditures (million TL)	15.4	23.8
 Number of Patent Applications	2	1
 Number of Patents Received	1	1
 Number of R&D Projects	12	11
 Number of National Publications	1	2
 Number of International Publications	4	2

R&D Projects in Reporting Period

- ▶ With our project "Development of a New Enzyme Washing Method as an Alternative to Conventional Stone Washing Process", we have minimized the use of pumice while reducing the environmental impact of the process with less water consumption and less waste generation.
- ▶ We have reduced the dyeing process, which is carried out according by the classical shrinkage method at a liquor ratio of 1:10, to 1:3 with the new generation dyeing machines in our production network. With our "Development of Ecological Dyeing Processes" project, we have reduced the use of raw materials, environmental impact and waste treatment costs by producing samples at a low liquor ratio of 1:0.7. Our work in the production dimension continues.
- ▶ With our developed "Innovative Stitch Holding Method," we have eliminated the need for removal processes such as pocketing and hem fastening after the washing process, thereby reducing process costs.
- ▶ With our patented "Alternative Labeling Method" project, we have facilitated the detection of second-quality defects after washing and dyeing processes by using different types of inks instead of paper in the labeling process. This developed method has resulted in a labor savings of 0.146 minutes per product while reducing paper consumption.

University-Industry Collaborations

We have collaborated with the Department of Civil Engineering at Dokuz Eylül University on an R&D project, and with the Department of Electrical and Electronics Engineering on a TÜBİTAK project. Additionally, we supported students' end-of-term projects in the Design Department at İzmir University of Economics.



Digital Transformation and Information Security

We place digital transformation, which is of critical importance for organizations today, at the center of our business approach. We continue our digitalization efforts relentlessly to maintain and sustain our competitive advantage, better respond to customers' needs, and ensure our future success.

USD 200,000

In the reporting period, we allocated USD 200,000 to our digitalization efforts.

Our Digitalization Projects



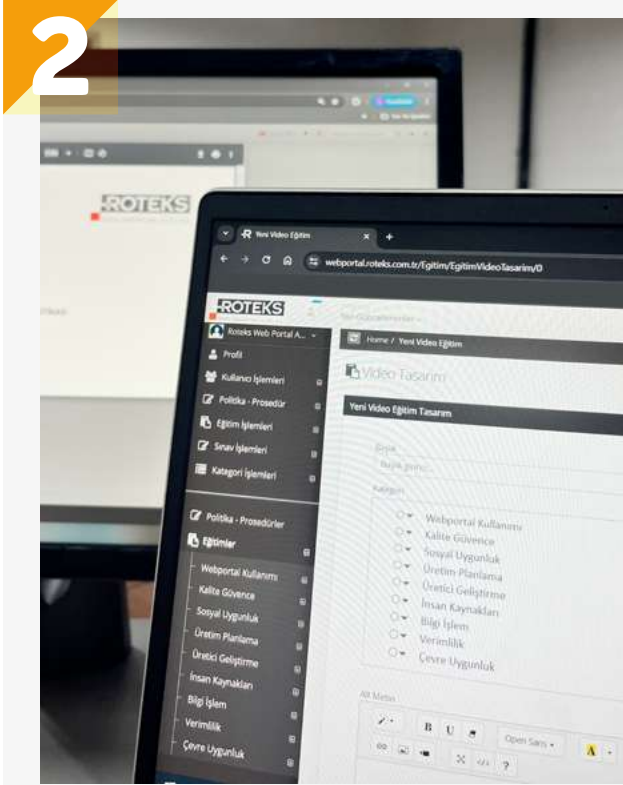
Canias ERP

We conduct all operations within Roteks through the Canias ERP software, which we implemented in 2019. We not only promote the digitalization of processes within our own units but also encourage the digital integration of business processes conducted jointly with our manufacturers. In this regard, we provide access to our ERP system to all of our manufacturing facilities, enabling them to record production quantities, generate delivery notes, and create invoices directly through the system. Additionally, we record inspection results conducted by our quality control unit in the manufacturing facilities on tablets, integrated with our ERP system, making the inspection results instantly accessible.

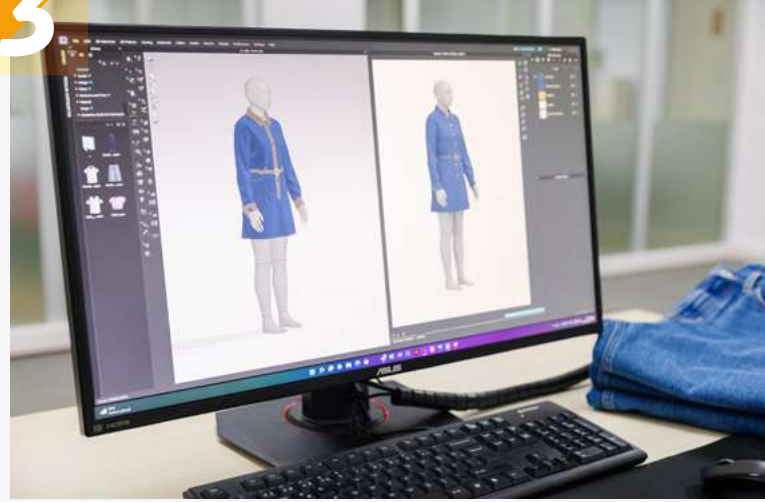


Roteks Web Portal

In 2022, we activated the Roteks Web Portal, which includes procedures that our manufacturers can access continuously, forms used for procedure follow-up, trainings on quality, social and environmental compliance codes. Through this platform, we ensure a continuous flow of information with our manufacturers, while saving time and contributing to the development of our production units.



3



Three-Dimensional Design Program-CLO

With CLO, our design program that enables the transition to three-dimensional virtual sampling instead of physical samples, we worked on the three-dimensional dressing of a total of 60 model products in 2023. We received the necessary approvals for production through three-dimensional representations. Thus, in addition to shortening the production approval processes, we contributed to reducing the amount of natural resources used in the production process by avoiding the production of a total of 300 physical samples.

Roteks Academy

At Roteks Academy, an online platform, we offer training programs for the professional development of our employees in line with their needs.

4



Information Security

In the area of information security, which has become increasingly important with the digitalization of business processes, we take various measures to ensure the conditions of continuity, confidentiality and integrity, which are essential elements of information security.

We ensure the continuity of our systems and data through various backup methods. To ensure uninterrupted operations in the event of a disaster, we back up our data backed up on a physical server unit other than our main server and on the Cloud. We periodically perform restore tests from the physical server and cloud backups.

Within the scope of cyber security activities, we implement strict encryption policies and use firewalls to ensure secure data transmission. We use antivirus software on all computers and update it regularly.

To increase user awareness, we provide information security awareness training to our employees twice a year and periodically send phishing emails to assess their awareness of phishing attacks. Additionally, we conduct penetration tests to assess the impact of a real cyber-attack on the company, evaluate the adequacy of existing security controls, and take proactive measures.

During the reporting period, we published the Roteks Information Security Management System Policy and established an Information Security Management System in accordance with ISO 27001 standards. We continue our efforts towards achieving ISO 27001 certification by 2025. During the reporting period, no information security breaches have occurred.



Documents that should not be seen by others should never be kept on the desk. Documents worked on during the day must be removed when moving away from the desk.

Information such as password, Turkish ID number, e-mail address, phone number, etc. used for accessing the systems should not be left written anywhere such as on the desktop, screen, under the keyboard, wall board, etc.

The computer screen should be locked with the "Windows+L" key combination, even when leaving the desk for a short period of time.

External storage units and devices should not be kept on the work desks.

During the printing of personal and confidential documents, care must be taken to prevent others from seeing them.

The writings on the whiteboard in the meeting rooms must be erased at the end of the meeting and the board must be left empty. No notes, documents, etc. should be left on the table after the meeting.

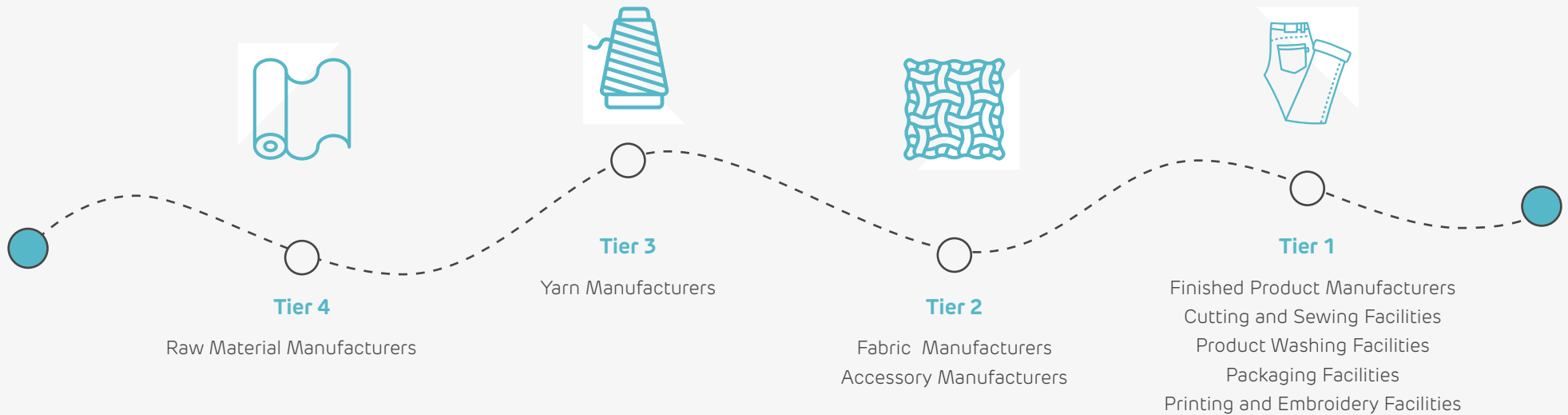
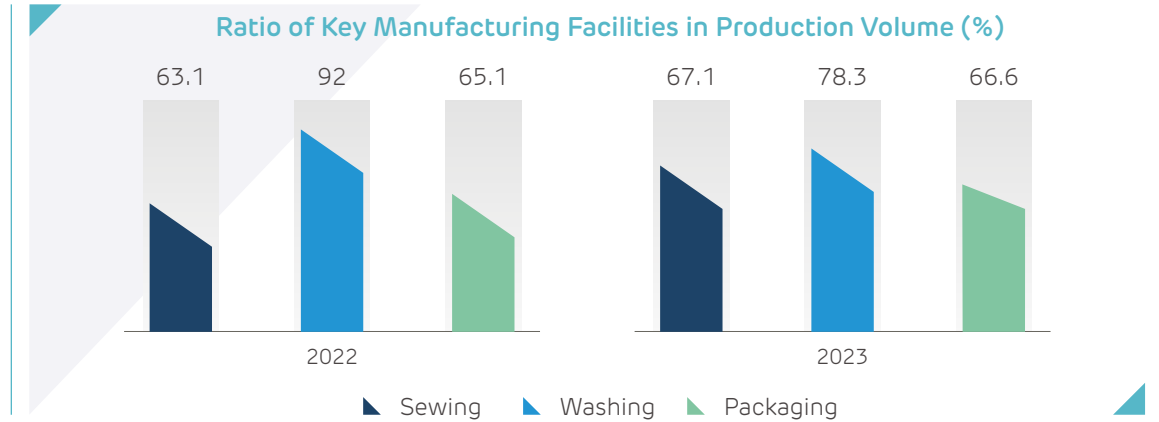


