

QUA

QUA GRANITE HAYAL YAPI VE URUNLERI
SANAYI TICARET A.Ş.

ESG SUPPORTING DOCUMENT 2023

QUA
GRANITE

ENVIRONMENTAL

E-WASTE REDUCTION

Total e-waste is 0 since 2016.

TOXIC CHEMICALS REDUCTION

There are no toxic chemicals usage in our production processes.

EMISSIONS TARGET ANNUAL REDUCTION

Reduce the Scope 2 emissions per m2 of product by 2% in 2024 compared to 2021.

SOCIAL

INTERNAL PROMOTION

For personnel meeting the necessary qualifications for promotion, the Promotion Evaluation Form is completed by department managers and submitted to the Human Resources Directorate. The Human Resources Directorate then reviews the proposed personnel's suitability for the stated qualifications. To discuss the promotion proposal, the Human Resources Directorate requests a meeting with the relevant department manager and presents the received promotion form to the management during this meeting. The management examines the documents and forms related to the personnel recommended for promotion. If deemed necessary, the management may require the Human Resources staff to conduct written and verbal interviews. The reasons are explained to personnel whose promotional proposal has been denied. The areas where improvement is needed are specified, and the promotion request is postponed for future consideration. The reasons for postponement are documented in the Promotion Evaluation Form and stored in the personnel file. For personnel whose promotion proposal is approved by management, the Human Resources and department manager meet with them at the scheduled time. Promotion proposal discussions are conducted within the framework of confidentiality. They cannot be disclosed without the approval of the General Manager and the Human Resources Director. The new position is explained to the personnel deemed suitable for promotion by management, and the new job description is signed. For personnel whose promotion is approved by management and authorized by the General Manager, an information announcement detailing their new position, authorities, and responsibilities is published and put into operation.

FLEXIBLE WORKING HOURS

At our company, project managers work remotely.

DAY CARE SERVICES

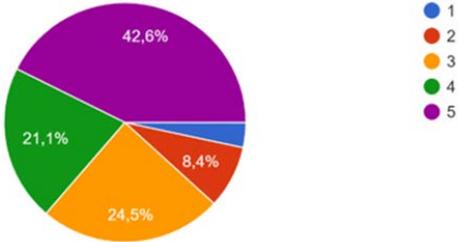
There is a lactation room for our women employees.

IMPROVEMENT TOOLS BUSINESS ETHICS

There is an ethics line established within the company. There are complaint boxes in certain places.

EMPLOYEE SATISFACTION

In the Employee Satisfaction Survey conducted in 2023, 237 employees from our company participated, and with an overall average rating of 3.91 out of 5, the employee satisfaction rate was measured at 78.22%.



POLICY CAREER DEVELOPMENT

Individual and occupational trainings are given to employees. Training requirement analysis is performed on a yearly basis to schedule training calendar. In addition to individual and occupational trainings, mandatory trainings by laws and regulations are given to employees periodically. Our employees are encouraged to complete specific certification programs such as Energy Management Certification, Professional Competence Certificates, Effective Management Skills, Communication and Behavioural Science, Mentoring and Individual Development, Stress Management and Anger Control, Team Work.

PRODUCT RESPONSIBILITY MONITORING

Quality control systems are used for product tracking, with product analyses being conducted at each unit. Only high-quality products are delivered to customers, with quality data being recorded and managed through a Quality Management System (QMS). Products produced in compliance with EN ISO 14411 standards are monitored through the QMS and tracked using the 9001 Standard. Additionally, employees involved in product analysis are trained to ensure quality.

WHISTLEBLOWER PROTECTION

According to Grievance Mechanism Procedure established within Qua Granite, the company will establish a complaint mechanism for workers and develop a transparent process for workers to express their concerns and complaints, including anonymous complaints. It will ensure that no discrimination is made against those who express complaints, all complaints are taken seriously, and appropriate measures are taken immediately.

GOVERNANCE

POLICY BOARD EXPERIENCE

Board Members and candidates experience, knowhow and knowledge criterion are taken into account.

