

# 2023

Sustainability Report



# Contents

2

## Introduction

- 3 About the Report
- 4 Message from the General Manager

5

## CNT Conta at a Glance

- 6 CNT Conta at a Glance
- 7 CNT Conta Geography of Operations
- 8 Milestones
- 10 CNT Conta in Figures
- 11 Our Products

13

## Corporate Governance

- 14 Board of Directors Practices
- 14 Remuneration Policy
- 14 Internal Audit and Risk Management
- 15 Sustainability Management
- 18 Business Ethics and Legal Compliance

20

## Product Responsibility and Innovation

- 21 R&D and Innovation
- 22 Digital Transformation
- 23 Product Safety And Traceability
- 25 Customer Behaviour Change
- 26 Sustainability in the Supply Chain

28

## Environment and Climate Management

- 29 Climate Change And Energy Management
- 31 Waste Management And Circular Economy

32

## Workplace Practices

- 34 Talent Management And Equal Opportunities
- 36 Occupational Health And Safety

38

## Annexes

- 38 GRI Content Index
- 42 Contacts



# About the Report



This year's inaugural sustainability report will detail our approach to sustainability and its reflection in our business model, with the aim of providing our stakeholders with a clear understanding of our commitment to environmental responsibility.

Conta Elastik Ürünler Sanayi ve Ticaret A.Ş., operating under the CNT Conta brand, was established in 2006. Over time, CNT Conta expanded its production activities in Türkiye to include a production facility in China, and now meets the flexible gasket needs of various sectors in many countries with innovative, environmentally friendly solutions that best meet customer expectations, thereby setting itself apart in the industry. In recent years, as stakeholders have increasingly prioritised environmentally friendly features in their expectations, CNT Conta's recyclable products have also gained recognition from their customers.

As CNT Conta, we also prioritise the sustainability qualities of our activities and products by accurately understanding the expectations of our stakeholders, and we manage our social, environmental and economic impacts.

This year's inaugural sustainability report will detail our approach to sustainability and its reflection in our business model, with the aim of providing our stakeholders with a clear understanding of our commitment to environmental responsibility.

This Report has been prepared by Conta Elastik Ürünler Sanayi ve Ticaret A.Ş in accordance with the GRI Standards for the period between 1 January 2023 and 31 December 2023. Unless otherwise stated, all data in the report reflects CNT Conta's entire operation in Türkiye.



Please send your comments and suggestions about sustainability activities and reporting to [sustainability@cntconta.com](mailto:sustainability@cntconta.com)



# Message from the General Manager

*Dear Stakeholders,*

Since our establishment, CNT Conta has aimed to create value in our sector. Our production approach is focused on quality, innovation, and sustainability. Today, we are proud to share our first sustainability report with you, taking this approach and our environmental, social, and economic sustainability commitments one step further. This report transparently outlines the current state of our Company's sustainability journey while also outlining our future goals and strategic priorities.

One of our core strategic commitments in the area of sustainability is climate and environmental management. As part of our ongoing commitment to this area, we have initiated the process of calculating our carbon footprint for the reporting period. As of 2023, our activities resulted in a total of 4,266 tonnes of CO<sub>2</sub>e greenhouse gas emissions, while the carbon emission amount per product was 0.69 tonnes of CO<sub>2</sub>e /tonne. In our waste management processes, we have included 100% of the total 69.74 tonnes of waste generated in our business processes in the recycling process through contracts with licensed companies.

During the reporting period, we maintained our commitment to the local economy by continuing to generate employment opportunities and contribute to our value chain. In this context, CNT Conta employed 219 people in 2023, including direct labour. 163 employees, accounting for 74% of the workforce, are covered by collective agreements. In supply chain management, in line with our objectives of strengthening partnerships with local suppliers and making our logistics processes sustainable, the proportion of local suppliers based on the number of suppliers was 68%, and 87% based on turnover.

At CNT Conta, we are committed to upholding our environmental and social responsibility principles in accordance with our sustainable growth objectives. We are committed to making a positive impact on the industry through the innovative products we manufacture. In addition, we are dedicated to supporting our circular economy strategy by enhancing energy efficiency and incorporating recyclable materials in our production processes. Your valuable feedback will continue to guide us on our sustainability journey. We will continue to collaborate to create a better future while maintaining sustainability at the core of our business model.