Supply Chain Management

As Roteks, we act with a responsible procurement approach and aim to improve the sustainability performance of our suppliers and to spread the value we create throughout our supply chain.



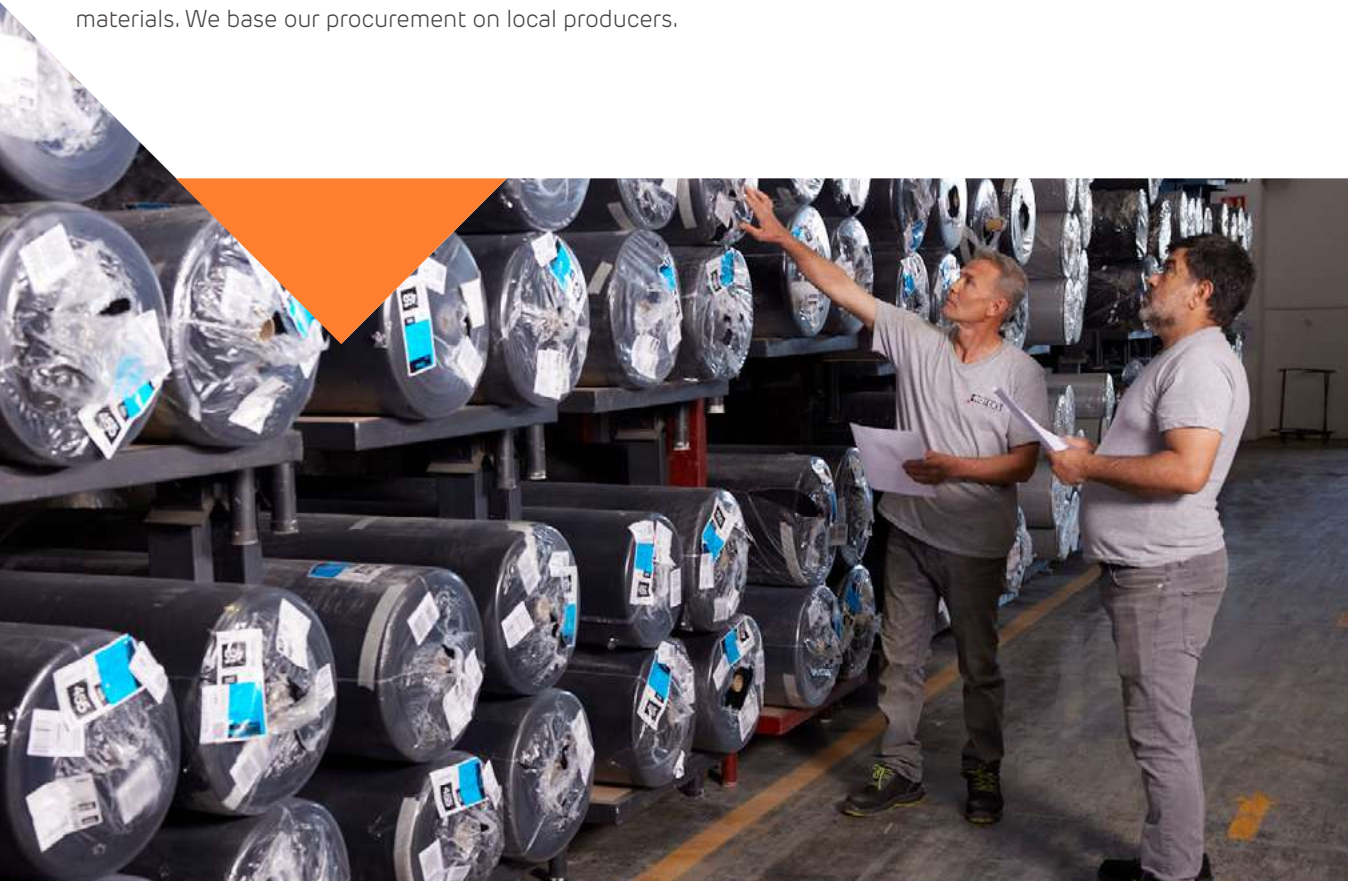
We follow the SAC (Sustainable Apparel Coalition) system in supply chain grading. Since we primarily conduct our productions through external manufacturing units, our largest social and environmental impacts occur at Tier 1 operations. Among the Tier 1 units, we define our suppliers as "Key Manufacturing Facilities" with whom we work continuously throughout the year in our production processes, who have a significant place in our production volume and with whom we strategically plan to develop long-term cooperation.



Supply Security

In the area of supply security, we prioritize stakeholder manufacturing facilities that we partner with our targets as key capacities, while keeping them geographically dispersed across three main regions in Türkiye, thus aiming to reduce the risks that may arise in the event of a disruption in the supply chain.

We ensure uninterrupted communication with many manufacturing units in order to respond to the increasing demand during peak seasons. We follow the same approach in sourcing fabrics, accessories and all other raw materials. We base our procurement on local producers.



Supplier Structure

		2022	2023
Fabric	Local Supplier Ratio* (%)	85.8	88.4
	Number of Local Suppliers	25	27
	Number of Global Suppliers	6	13
Accessories	Local Supplier Ratio* (%)	99.5	99.3
	Number of Local Suppliers	41	42
	Number of Global Suppliers	9	8

*Based on Purchase Amount

Supplier Audits

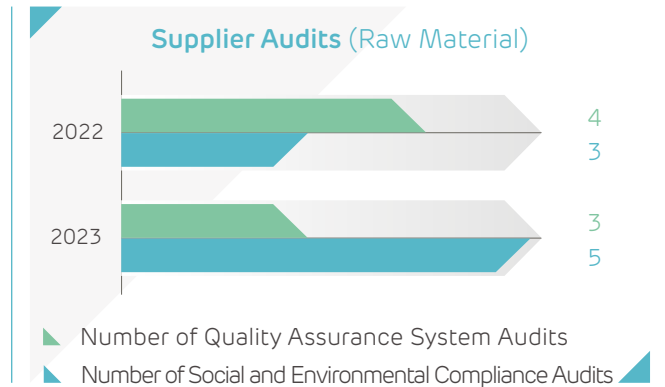
We conduct supplier audits with great care in order to disseminate our values in our supply chain and to evaluate environmental and social impacts.

Our policies and procedures, which are binding for all our suppliers engaged in production, are as follows:

- ▶ Sustainability Policy
- ▶ User Health and Product Safety Policy
- ▶ Ethical Code of Conduct and Implementation Principles Procedure
- ▶ Responsible Procurement Policy
- ▶ Environmental Policy
- ▶ Social Compliance Policy

Our supply chain is audited for both social and environmental compliance. The audits to be performed by Roteks are carried out by our Social and Environmental Compliance Department. Non-compliances found in a facility during the audit are reported to the facility and supported by the Producer Development Department for its development in the direction of action plans. Facilities that fail to systematically improve despite all efforts are removed from the supply chain.

Our suppliers are 100% socially audited, and all new factories joining the supply chain are also subject to social compliance audits. In addition to social compliance, all stakeholder manufacturing facilities in our supply chain that apply wet processes (dye house, printing, product washing and dyeing) are subject to comprehensive environmental audits.



International Standards Followed and Sustainability Platforms for Data Entry

As Roteks, we submit data entry for the performance of our manufacturing facilities to various international platforms in order to create a transparent, reliable and sustainable supply chain, gain competitive advantage and meet the demands of our customers.

We support all data declaration platforms in meeting membership fees, certification fees, third party data verification and audit fees according to the requirements of the facilities.