POLICY SHAREHOLDER ENGAGEMENT

TCC Article 421 Subject 3b. In case of an attempt to adopt stock-based compensation plans, it is necessary to obtain at least %75 of shareholder approval before implementation. Decisions regarding stocks require articles of association amendment. This subject is regulated in Article 421 of the Turkish Commercial Code. As per Article 421, articles of association amendments require general assembly decisions, thus shareholder approval.

LIMITATION OF DIRECTOR LIABILITY

The company has established qualified third-party indemnity provisions for the benefit of its managers, which are effective as of the date of this report. These indemnities are not limited in amount and cover damages and liabilities that Managers may incur in relation to third parties while performing their duties.

SHAREHOLDERS APPROVAL STOCK COMPENSATION PLAN TCC

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<https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=6102&MevzuatTur=1&MevzuatTertip=5>

SUPERMAJORITY VOTE REQUIREMENT

According to the securities regulations, significant transactions such as M&As, issuance of golden or preferred shares, sale of a significant portion of company assets etc. should be decided in the general assembly meeting, where supermajority rule (2/3 affirmative votes out of total) applies. The shareholders who attend the meeting and cast negative votes for the transaction are entitled to appraisal right. Please see Capital Markets Board's Communique no II-23.3 for detail.

[\(https://mevzuat.spk.gov.tr/\)](https://mevzuat.spk.gov.tr/)

LIMITED SHAREHOLDER RIGHTS TO CALL MEETINGS

Calling the General Assembly for ordinary and extraordinary meetings in accordance with the provisions of this Articles of Association and the Turkish Commercial Code, and preparing the agenda.

ELIMINATION OF CUMULATIVE VOTING RIGHTS

Cumulative vote method is not applied.

PRE-EMPTIVE RIGHTS

According to the Turkish Commercial Code numbered 6102 Article 461/1, every shareholder in joint stock companies has the right (pre-emptive rights) to acquire newly issued shares proportionate to their existing shares within total capital.

COMPANY CROSS SHAREHOLDING

The Company is not engaged in any cross-shareholding relationship with another company.

POLICY EXECUTIVE RETENTION

We maintain a compensation program for all of our employees including our executives to attract employees, and retain current employees, with the skills and attributes that we need to promote the growth and success of our business.

LITIGATION EXPENSES

The total amount of litigation expenses between 01/01/2023 and 31/12/2023 is 1,899,940 TL.

STATE OWNED ENTERPRISE SOE

Qua Granite is a privately held company and operates independently of any state ownership or control.

It is not affiliated with any government entity, nor does it receive any government funding or subsidies.

Qua Granite's shareholder structure is shown below:

Shareholder's Name Surname	Share Group	Capital Total (TRY)	Share in Capital (%)	Voting Right Rate (%)
Q Yatırım Holding A.Ş.*	A	462.000.000	37,90	63,47
	B	538.646.251		
Ali Ercan	B	785.443.276	29,75	17,50
Other	B	853.910.473	32,35	19,03
Total	A+B	2.640.000.000	100	100

**Sole shareholder of the company is Ali Ercan. Management dominance of Ali Ercan in Qua Granite has not changed.*

From the examination of the List of Attendants, out of a total of 2,640,000,000,000.00 (two billion six hundred and forty million Turkish liras) shares corresponding to the Company's total capital of TL 2,640,000,000.00 (two billion six hundred and forty million Turkish liras), 462,000,000 (four hundred and sixty-two million) Class A shares and 2,178,000,000 (two billion one hundred and seventy-eight million) Class B shares, each with a nominal value of TL 2,640,000,000 (two billion six hundred forty million) shares, 3,507,832 shares in person and 1,822,183,440 shares by proxy, totaling 1,825,691,272 shares were represented at the general assembly meeting, and the capital commitments related to the relevant shares were paid in full the minimum meeting quorum stipulated in both the Turkish Commercial Code and the articles of association was present.