



**QUA GRANITE HAYAL YAPI VE ÜRÜNLERİ  
SANAYİ TİCARET ANONİM ŞİRKETİ**

**ESG SUPPORTING DOCUMENT 2024**

## **GOVERNANCE**

### **POLICY BOARD EXPERIENCE**

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

### **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.

### **SHAREHOLDERS APPROVAL STOCK COMPENSATION PLAN**

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.

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

### **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.

### **SHAREHOLDER APPROVAL SIGNIFICANT TRANSACTIONS**

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 Communiqué no II-23.3 for detail.

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

### **ADVANCE NOTICE PERIOD DAYS**

Qua Granite announced that the Ordinary General Assembly Meeting for the year 2024 will be held on 16 April 2025, based on the Board of Directors' resolution dated 14 March 2025

<https://kap.org.tr/en/Bildirim/1407122>). Accordingly, the period provided for the shareholders of the company to request the addition of items to the agenda of the general assembly has effectively amounted to 33 days."

## **SOCIAL**

### **TARGETS DIVERSITY AND OPPORTUNITY**

Increase the ratio of female employees by 2% in 2025 compared to 2024.

### **WOMEN MANAGERS**

Women managers account for 14% of all managers as of 31.12.2024. Number of women manager is 9 while total number of managers is 63.

### **EMPLOYEES WITH DISABILITIES**

Employees with disabilities account for 3% of all personnel as of 31.12.2024.

### **FLEXIBLE WORKING HOURS**

At our company, project managers work remotely.

### **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.

### **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.

## **AVERAGE TRAINING HOURS**

Education Programs and Statistics In 2024, as Qua Granite we provided 14 different training programs, totaling 33,204 hours, to 962 employees, significantly contributing to their professional development. Average training hours per employee is 34.51.

## **EMPLOYEE SATISFACTION**

In the Employee Satisfaction Survey conducted in 2024, 100 employees from our company participated. In the 2024 Employee Satisfaction Survey, 41% of employees reported being satisfied, 35% were dissatisfied, and 22% were undecided.

## **TOTAL INJURY RATE TOTAL**

Injury frequency rate was 212.25 in 2024.

## **LOST WORKING DAYS**

Accident Severity Rate is 382,62 for 2024

## **OCCUPATIONAL DISEASES**

There is no occupational disease in 2024

## **GENDER PAY GAP PERCENTAGE**

Our company principle is equal pay for equal work. There is no gender based remuneration criteria for employees.

## **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.