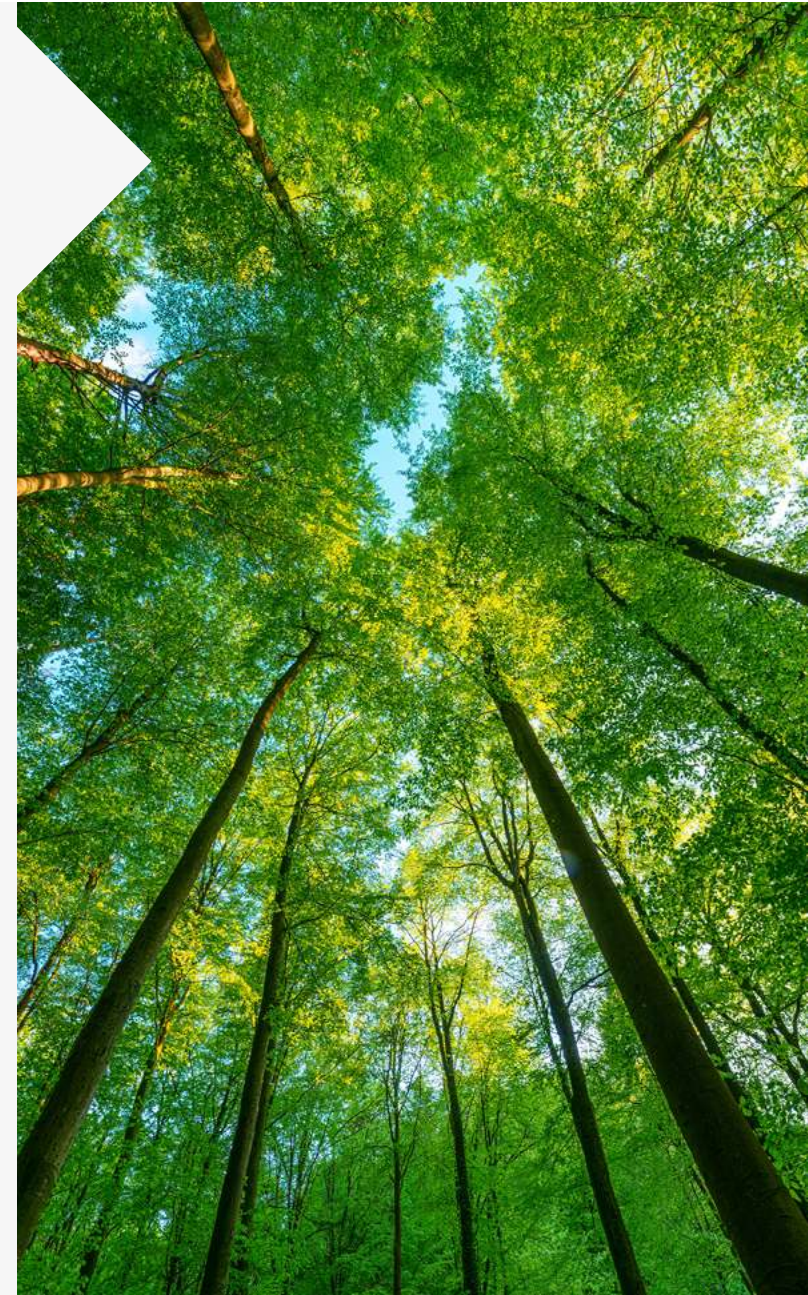
In 2022, all our key manufacturing facilities (19 facilities) were assessed with the social impact assessment (FSLM) and environmental impact assessment (FEM) question sets developed by SAC with 2021 data. In 2024, assessments of all our key manufacturing facilities with 2023 data will continue to be carried out with both question sets.

In Social Compliance

- ▶ **FSLM:** Our key manufacturing facilities are assessed with the FSLM (Facility Social & Labor Module) question set developed by SAC* (Sustainable Apparel Coalition) and results are verified by accredited 3rd parties.

In Environmental Compliance

- ▶ **FEM:** Our key manufacturing facilities are assessed with the FEM (Facility Environmental Module) question set developed by SAC (Sustainable Apparel Coalition) and results are verified by accredited 3rd parties.
- ▶ **ZDHC Gateway Platform:** We publish wastewater test results from key manufacturing washing facilities in our supply chain on the ZDHC Gateway Platform.
- ▶ **Chemical Use Standard Tracking:** We encourage key manufacturing washing facilities to use ZDHC (Zero Discharge of Hazardous Chemicals) compliant chemicals.



*SAC (Sustainable Apparel Coalition), established in 2009, aims to improve sustainability performance and reduce environmental and social impacts in the apparel industry. For this purpose, FSLM (Facility Social & Labor Module) Module and FEM (Facility Environmental Module) Module are used to evaluate the sustainability performance of products and processes and provide guidance for improvement. .

Supplier Development

With the trainings we provide to our suppliers, we aim both to spread the value we create and to increase the competencies of our suppliers, and in this direction, we provide trainings under the headings of environment, social compliance and quality.

In 2022, we provided 14 hours of Social Compliance Training to 2,359 people and 10 hours of Environmental Compliance Training to 2,110 people in our manufacturing plants. In 2023, we provided 8 hours of Social Compliance Training to 1,584 people and 8 hours of Environmental Compliance Training to 1,660 people.

Through our Producer Development Department, we create data pools for key manufacturing facilities, closely monitor manufacturing units and carry out projects for their social and environmental development.

We evaluate and share their performance on a monthly basis through the Producer Performance Evaluation System based on criteria such as social and environmental compliance codes audit results, quality system audit results, compliance with production plans, production waste rates, and satisfaction with cooperation with Roteks units. In addition to this practice, we hold performance evaluation meetings with manufacturers every 4 months to go over the points open for improvement.

Manufacturer Satisfaction

By conducting a "Manufacturer Satisfaction Survey" for our manufacturing facilities, one of our most important stakeholders, we offer them the opportunity to evaluate our supply chain management systems and the speed and quality of the information provided by our various departments. We use the survey results as input to develop policies and processes that will turn into added value for our customers. The Manufacturer Satisfaction Survey satisfaction rate was 87.8% and 87.9% in 2022 and 2023, respectively.





Responsible Production



Environmental Management and Compliance

At Roteks, we manage our operations in accordance with national and international standards and our Environmental Policy to minimize our environmental impact. As part of our responsible production approach, we focus not only on the efficient use of energy and water resources within our own operations but also throughout our supply chain.

Click [here](#) for the Roteks Textile Environmental Policy.

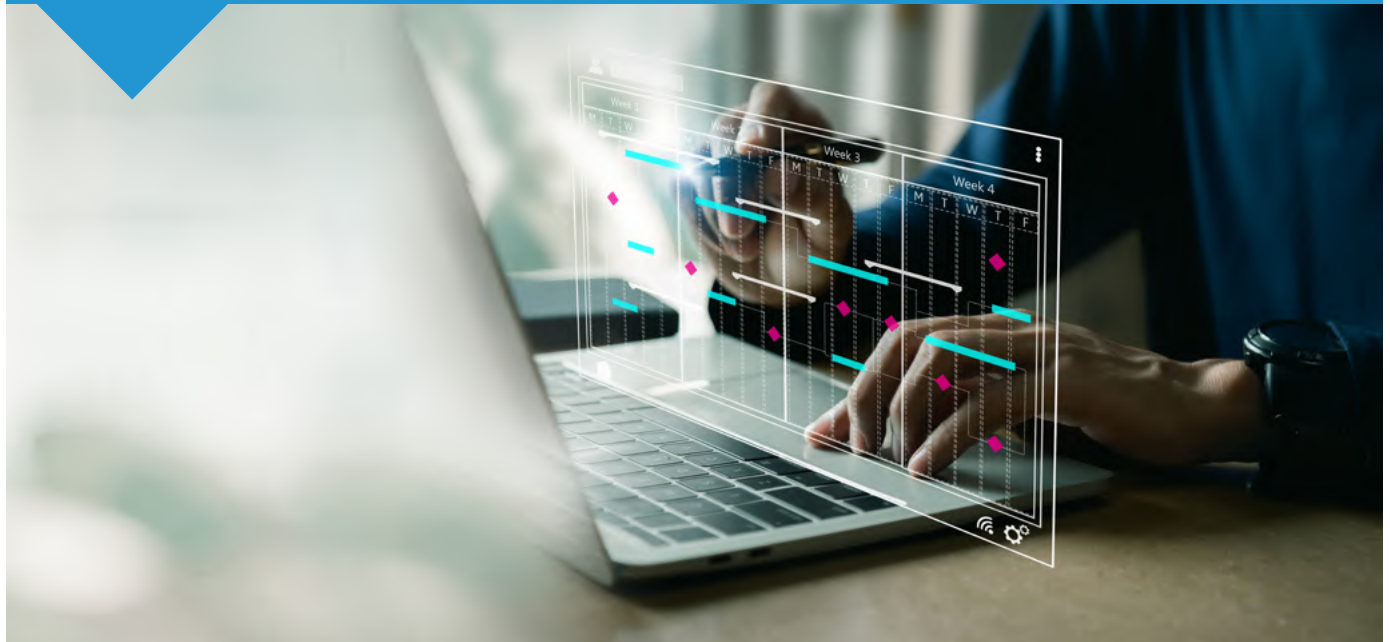


During the reporting period:

- ▶ We provided a total of 1,212 person*hours of training to our employees and subcontracted workers.
- ▶ We continued our efforts towards obtaining ISO 14001: Environmental Management System Certification.
- ▶ There are no penalties or lawsuits resulting from non-compliance with environmental regulations.

Clean Production Plans

At the end of 2022, the Ministry of Environment, Urbanization, and Climate Change published the "Circular on Cleaner Production Practices in the Textile Sector" to promote the adoption of clean production technologies within the textile industry. The circular mandates the implementation of necessary techniques in all textile facilities to reduce energy consumption, air emissions, water usage, and pollutant loads in wastewater. Accordingly, as Roteks, we provided support to all our key manufacturing facilities within the scope of the Environmental Permit and License Regulation for the preparation of Cleaner Production Plan Business Term Plans.



Combating Climate Change

As Roteks, we are aware of our responsibility towards climate change, one of the most critical global risks. We focus on risks related to climate change and their financial impacts, and we are preparing for compliance with the European Green Deal (EGD) and the EU Carbon Border Adjustment Mechanism (CBAM). Additionally, we undertake projects to ensure energy efficiency in our production processes and to reduce greenhouse gas emissions.

We evaluate the risks posed by climate change and work on proactive measures. In this context, we are implementing process engineering actions to reduce water consumption in our key washing operations as a precaution against potential water shortages caused by the global climate crisis. Additionally, we support investments in water recovery systems. Under the European Green Deal, one of the sectors with potential impact from the forthcoming Carbon Border Adjustment Mechanism (CBAM), though not a primary focus, is textiles and apparel. At this stage, we are addressing the need for national Energy Management System implementation and sector-specific regulations, working towards these goals.