Sincerely,

**Harun Alevi**  
General Manager, CNT Conta



At CNT Conta, we are committed to upholding our environmental and social responsibility principles in accordance with our sustainable growth objectives.



# CNT Conta at a Glance



7	CNT Conta Geography of Operations
8	Milestones
10	CNT Conta in Figures
11	Our Products



# CNT Conta at a Glance

CNT Conta was founded in Gebze in 2004 and initially specialised in TPE extrusion production. The Company's innovative product portfolio has established it as a market leader in its sector. In 2006, the Company made its first international export to Bulgaria and shifted its focus to the white goods sector. Building on this success, the Company moved to its modern facilities in 2010 and gained recognition for its products specifically designed for refrigerator production.

Today, CNT Conta manufactures and sells flexible gaskets for many industrial segments, including construction products, white goods, trailers, and consumer products, and provides after-sales technical support.

CNT Conta, which entered the Chinese market in 2013, strengthened its global growth target by offering warehouse and sales services at its Ningbo and United States facilities in 2014. In 2016, the Company laid the foundations for new facilities. In 2017, it took over its US operations, and in 2018, it moved to Georgia. In 2019, CNT Conta launched its new state-of-the-art facility in Gebze, supported by digital technologies, and has established itself as a leading Company in its industry on an international scale with its high-quality, recyclable, environmentally friendly, and innovative products.



## CNT Conta Geography of Operations

# CNT CONTA IN THE WORLD

Today, CNT Conta has expanded its production operations to China, alongside Türkiye, and maintains sales and logistics centres in Ukraine and the United States. CNT Conta's international operations enabled the Company to market its products in numerous foreign markets. During the reporting period, its main export markets were the United States, Europe, the Middle East and the Far East.

### OUR PRODUCTION FACILITIES

Conta Elastik Ürünler  
San. ve Tic. A.Ş.

Gebze,  
Kocaeli  
**TÜRKİYE**

Ningbo Conta Sealing  
Products Co. Ltd.

Ningbo  
**CHINA**

### OUR SALES OFFICE

Conta North  
America Inc.

