

# QUA

QUA GRANITE HAYAL YAPI VE ÜRÜNLERİ SANAYİ  
TİCARET ANONİM ŞİRKETİ

ESG SUPPORTING DOCUMENT 2024

QUA  
GRANITE

## 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 Communique no II-23.3 for detail. (<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 managers is 9 while total number of managers is 63.

### **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. 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, Team Work.

### **AVERAGE TRAINING HOURS**

Education Programs and Statistics In 2024, as Qua Granite we provided 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.

## **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. 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 ISO 9001 standard. Additionally, employees involved in product analysis are trained to ensure quality.

## **ENVIRONMENTAL**

### **TOXIC CHEMICALS REDUCTION**

There are no toxic chemicals usage in our production processes.

### **VOC EMISSIONS**

VOC emission studies has been conducted and it is observed that since there are no organic compounds in our production process, our VOC emissions are 0.

### **WATER POLLUTANT EMISSIONS**

We reuse 100% of the wastewater from our industrial wastewater treatment plant. Amount of water discharged is 0. Therefore, water pollutant emissions are 0.

### **WATER TECHNOLOGIES**

We fully recycle the industrial wastewater generated from our production processes. In this way, we reduce groundwater consumption. Additionally, we reuse wastewater from the mass preparation department within the process through internal recycling. We monitor well water consumption using electronic meters and integrate these meters into our Data Collection System to track water usage.

### **SUSTAINABLE BUILDING PRODUCTS**

Porcelain tiles are the best heat-conducting products within the tile category. As thickness decreases, conductivity increases. We continue to produce 7 mm ceramic tiles. By analyzing the life cycle of our products, we scientifically assess their environmental impacts. In accordance with European standards, we have obtained Environmental Product Declarations for our 7 mm thick products in line with the EN 15804 standard. Thanks to our 7 mm thin products, we consume less raw material, reduce the use of boxes and pallets, and lower fuel consumption by enabling higher transportation capacity per shipment.

### **TAKE-BACK AND RECYCLING INITIATIVES**

Used packages are collected and shipped to licensed disposal companies.

### **ENVIRONMENTAL R&G EXPENDITURES**

An investment of 48 million TRY was made in R&D to develop environmentally friendly products and services.

### **ENVIRONMENTAL INVESTMENTS INITIATIVES**

The most used material is feldspar in our production process. In order to reduce logistics costs and emissions our facility was established to the closest organized industrial site where feldspar is mined. We are also close to the harbor to use seaway to transport out products to overseas. We choose 100% recycled packaging material from suppliers to reduce our environmental footprint. We choose suppliers accordingly with our 'Environmental Policy'.

### **ENVIRONMENTAL RESTORATION INITIATIVES**

With the waste water treatment facility a total volume of 94.000 m<sup>3</sup> water recycled and reused daily. Also, the volume of discharged water is 0 m<sup>3</sup>. Therefore, ground water and surface water consumption minimized. 43,260,887 TL has been spent on environmental projects for the reuse of wastewater.