Energy and Emissions Management

At Roteks, we focus on energy efficiency across our entire production chain while working to reduce greenhouse gas emissions. In this context, we are implementing LED lighting conversion projects and offsetting our carbon footprint from electricity through Renewable Energy Certificates. Based on the Greenhouse Gas Emission Inventory we have prepared for our key manufacturing facilities, including the Roteks Campus, we are conducting greenhouse gas emission calculations. We pay the utmost attention to compliance with legal limits by monitoring our emissions released into the air.

We reduced electricity-related greenhouse gas emissions at Roteks and our key manufacturing facilities by purchasing Renewable Energy Certificates based on solar energy, achieving a reduction of 85.7% in 2022 and 100% in 2023. The amount of greenhouse gases offset with I-REC certificates was reported as 3,784 tons CO₂e in 2022 and 4,905 tons CO₂e in 2023.

Energy Consumption (GJ)*	2022		2022	
	Roteks	Key Manufacturing Facilities	Roteks	Key Manufacturing Facilities
Direct Energy Consumption	9,460	103,314	8,250	71,639
Diesel				
Gasoline	2,244	4,948	2,177	3,725
Other Diesel				
Natural Gas	7,216	88,985	6,073	28,326
Pellet	0	9,381	0	39,588
Coal	0	0	0	0
Overall Total		112,774		79,889
Indirect Energy Consumption	2,570	28,510	2,266	22,050
Purchased Conventional Electricity	2,570	28,510	2,266	22,050
Overall Total		31,080		24,316

*Consumption values of key manufacturing facilities are calculated according to Roteks operational ratios.

Total Greenhouse Gas Emissions* (tons CO ₂)	2022		2023	
	Roteks	Key Manufacturing Facilities	Roteks	Key Manufacturing Facilities
Scope-1**	607	6,370.7	532.4	4,188.4
Scope-2***	313.5	3,597.5	282.6	2,511.5
Scope-3****	280.1	0	248.1	0

*Calculation method is based on TS EN ISO 14064-1 standard and operational approach.

**Amount of direct emissions from Roteks and Key Manufacturing Facilities.

***Amount of indirect emissions from Roteks and Key Manufacturing Facilities. These emissions are offset with Renewable Energy Certificates.

**** Other indirect emissions from Roteks employees' transportation and flights.

Reporting Period Practices

Hanging Drying System

As part of the hanging drying system implemented in our washing facility, we transferred the heat from the boiler room located on the side to the drying system by placing fans on the top of the drying system. This allowed us to warm the products hanging in the drying system using the ambient temperature. Depending on the produced models, this application provided a 30-50% advantage in drying time and natural gas consumption.

Transition from Coal

By transitioning two of our facilities from coal-fired boilers to natural gas boilers, we achieved a 64% reduction in our steam-related greenhouse gas emissions in 2022 compared to the previous year.

Transition from Natural Gas to Biomass Use

In 2022, we introduced pellet (biofuel) boilers alongside natural gas boilers in 2 washing facilities, and in 2023, we expanded this to 3 facilities. This move allowed us to make significant progress in reducing greenhouse gas emissions by using biofuels across all our key washing facilities. Our pellet-related greenhouse gas emission savings increased from 108,56 tons of CO₂e in 2022 to 452.21 tons of CO₂e in 2023.

Waste Heat Recovery

With our Waste Heat Recovery project, we achieved an annual energy saving of 6,300 kWh while reducing 2.77 tons of CO₂e greenhouse gas.

Transition to VRF System

We achieved an 11%* improvement in our Scope 2 emission amount thanks to our transition to the VRF system from room type, wall type, etc. air conditioners.

* The VRF system was commissioned in April 2022 and calculations were made by comparing the May-August periods (4 months) of 2022-2023.



Water Management

The textile industry is one of the industries with the highest water consumption. As Roteks, we are aware of this and implement projects for efficient use and recycling of water to reduce water consumption in our washing facilities.



Water Efficiency

Our stakeholder washing facilities use new generation washing machines that enable low water consumption, and we reduce water consumption by using active water recycling systems in two of our washing facilities.

In 2022, we achieved a 20.6% reduction in the amount of process water (lt) consumed per kg of product in our washing facilities compared to 2020 baseline. In 2023, we achieved a 20.7% reduction, outperforming the 15% reduction target we set. We aim to increase this rate to 25% by 2025.

Water Reduction Rate (%) Compared to the Baseline Year 2020*



*Calculated based on key washing facilities.

Water Withdrawal by Source in Key Manufacturing Facilities (m ³)	2022	2023
Groundwater	86,819	46,679
Municipal Water	262,202	152,243
Overall Total	349,021	198,922

Laser Technology in Local Used Looks

Processes applied to denim apparel products to achieve local used looks require the use of water to remove the chemical used on the product. By using laser technology to achieve these type of looks, we reduce both the amount of chemical used and the amount of water required to remove the chemicals.

	2022	2023
Ratio of products with laser application to total production (%)	31.9	27.2
Amount of water saved through laser application (m ³)	18,269	12,002

Water Recycling

In our washing facilities, 138,616 m³ of water was recycled and reused in production in 2022, and 119,318 m³ in 2023. Due to the decrease in the number of orders, there has been a reduction in the amount of recycled water compared to 2021. However, we aim to establish recycling systems for each new washing facility added.

	2022	2023
Ratio of the number of products produced in a washing plant with water recycling to the total number of products produced (%)	47	48



Water-Free Enzyme Usage in Washing Operation

Stone washing is often used for its surface effects in the industrial washing of denim fabric. As a result of the stone washing, the sludge waste in the water treatment plants of the laundries increases, and stone waste occurs.

In light of this information, our aim was to create suitable washing recipes for using water-free enzymes instead of stones in washing operations. As a result of the studies, we have seen that the commercially expected appearance of the products can be preserved in more

than 50% of the recipes that contain enzymes instead of stones.

With washing recipes containing water-free enzymes;

- ▶ Sludge waste generated in the washing facilities decreased by 90%, and the stone waste decreased by 100% as stone washing is not used.
- ▶ Recipe-based water consumption decreased by 20% per kg of product.
- ▶ A decrease in the suspended solids parameter in the industrial waste water was observed.

In 2021, we initiated this practice in three key washing facilities, and by 2022, we had expanded it across all our washing facilities. In 2023, the proportion of water-free enzymes used in our washing operations reached 30%.

Waste Management and Circular Economy

We pay close attention to circularity and waste management throughout our value chain. While we continue our efforts to improve circularity in production, we also organize training sessions to raise awareness on these issues.

At our key washing facilities, wastewater is regularly tested by third-party laboratories. The evaluation of these results is based on compliance with the ZDHC Wastewater Guidelines. All wastewater test results are published on the ZDHC Gateway platform. During the reporting period, no non-compliance with MRSL parameters was observed in the wastewater of our key washing facilities based on the sample results obtained.

Total Wastewater Discharge (m ³)	2022	2023
Roteks	23,644	19,694
Key Manufacturing Facilities	230,201	142,102

Waste Rate (%) *	2022	2023
Recovery Rate	99.02	99.99
Disposal Rate	0.97	0

*Represents the ratio of waste from Roteks and key manufacturing facilities. All waste is managed by licensed facilities.

**The greenhouse gas emission for the production of 1 kg of cotton fiber was taken as 0.73 kgCO₂e. Source: Baran, M. F., & Gökdoğan, O. (2022). Determination of energy use efficiency and greenhouse gas emission (GHG) of cotton cultivation in Batman province: A case study from Beşiri district. Selcuk journal of agriculture and food sciences, 36(2), 292-298.

Closing The Loop- All Waste is a Resource

Closed-loop recycling in textiles involves the collection of post-production waste and the production of yarn/felt from this waste. The main benefit of closed-loop recycling is the creation of new value from garment waste. In light of this information, as Roteks, we adopt a closed cycle recycling approach in our operations.

The amount of waste collected from cutting and sewing manufacturers for felt production and sent to our licensed recycling facility was 255,284 kg in 2022 and 255,045 kg in 2023. Accordingly, it is estimated that 186,357 kgCO₂e in 2022 and 186,183 kgCO₂e in 2023 greenhouse gas emissions from cotton production were reduced.**

Pocket Fabric Made from Fabric Waste

In our C.O.J. Denim brand production, we collect cutting waste from primary fabrics, convert this waste into fiber, and use it in yarn production. Then we weave these yarns as pocket fabrics to be used in our new C.O.J. products. In 2022, recycled pocket fabric was used in 28,434 products, while in 2023, it was used in 41,525 products.

As Roteks, we hold the **Zero Waste Basic Level Certificate.**

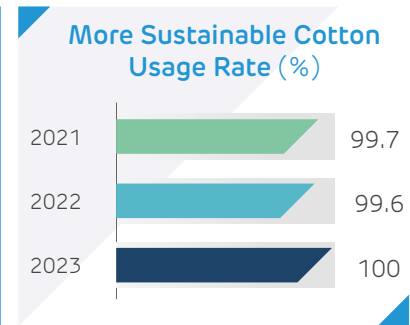


Sustainable Cotton and Paper Usage

The most significant environmental impact in our industry arises from raw material procurement. Cotton, the primary material in the garments we produce, consumes large amounts of water and has environmental impacts related to chemical use and land utilization in its cultivation. At Roteks, we address this by opting for "more sustainable cotton" produced through good social and environmental practices.

In 2021, the usage rate of "more sustainable cotton" was 99.7%. This rate increased to 99.6% in 2022 and reached 100% in 2023. The share of OCS or RCS certified products among the total products loaded was reported as 36% in 2022 and 37% in 2023.

In addition to cotton, we ensure that our labels and packaging are produced from paper sourced sustainably. We procure paper products that contain FSC** (Forest Stewardship Council) certification.



*Better Cotton is procured through a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to the final products. However, Better Cotton farmers benefit from the demanding volumes of Better Cotton, which is equivalent to our supply.

**Founded in 1993, FSC (Forest Stewardship Council) is a non-profit, multi-stakeholder international organization that promotes the responsible management of the world's forests.