Gainesville  
**USA**

### OUR WAREHOUSE

Kiev

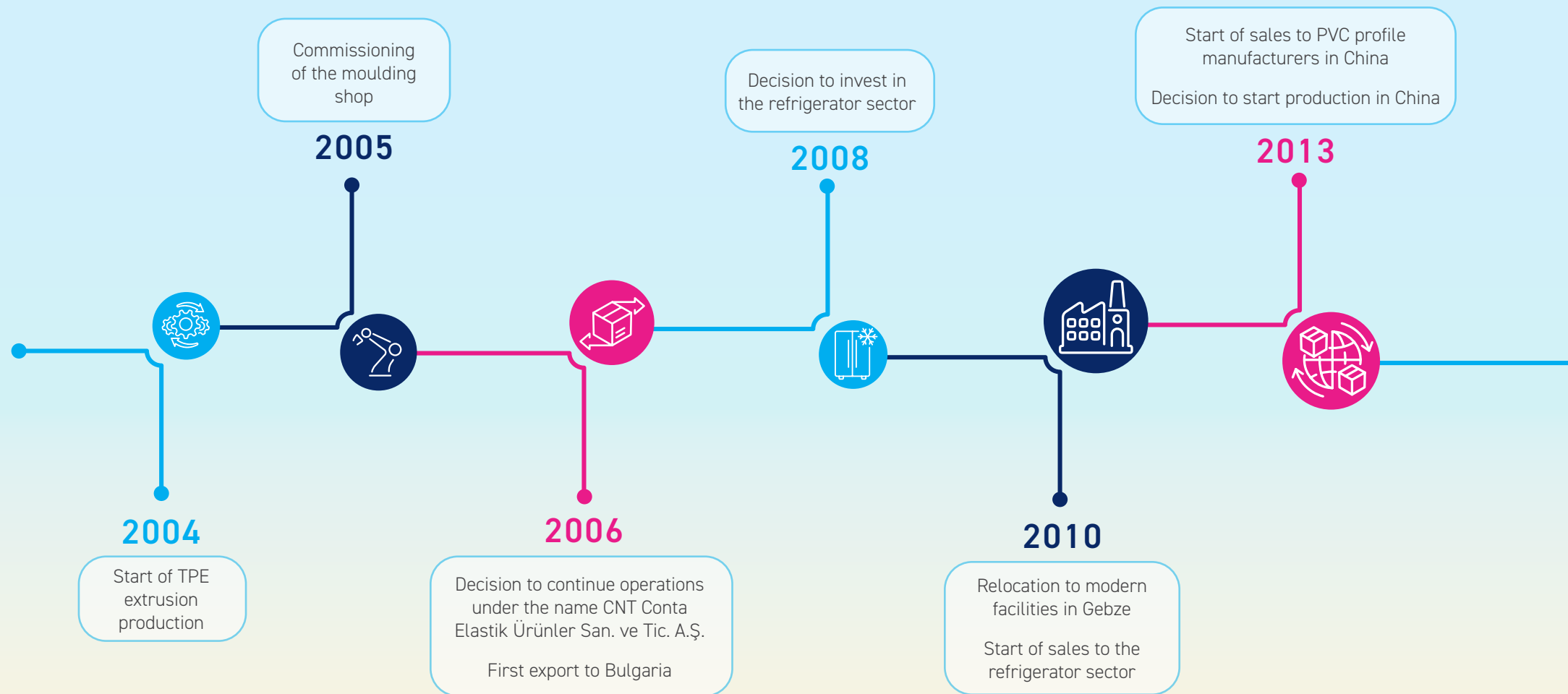
**UKRAINE**







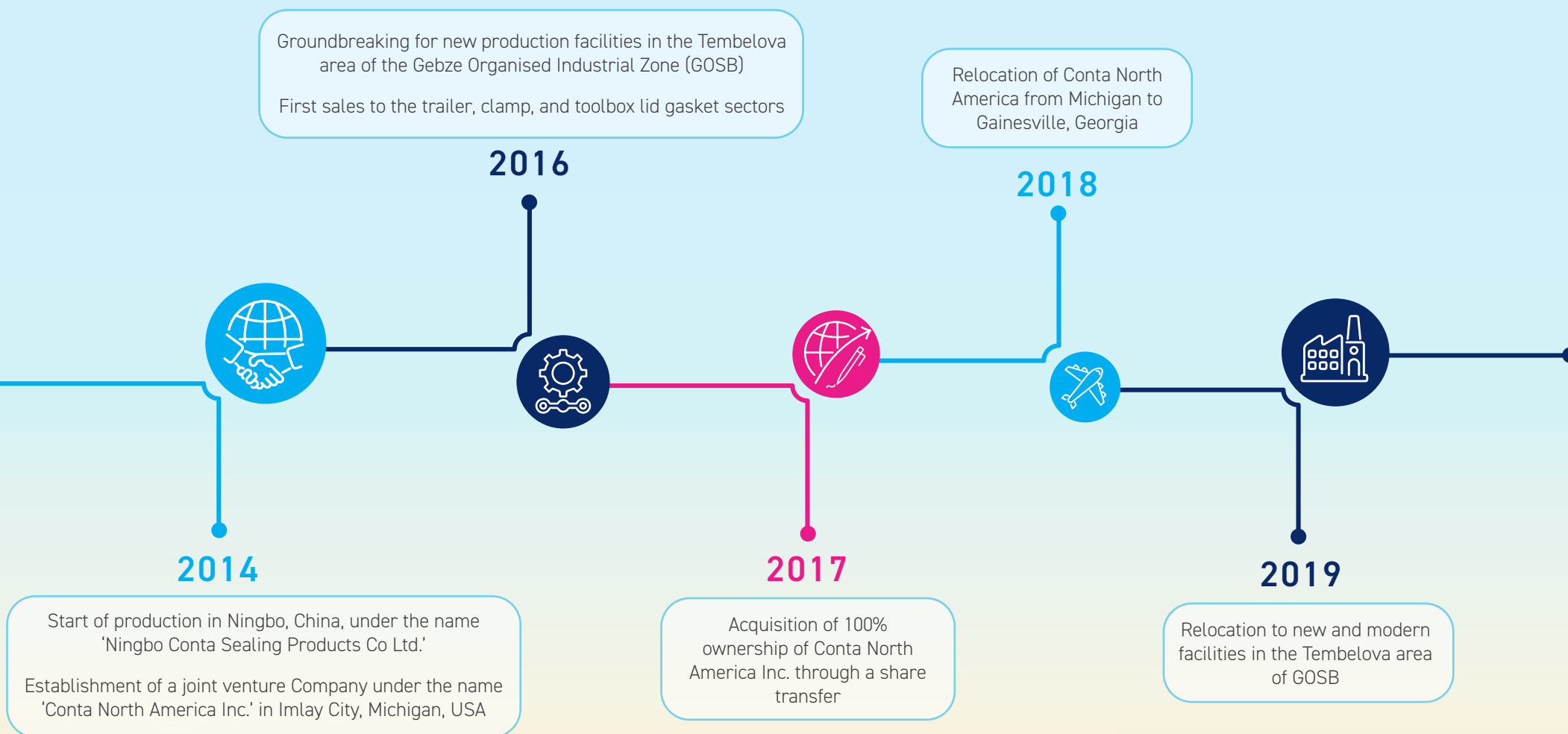
## Milestones







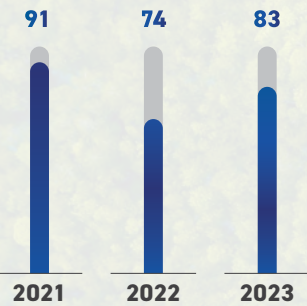
## Milestones



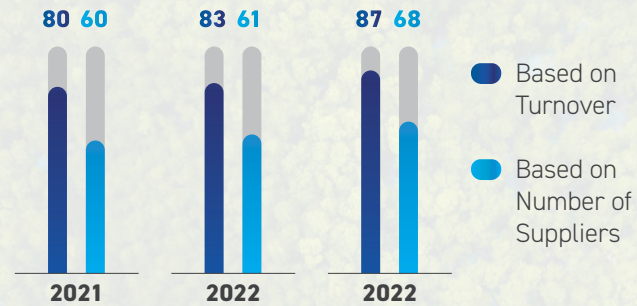


## CNT Conta in Figures

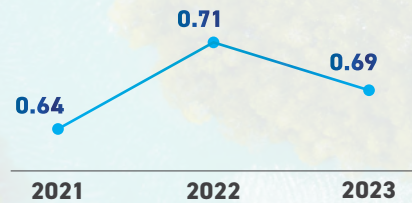
**Capacity Utilisation Rate**  
(%)



**Local Supplier Ratio**  
(%)



**Greenhouse Gas Emission per product**  
(Tonnes CO<sub>2</sub>/Tonne)



**Amount of Waste per Product**  
(Kg/Tonne)



**Energy consumption per product**  
(Kwh/Tonne)





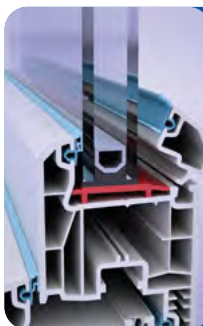


CNT Conta is a trusted supplier of high-performance, innovative, and reliable sealing solutions for a wide range of industries, including doors, windows, aluminium systems, white goods, trailers, luggage, industrial, and energy sectors. CNT Conta is a specialist in the production of TPE (thermoplastic elastomer) based seals. The Company develops innovative and environmentally friendly products that are 100% recyclable. It is committed to sustainable production practices, adhering to national and international standards. This commitment is reflected in the provision of long-lasting and high-performance seals, which are notable for their eco-friendly nature.