More Sustainable Cotton

Better Cotton

Supplied with the Better Cotton Initiative (BCI) mass balance system.



Recycled Cotton

Supplied with Textile Exchange RCS certification.



Organic Cotton

Supplied with Textile Exchange OCS certification.



Chemical Management

The sustainable management of chemicals, which are another crucial raw material in textile and apparel production processes, is addressed with the aim of protecting human health and preventing residual chemicals in wastewater from dyeing and washing operations.

As Roteks, we aim to reduce chemical consumption in our production processes and ensure that the chemicals used are compliant with ZDHC* standards. We also encourage our suppliers to use ZDHC-compliant chemicals and to share their wastewater analysis results on the ZDHC Gateway Platform.

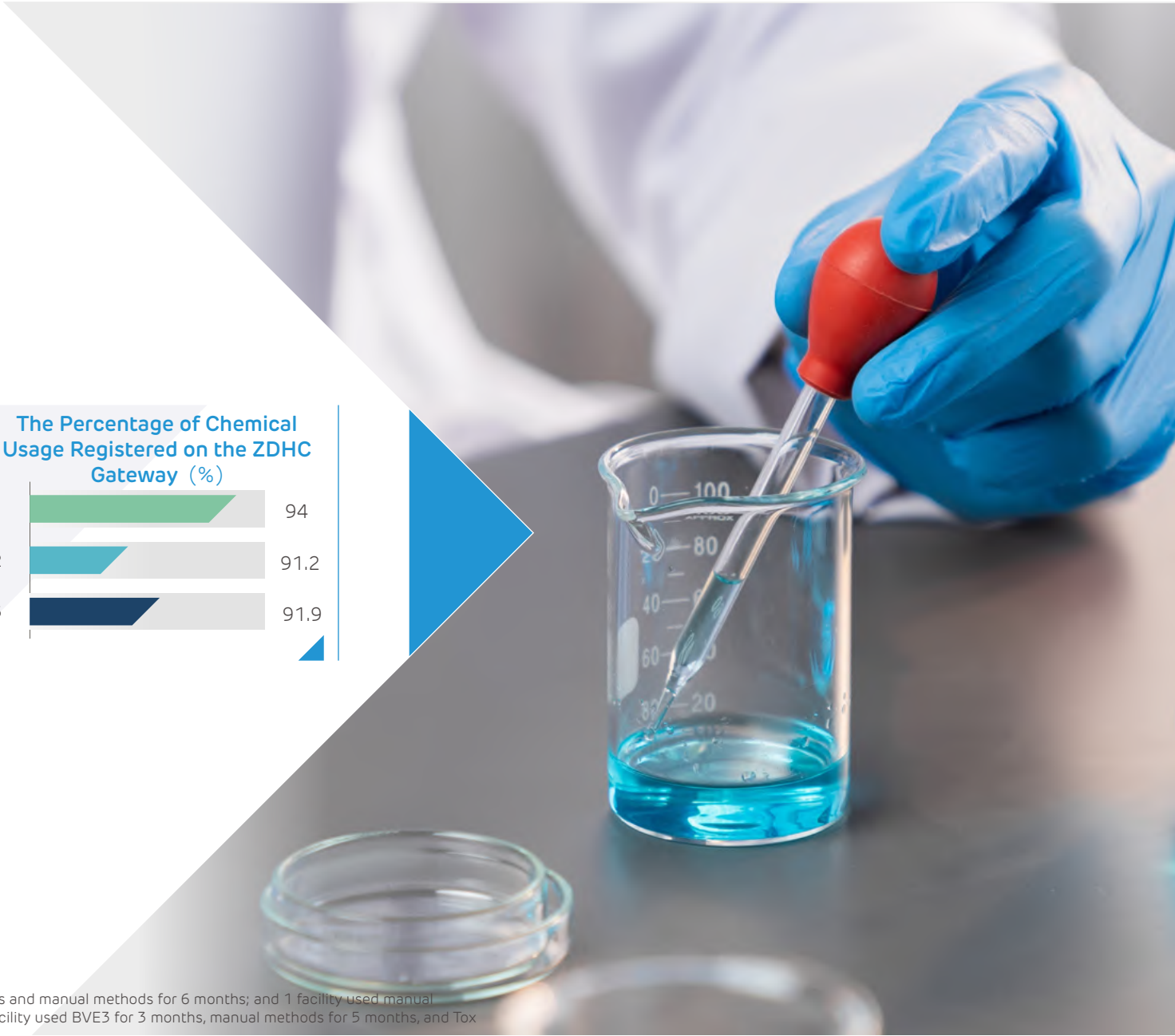
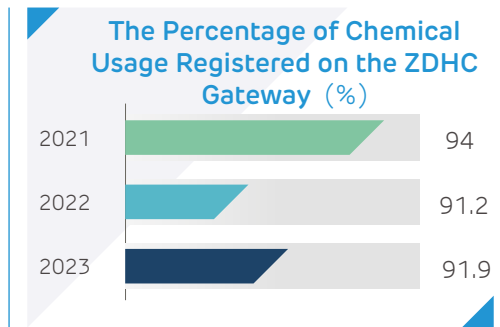
In our supply chain, we monitor the chemicals used at all our washing facilities to ensure they comply with the MRSLs** of the brands we work with. We base our inspections on the transparency and compliance of the Safety Data Sheets (SDS) with current regulations. No nonconformities were found in our audits conducted during the reporting period.

The percentage of chemical usage registered on the ZDHC Gateway in our key washing facilities was 91.2% in 2022 and 91.9% in 2023. Additionally, the wastewater analysis results showed 100% compliance with the ZDHC Wastewater Guidelines.***

*ZDHC: Zero Discharge of Hazardous Chemicals

**MRSL: Manufacturing Restricted Substances List

***In 2022, 3 facilities used BVE3 for 12 months; 1 facility used BVE3 for 6 months and manual methods for 6 months; and 1 facility used manual calculations. In 2023, 3 facilities used BVE3; 1 facility used manual methods; 1 facility used BVE3 for 3 months, manual methods for 5 months, and Tox Clear calculations for 4 months.



Working Life

At Roteks, we believe that the human factor plays a critical role in the success and sustainability of our operations. In this regard, we focus on providing an equitable, inclusive, and safe working environment while contributing to the professional and personal development of our employees through talent development and performance management programs.

In our human resources processes, we adhere to the principles of the United Nations Universal Declaration of Human Rights and our Roteks Human Resources Policy.

Click [here](#) for the Roteks Textile Human Rights Policy.



Equality, Diversity and Inclusion

We adhere to the principle of equality in all human resources processes, including recruitment, promotion, compensation, development, and termination. We do not tolerate discrimination on the basis of ethnicity, religion, language, age, gender, sexual orientation, cultural differences, or other similar grounds. In this regard, no cases of discrimination were reported during the reporting period.

We continuously uphold the employee rights as defined by law and support organizational and collective bargaining rights as stipulated by legal regulations. In accordance with our Social Compliance Policy, we do not permit forced or compulsory labor and child labor under any circumstances. To spread the values we embrace throughout our value chain, we provide Social Compliance Training to our stakeholder manufacturing facilities. Additionally, we ensure that all our security personnel receive training on human rights policies.

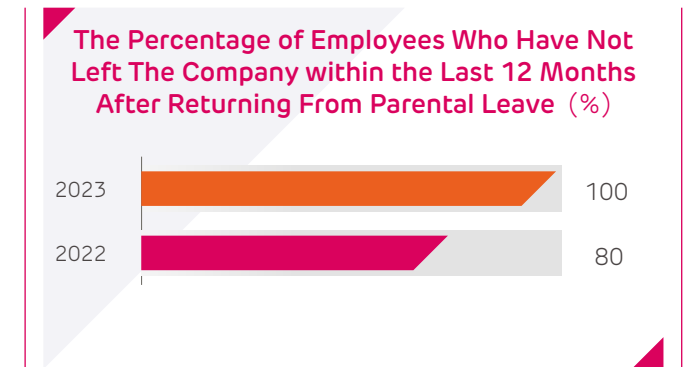
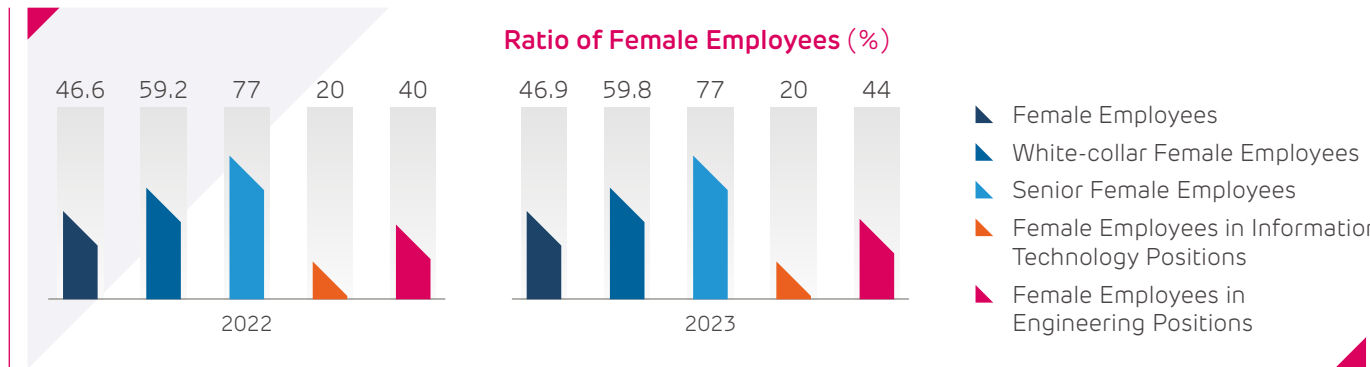
In 2023, we developed policies on "Prevention of Forced Labor, Voluntary Employment and Overtime", "Combating Violence and Harassment" and "Diversity, Inclusion, Equal Opportunity, Prevention of Discrimination and Migrant Labor", and made them available to all our employees on a common platform.

As Roteks, we are one of the signatories of the Women's Empowerment Principles (WEPs) Platform, created in partnership with the UN Women and the UN Global Compact, and we encourage women's employment and support our female employees in business life.

In 2022, our chairperson of Sustainability Board, Evrim Kartaloğlu, and Board Member, Burcu Akmaner, participated as panelists in the 2nd Experience Sharing

Forum organized by the ILO Turkey Office within the framework of the "More and Better Jobs for Women Program". During the panel, we shared our policies that we have established in line with ILO Convention C190 on the Elimination of Violence and Harassment in the World of Work, which was presented for member signatures in 2019 and the actions we have implemented within the scope of women's participation in working life and prevention of violence against women within Roteks and key manufacturing enterprises.

Our female employees accounted for 46.6% and 46.9% of our total workforce in 2022 and 2023, respectively. The share of female white-collar employees among all white-collar employees was 59.2 in 2022 and 59.8 in 2023. Our senior female employee ratio was reported as 77% in both years.



Employee Development and Talent Management

As Roteks, in parallel with our strategic goals, we consider creating a work environment that offers our employees the opportunity to use their potential and talents and encourages their creativity; we support the continuous development of our employees through performance evaluation, training activities, incentive for graduate and post-graduate education, inter-departmental project group studies.

In the field of Talent Management, we regularly evaluate the performance of our employees' using a performance system that assesses both goal achievements and competency measurements. The evaluation results are used as input in career planning, identifying development needs, and performance-based compensation processes. Annually, with the participation of the entire Executive Committee, we review the career planning, competencies, and training needs of all our employees. In this context, we included 146 white-collar employees in the performance evaluation process in 2022, and 164 white-collar employees in 2023.

Internal Customer Evaluation Survey

We conduct an "Internal Customer Evaluation Survey" every year with the aim of improving service quality by providing the necessary communication and coordination environment between departments. We share the results of the survey, in which all departments score each other in terms of quality, timeliness, consistency, cooperation and communication, with managers to identify areas for improvement. The department score obtained as a result of the Internal Customer Evaluation Survey also constitutes one of the inputs of our performance system.



We aim to improve the personal and professional skills of our employees with the educational programs we offer on different topics, especially Roteks Academy, our online training platform in the field of employee development. We provided 5,726 person*hours of training to 361 employees in 2022 and 3,652 person*hours of training to 338 employees in 2023.

We provide paid leave to our employees pursuing their master's and doctorate degrees when they need it, as well as scholarships in addition to their salaries. 9 colleagues in 2022 and 8 colleagues in 2023 benefited from this support.

University-Industry Collaborations

In line with the importance we attach to university-industry cooperation, we offer short and long-term internship opportunities to a certain number of students every year. Our short-term rotation-based summer internship program provides both high school and university students with the chance to gain experience across various functions. Through the "First Step" long-term internship program, we offer theoretical and practical training for five months to final-year students from selected Textile Vocational Schools. During the reporting period, a total of 27 students (10 high school and 17 university students) participated in the short-term internship program, while 16 students took part in the First Step Program.

In addition to our internship programs, we participate in career days organized by universities and Vocational Schools, and we also arrange technical tours and educational programs for university students. During the reporting period, we took part in career day events organized by Ege University, Dokuz Eylül University, and Emel Akin Vocational School. We hosted 40 students from Istanbul Technical University at our facility and informed them about our processes.



Language Training

We provided 2,396 hours of online English training to 77 employees for 5 months. The satisfaction rate of the program was 81%.



Communication Training

We provided a total of 12 hours of communication training to 29 employees in 2 sessions. The overall satisfaction rate for the training was 93%.



Employee Engagement

At Roteks, we are committed to enhancing employee engagement by creating a work environment that balances professional and personal life.

We believe that employee participation is key to fostering engagement, and we support our employees in sharing their requests, ideas, and suggestions through various platforms. We evaluate all notifications and if the owner of the notification is known, we definitely provide feedback to

the person regarding the actions taken. We also promote a participatory management approach through volunteer-based working groups.

Platforms Supporting Employee Engagement



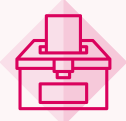
Open Door Application

Within the scope of our Open Door Policy, we enable our employees to communicate their wishes, complaints, suggestions and requests verbally or in writing to senior management.



Employee Suggestion System

We give our employees the opportunity to submit suggestions or complaints through the Suggestion Platform Login screen on a common platform. In this context, 15 of the 25 suggestions submitted to the Employee Suggestion System during the reporting period were accepted and appropriate actions were taken.



Suggestion, Proposal and Feedback Box

Employees can make anonymous submissions to the suggestion, proposal, and feedback boxes, ensuring that their requests are addressed during the weekly box reviews.



Closed Voting System

We offer our employees the opportunity to report their wishes, suggestions and feedback to the union representative or employee representative they choose among themselves through a closed voting system.

Volunteering-Based Activities



Roteks Academy

All training programs added to Roteks Academy are prepared by our volunteer employees who are experts in their respective fields.



Communication Team

Roteks corporate communication activities are managed voluntarily with the participation of our employees from different departments.



Sustainability Reporting Working Groups

Our employees from different departments voluntarily take part in the working groups on our sustainability report.

Human Resources Coffee Chats: iKahve

During the reporting period, we launched the iKahve initiative to get to know our employees better, discuss how we can contribute to their career plans, and receive feedback on our business processes. As part of this project, we conducted one-on-one meetings with a total of 302 people from 28 departments and implemented necessary actions based on the feedback we received.



We organize Employee Satisfaction Surveys every two years to measure the satisfaction of our employees and identify our strengths and areas open to improvement. In 2023, we conducted the survey with a participation rate of 76% and recorded a satisfaction rate of 74.7%.

We also carry out activities to make our employees feel that they are part of the organization. We reward their achievements through recognition and appreciation practices, remember them on special occasions such as weddings and birthdays, and organize motivational events. We also strengthen our internal communication through our Instagram account @roteksailesi, where all our employees participate, share posts on various topics and organize sweepstakes.

In 2023, we organized an "April 23rd Festival" for the children of our Roteks employees. During the event, we collected books brought by the participating children for their peers affected by the earthquake and delivered them to the earthquake-stricken areas. Additionally, we held a special celebration for the 100th anniversary of our Republic with the participation of all our employees. During this event, we gifted our employees with commemorative mugs and scarves printed with "100th Year."

We also provide financial support to our employees. In this regard, we offer interest-free installment loans to those in need and provide a 50% discount on purchases from the Roteks store. We provide our female employees who will go on maternity leave with a lump sum of 4 months' salary upon their request and ensure that they pay it in installments upon their return from leave.

In order to ensure the sustainability of our employees' health and well-being, we provide psychological counseling services to our employees through our company psychologist. During the reporting period, we provided psychological support to 89 employees.

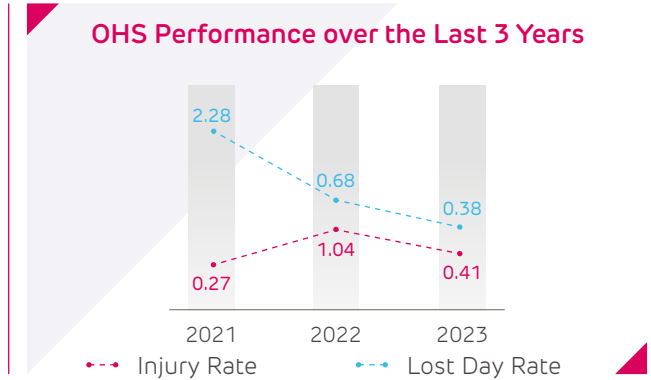
Occupational Health and Safety

As Roteks, we consider providing our employees with a working environment where occupational health and safety (OHS) is ensured at the highest level as a fundamental part of our employer responsibility. In this context, we refer to our Occupational Health and Safety Policy in addition to all applicable OHS-related legislation, obligations and standards in our OHS practices.

Processes regarding occupational health and safety management are carried out by the OHS Board. The total number of members of this Board is 18 and the number of employee representatives is 12.

To enhance our employees' awareness and preparedness regarding occupational health and safety, we conduct regular training sessions. In 2022, we provided 1,079 person*hour of OHS training to a total of 285 people, including our employees and contractor company employees, and 1,882 person*hour of OHS training to 269 people in 2023.

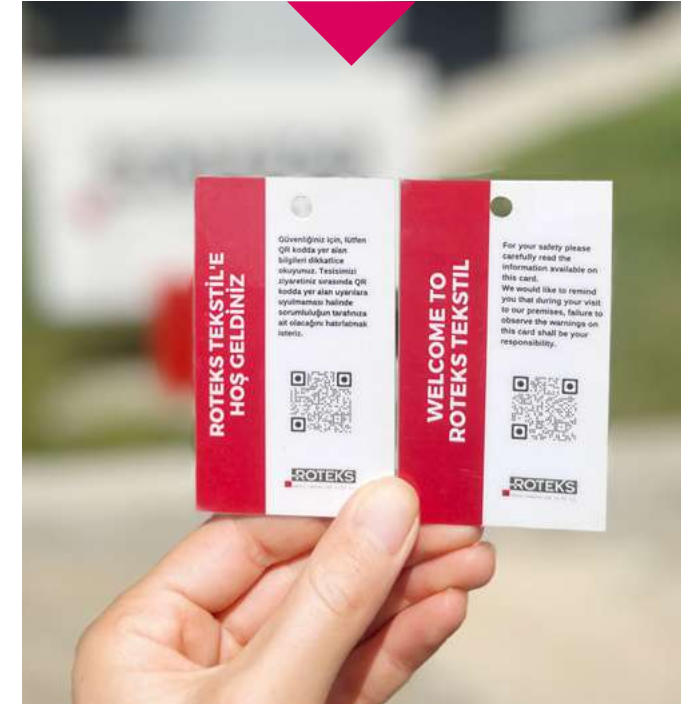
While there have been no cases of occupational diseases or fatal accidents, the injury rate in 2022 was 1.04 (8 work accidents) and the lost day rate was 0.68 (47 days); in 2023, the injury rate was 0.41 (3 work accidents) and the lost day rate was 0.38 (25 days). In addition, there was 1 near-miss incident in 2023. We will continue our corrective and preventive practices in the coming period in order to further improve our OHS performance.



As Roteks, the health and safety of our visitors as well as our employees is our highest priority. Accordingly, we provide our visitors with access to the Visitor Information Guide, which includes topics such as Entry / Exit Procedures, Safety Rules, General Rules, Environmental Rules and Emergency Plans, via QR code before entering our facility.

Disaster and Emergency Management

We carry out disaster and emergency preparedness activities for the continuity of our operations. Every year, we regularly organize evacuation and search and rescue drills with 1 earthquake and 1 fire scenario with the participation of all our employees. We evaluate the results and evacuation times together with the OHS expert and take corrective actions. In addition, we provide trainings to raise awareness in this area.



In 2022,
175 person*hour of training provided to 207 employees.

in 2023,
505 person*hour of training provided to 201 employees.

Contribution to Social Development

We support social development within the scope of the material issues we have identified in line with our sustainability efforts; in this direction, we implement various projects in the fields of environment, education and gender. We adopt the principles of transparent management and accountability in the implementation processes of our projects.



Social Responsibility Projects

Contribution to Gender Equality

Women's Employment Project (Kadın Emeği Hayat İlmeği Project)

In 2020, in cooperation with Izmir Metropolitan Municipality, within the scope of the "Kadın Emeği Hayat İlmeği" project, which we implemented in order to enable disadvantaged women between the ages of 18-35 to acquire a profession; while contributing to the economic and social empowerment of women through sewing training, we ensure the utilization of waste denim fabrics by providing fabric and other sewing materials to be used in the training. A total of 19 women, 10 in 2022 and 9 in 2023, completed the sewing training.

Contribution to Education

We participated in the "Pedal to Education" event organized under the umbrella of the Aegean Contemporary Education Foundation (EÇEV) to provide equal opportunities in education and collected donations.

We took part in the Marathon Izmir event to support the Association for Supporting Contemporary Life's "Light a Light" project, which provides scholarships to young people.

We donated 11 computers to Bağlıca Vocational and Technical Anatolian High School to support their equipment needs.

Donations

Our employees donated blood as part of the Red Crescent's campaign.

As part of April 4th Street Animal Day, we donated food to an animal shelter in Izmir with the participation of our volunteer employees.

Within the scope of the project carried out by Ege University Textile Engineering Department, we donated accessories and fabrics to be used in the nursing home workshop.

Contribution to the Environment

In order to compensate for our carbon footprint resulting from our corporate and individual travels, we donated 3,368 saplings to the Roteks Textile Family Memorial Forest, which we created on the land of the Aegean Forest Foundation in Torbalı, Izmir. In addition, we continued to donate saplings for each new Roteks employee who was hired, married and gave birth.

As of September 2022, we contributed to the reduction of our carbon footprint by not consuming meat on Mondays.

In cooperation with Vitus Cafe, we organized the "Come with My Glass, Get a Discount" event to promote waste reduction.

We participated in the "Homa Dalyanı Coastal Cleaning" event organized by Çiğli Municipality.



Support for the Disaster Area After the February 6 Earthquake

Following the devastating earthquake centered in Kahramanmaraş on February 6, 2023, which affected 11 of our provinces, we quickly mobilized to support recovery efforts. We donated 234,722 pairs of pants to the disaster area through AFAD and local NGOs. Additionally, we organized a fundraising campaign within Roteks, where all our employees participated. We matched the total amount of contributions from our employees with a monetary donation to the AHBAP Association.



Appendices



Sustainability Performance Indicators

Social Performance Indicators

Employee Demographics	2021	2022	2023
Number of Employees	314	302	283
Female	143	141	133
Male	171	161	150
Number of Subcontractor Employees	25	24	22
Female	7	13	13
Male	18	11	9
Number of Employees Covered by Collective Bargaining Agreement	40	42	42
Number of Disabled Employees	13	13	11
Number of Employees by Category	314	302	283
White-collar	214	206	192
Female	125	122	115
Male	89	84	77
Blue-collar	100	96	91
Female	18	19	18
Male	82	77	73
Ratio of Female Employees in Information Technology Positions (%)	20	20	20
Ratio of Female Employees in Engineering Positions (%)	49	40	44
Number of Employees by Contract Type	314	302	283
Permanent	314	302	283
Female	143	141	133
Male	171	161	150
Temporary	0	0	0

Employee Demographics	2021	2022	2023
Number of Employees by Education Level	314	302	283
Primary	70	65	62
High School/Vocational High School	86	80	70
University and above	158	157	151
Number of Employees by Age Group	314	302	283
30 and under	115	72	59
30-50	175	210	204
50 and over	24	20	20
Senior Management Structure (Number)	15	13	13
Female	11	10	10
Male	4	3	3
30 and under	0	0	0
30-50	11	9	9
50 and over	4	4	4
Mid-level Management Structure (Number)	33	36	37
Female	18	21	20
Male	15	15	17
30 and under	0	0	0
30-50	32	35	36
50 and over	1	1	1

Employee Turnover	2021	2022	2023
Turnover Rate (%)	13.33	22.08	18.12
Female	6.67	7.47	8.55
Male	6.67	14.61	9.57
Number of Newly Hired Employees	68	56	34
White-collar	53	31	19
Female	33	17	13
Male	20	14	6
Blue-collar	15	25	15
Female	2	3	4
Male	13	22	11
Ratio of Female Candidates Among Job Applicants (%)	51	52	54
Ratio of Female Candidates in Recruitment Interviewed Candidates (%)	58	56	72
Number of Leaving Employees	40	68	53
White-collar	18	37	33
Female	18	22	20
Male	0	15	13
Blue-collar	22	31	20
Female	2	1	5
Male	20	30	15
Number of Employees on Maternity and Paternity Leave	8	13	10
Female	3	5	5
Male	5	8	5
Number of Employees Returning from Maternity and Paternity Leave	8	13	8
Female	3	5	3
Male	5	8	5
Ratio of Employees Continuing to Work in the Last 12 Months After Returning from Parental Leave (%)	100	80	100

Employee Development	2021	2022	2023
Employee Trainings- Number of Participants (person)	345	361	338
White-collar	231	242	236
Female	140	148	149
Male	91	94	87
Blue-collar	114	119	102
Female	21	22	20
Male	93	97	82
Employee Trainings- Total Hours (person*hour)	9,105	5,726	3,652
White-collar	8,355	5,047	2,259
Female	5,423	3,094	1,333
Male	2,932	1,953	926
Blue-collar	750	679	1,393
Female	182	103	244
Male	568	576	1,149
Training Hours per Employee (Hours/Employee)	26.3	15.8	10.8
White-collar	36.1	20.8	9.5
Female	39	21	9
Male	6	21	11
Blue-collar	6.5	5.7	13.6
Female	9	5	12
Male	6	6	14
Subcontractor Employee Trainings- Number of Participants (person)	10	49	31
White-collar	2	9	3
Female	0	5	3
Male	2	4	0
Blue-collar	8	40	28
Female	5	22	14
Male	3	18	14

Employee Development	2021	2022	2023
Subcontractor Employee Trainings- Total Hours (person*hour)	7,5	6,299	30
White-collar	1	933	3,5
Female	0	872	3,5
Male	1	61	0
Blue-collar	6,5	5,366	26,5
Female	3,5	4,438	12
Male	3	928	14,5
Training Hours per Subcontractor Employee (Hours/ Employee)	0,7	128,5	0,9
White-collar	0,5	103,6	1,1
Female	0	174	1
Male	0,5	15	0
Blue-collar	0,8	134,1	0,9
Female	0,7	202	1
Male	3	52	1
Number of Employees Given Regular Performance Evaluation Feedback	212	146	164
White-collar	212	146	164
Female	124	82	96
Male	88	64	68
Blue-collar	0	0	0
Female	0	0	0
Male	0	0	0

Occupational Health and Safety (OHS)	2021	2022	2023
OHS Trainings- Number of Participants (person)	333	285	269
Direct Employment	333	270	259
Subcontractor Employee	0	15	10
OHS Trainings- Total Hours (person*hour)	1,137	1,079	1,882
Direct Employment	1,137	1,059	1,871
Subcontractor Employee	0	20	11
Accident Frequency Rate (Injury Rate)	0,27	1,04	0,41
Number of Accidents	5	8	3
Lost Day Rate	2,28	0,68	0,38
Number of Lost Days	27	47	25
Occupational Disease Rate	0	0	0
Number of Work-Related Fatalities	0	0	0
Number of Near Misses	0	0	1
Number OHS Committees	2	12	4
Number of OHS Committee Members	17	16	18
Number of Employee Representatives at OHS Committee	10	12	12
Disaster and Emergency Trainings - Number of Participants (person)	160	207	201
Disaster and Emergency Trainings-Total Hours (person*hour)	292	175	505

Economic Performance Indicators

Economic Performance	2021	2022	2023
Total Sales (Euro)	98,229,037	88,347,781	72,279,348
Total Sales (Number)	10,856,061	8,854,973	6,664,503
Taxes and Similar Payments Paid to the Government (TL)	11,265,000	8,425,216.07	6,221,681.75

Environmental Performance Indicators

Environmental Performance	2021		2022		2023	
	Roteks	Key Manufacturing Facilities	Roteks	Key Manufacturing Facilities	Roteks	Key Manufacturing Facilities
Total Direct Energy Consumption (GJ)*	12,470	138,688	9,460	103,314	8,250	71,639
Diesel						
Gasoline	2,248	5,097	2,244	4,948	2,177	3,725
Other Diesel (Generator Scope 1.1)						
Natural Gas	10,221	97,101	7,216	88,985	6,073	28,326
Pellet	0	0	0	9,381	0	39,588
Coal	0	36,491	0	0	0	0
Overall Total	151,158		112,774		79,889	
Total Indirect Energy Consumption (GJ)*	2,538	38,232	2,570	28,510	2,266	22,050
Conventional Electricity Purchased	2,538	38,232	2,570	28,510	2,266	22,050
Overall Total	40,770		31,080		24,316	
Total Greenhouse Gas Emissions (tons CO₂)**						
Scope 1	837	14,799	607	6,371	532	4,188.40
Scope 2	349	5,262	313	3,598	283	2,512
Scope 3	307	0	280	0	248	0
Overall Total	1,493	20,061	11,169		7,312	
Pollutant Air Emissions (MG/Nm³)						
CO	-	-	43	417	3	159
NO	-	-	77	575	70	176
NO ₂	-	-	126	728	108	273
SO ₂	-	-	0	29	0	7
Dust	-	-	1	33	34	12
Class 1 VOC	-	-	0	0	0	0
Class 2 VOC	-	-	0	4	0	0
Class 3 VOC	-	-	0	7	0	0
Total TOC	-	-	0	0	0	0

*Consumption values of Key Manufacturing Facilities are calculated according to Roteks operating rates.

**Calculation method is based on TS EN ISO 14064-1 standard.

Environmental Performance	2021		2022		2023	
	Roteks	Key Manufacturing Facilities	Roteks	Key Manufacturing Facilities	Roteks	Key Manufacturing Facilities
Water Withdrawal by Source (m³) *			26,271	487,637	21,882	318,239
Well Water	0	152,518	-	86,819	-	46,679
Municipal Water	25,619	366,662	26,271	262,202	21,882	152,243
Surface Water	0	0	-	0	-	0
Water Recovery (On-site)	0	161,781	-	138,616	-	119,318
Overall Total	25.619	680.961	513.908		340.121	
Water Consumption per Production (lt/kg) **	-	69.7	-	68	-	67.5
Total Water Recovery (m³) ***	-	161,781	-	138,616	-	119,318
Total Wastewater Discharge (m³) (Wastewater Canal)	17,626	324,002	23,644	230,201	19,694	142,102
Waste Rate (%) ****						
Recovery (Hazardous+Non-Hazardous)	93	-	99	-	99.9	-
Disposal (Hazardous+Non-Hazardous)	7	-	0.9792	-	0.0004	-
Environmental Investment and Management Expenditures (TL)	-	-	152,083	-	309,287	-
Environmental Trainings - Number of Participants (person)						
Direct Employment	317	-	201	-	252	-
Subcontractor Employee	10	2,210	-	2,110	15	1,660
Environmental Trainings - Total Hours (person*hour)						
Direct Employment	1,009	-	260	-	919	-
Subcontractor Employee	7	2,434	-	10	15	8

*Warehouses are also included in the data for 2022 and 2023.

**Water consumption amount (lt/kg) was calculated based on washing facilities. (Base Year=2020)

***Due to changes in the key production facility ratios, a decrease has been observed compared to the 2021 data.

****All waste has been handed over to licensed facilities.

GRI Content Index

Statement of Use : Roteks has prepared its Report covering the period from January 1, 2022, to December 31, 2023, in accordance with GRI Standards.
GRI 1 Used : GRI 1: Foundation 2021
Applicable GRI Sector Standard(s) : /

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
	2-1 Organizational details+B9:B38	About Roteks, p:3			
	2-2 Entities included in the organization's sustainability reporting	About Roteks, p:3			
	2-3 Reporting period, frequency and contact point	About Roteks, p:3 ; Contact, p:64			
	2-4 Restatements of information	GRI Content Index: No information has been restated in the report.			
	2-5 External assurance	GRI Content Index: None.			
	2-6 Activities, value chain and other business relationships	About Roteks, p:3			
	2-7 Employees	Sustainability Performance Indicators, p:54			
	2-8 Workers who are not employees	Sustainability Performance Indicators, p:54			
	2-9 Governance structure and composition	Corporate Governance Approach, p:9			
	2-10 Nomination and selection of the highest governance body	Corporate Governance Approach, p:9			
	2-11 Chair of the highest governance body	Corporate Governance Approach, p:9			
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance Approach, p:9			
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, p:12			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, p:12			
	2-15 Conflicts of interest	Ethics and Compliance, p:11			
	2-16 Communication of critical concerns	Ethics and Compliance, p:11 ; Communication with our Stakeholders, p:16-18			
	2-17 Collective knowledge of the highest governance body	Corporate Governance Approach, p:9			
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Approach, p:9			
	2-19 Remuneration policies	Equality, Diversity and Inclusion, p:45			
	2-20 Process to determine remuneration	Equality, Diversity and Inclusion, p:45			
	2-21 Annual total compensation ratio	GRI Content Index: This information is not disclosed for confidentiality reasons.	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	Roteks does not disclose this information as there is no law regarding the disclosure of wages in Türkiye.
	2-22 Statement on sustainable development strategy	Sustainability Management, p:12			
	2-23 Policy commitments	Sustainability Management, p:12			
	2-24 Embedding policy commitments	Sustainability Management, p:12			
	2-25 Processes to remediate negative impacts	Communication with our Stakeholders, p:16-18			
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p:11; Communication with our Stakeholders, p:16-18			
	2-27 Compliance with laws and regulations	Ethics and Compliance, p:11			
	2-28 Membership associations	Corporate Memberships and Supported Initiatives, p:18			
	2-29 Approach to stakeholder engagement	Communication with our Stakeholders, p:16			
	2-30 Collective bargaining agreements	Equality, Diversity and Inclusion, p:45			

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for all disclosures are included correctly and aligned with the appropriate sections in the body of the report.

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Issues, p:13			
	3-2 List of material topics	Material Issues, p:13			
Combating Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Combating Climate Change, p:37			
Energy Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Combating Climate Change, p:37-38			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Performance Indicators, p:57			
	302-2 Energy consumption outside of the organization	Sustainability Performance Indicators, p:57			
	302-4 Reduction of energy consumption	Combating Climate Change, p:37-38			
	302-5 Reductions in energy requirements of products and services	Combating Climate Change, p:37-38			
Emission Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Combating Climate Change, p:37-38			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Sustainability Performance Indicators, p:57			
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Performance Indicators, p:57			
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability Performance Indicators, p:57			
	305-5 Reduction of GHG emissions	Combating Climate Change, p:37-38			
	305-6 Emissions of ozone-depleting substances	Sustainability Performance Indicators, p:57			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Sustainability Performance Indicators, p:57			
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Water Management, p:39-40			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, p:39-40			
	303-2 Management of water discharge-related impacts	Water Management, p:39-40			
	303-3 Water withdrawal	Water Management, p:39 ; Sustainability Performance Indicators, p:58			
	303-4 Water discharge	Sustainability Performance Indicators, p:58			
	303-5 Water consumption	Sustainability Performance Indicators, p:58			
Product Recycling					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ;Waste Management and Circular Economy, p:41			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, p:41			
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy, p:41			
	306-3 Waste generated	Sustainability Performance Indicators, p:58			
	306-4 Waste diverted from disposal	Sustainability Performance Indicators, p:58			
	306-5 Waste directed to disposal	Sustainability Performance Indicators, p:58			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Product Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Quality Management, p :20-21			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality Management, p :20-21			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Content Index: No such case was encountered during the reporting period.			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	GRI Content Index: 100% of our products are labeled in accordance with legal regulations.			
	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Content Index: No such case was encountered during the reporting period.			
Responsible Raw Material Usage					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Sustainable Cotton and Paper Usage, p:42 ; Chemical Management, p: 43			
Environmentally Friendly Products					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Sustainable Cotton and Paper Usage, p:42 ; Chemical Management, p: 43			
Resource Efficiency					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Water Management, p:39-40 ; Waste Management and Circular Economy, p:41 ;Sustainable Cotton and Paper Usage, p:42			
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13; Occupational Health and Safety, p:50			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, p:50			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, p:50			
	403-3 Occupational health services	Occupational Health and Safety, p:50			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, p:50			
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, p:50			
	403-6 Promotion of worker health	Occupational Health and Safety, p:50			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, p:50			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, p:50			
	403-9 Work-related injuries	Occupational Health and Safety, p:50 ; Sustainability Performance Indicators, p:56			
	403-10 Work-related ill health	Occupational Health and Safety, p:50 ; Sustainability Performance Indicators, p:56			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Working Conditions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Equality, Diversity and Inclusion, p:45			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Sustainability Performance Indicators, p:55			
	401-3 Parental leave	Sustainability Performance Indicators, p:55			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Sustainability Performance Indicators, p:54			
	405-2 Ratio of basic salary and remuneration of women to men	Equality, Diversity and Inclusion, p:45			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Equality, Diversity and Inclusion, p:45			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	GRI Content Index: There are no operations or suppliers where the right to freedom of association and collective bargaining may be at risk.			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	GRI Content Index: There are no operations and suppliers at significant risk for incidents of child labor			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	GRI Content Index: There are no operations and suppliers at significant risk for incidents of forced or compulsory labor			
Employee Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13; Employee Development and Talent Management, p:46-47			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Talent Management, p:46-47			
	404-3 Percentage of employees receiving regular performance and career development reviews	Sustainability Performance Indicators, p:56			
Supplier Audits					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13; Supply Security, p:31; Supplier Audits, p:32-33			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Security, p:31			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier Audits, p:32			
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Audits, p:32-33			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supplier Audits, p:32			
	414-2 Negative social impacts in the supply chain and actions taken	Supplier Audits, p:32-33			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			Requirement(s) Omitted	Reason	Explanation
Suppliers' Working Conditions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Supplier Audits, p:32-33; Supplier Development, p:34			
Customer Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Customer Satisfaction, p:22			
R&D					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; R&D and Innovation, p:24-25			
Data Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Digital Transformation and Information Security, p:26-28			
Corporate Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ;Corporate Governance Approach, p:9-10			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ;Sustainability Performance Indicators, p:56			
Business Ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Ethics and Compliance, p:11			
Legal Compliance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Ethics and Compliance, p:11			
Risk Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ; Risk and Opportunity Management, p:12			
Stakeholder Relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ;Communication with our Stakeholders p:16-18			
Social Development					
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Issues, p:13 ;Contribution to Social Development, p:51-52			

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