## Our Products

### PVC Door and Window Gaskets & Seals

In PVC door and window systems, comprehensive sound, dust, and water insulation is imperative to guarantee customer satisfaction and maximise the product's longevity. CNT Conta is a trusted supplier of customised solutions, including Universal, Frame, Sash and Glass bead gaskets. These products have been engineered to perform reliably in a wide range of climatic conditions, from Siberia to Africa, and are certified in accordance with RAL 716/1, CSTB, and TSE 12365 standards.



#### Key features:

- Can be coloured
- Does not contaminate the profile
- Automatic assembly option
- 100% recyclable

### Aluminium Door, Window, and Facade System Gaskets

Aluminium facade cladding systems are becoming increasingly popular due to their high wind resistance and modern aesthetic appeal. CNT Conta has established a reputation in the industry by specialising in the production of thermal insulation seals and aluminium door and window seals.



#### Key features:

- Low permanent deformation
- High UV and ozone resistance
- Provides excellent corner joint with CNT Bond technology



**100%**  
Innovative and  
environmentally  
friendly products  
that are 100%  
recyclable





## White Goods Gaskets

CNT develops TPE-based sealing solutions for refrigeration equipment, including refrigerators, freezers, dryers, dishwashers and washing machines. These gaskets, resistant to detergents, salt, and chemicals, offer longevity and hygiene advantages for prolonged use.



### Key features:

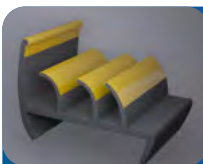
- Maintains flexibility down to -18°C
- Energy saving
- Environmentally friendly and recyclable
- Excellent weldability.
- Wide hardness scale from 30 ShA to 60 ShD.



## Trailer Gaskets

The incorporation of a TPE-based core material allows for four-corner welding, enhancing sealing efficiency and extending product lifespan—thereby reducing material waste over time.

The Slip Coat on the main material serves to minimise the forces encountered when opening the doors. This provides comfort for the user and prevents problems with gasket tearing.



### Key Features:

- Enables four-corner welding, ensuring excellent sealing performance.
- Slip-coated surfaces allow for smooth and effortless door operation.
- Simple to install; no need for additional components such as aluminium profiles or screws.
- Demonstrates strong resistance to permanent deformation, preserving sealing performance over time.



## CNT Anti Spray Side Barrier

The CNT Anti-Spray Side Barrier, developed for trailers, offers a superior experience in road safety and cleanliness. This innovative product has been designed to deliver optimum performance, offering drivers a safer, cleaner, and more efficient experience.



### Key Features:

- Manufactured from high-quality, long-lasting materials.
- Provides quick and straightforward installation.
- Helps keep roads clean and supports environmental sustainability.

## Industrial and Energy Solutions

CNT Conta is a manufacturer specialising in gaskets for various applications, including industrial pipe clamps, solar panels, food transport containers, and electrical panels.



### Key Features:

- Pipe clamp gaskets: provide UV and ozone resistance, as well as sound insulation.
- Food transport containers: comply with food safety standards and offer chemical resistance.

# Corporate Governance



- 14 Board of Directors Practices
- 14 Remuneration Policy
- 14 Internal Audit and Risk Management
- 15 Sustainability Management
- 18 Business Ethics and Legal Compliance

# Corporate Governance



We aim for superior efficiency in our activities and conduct all our work in full compliance with business ethics, legal regulations, and internationally recognised quality and working standards.

## Board of Directors Practices

The Board of Directors, as the Company's highest governing body, is responsible for strategic planning, directing management processes, and oversight. It consists of three members elected by the General Assembly in accordance with the Articles of Association and is directly accountable to the General Assembly. The roles of Chairman of the Board and General Manager are held by different individuals, with the General Manager also serving as an active member of the Board.

Independent external experts and consultants are utilised for their knowledge and experience in the processes of developing Company strategies and evaluating operating results. These experts and consultants are selected by the Board and all costs related to the consulting services provided are covered by Company management.

## Remuneration Policy

CNT Conta implements its remuneration policies with a fair, transparent, and performance-oriented approach. The Company has adopted a remuneration policy that is in line with market conditions and balanced, with the aim of ensuring employee satisfaction and retaining talented professionals. The compensation process is directly linked to the annual employee evaluation form, which assesses employees' contributions, concrete work outcomes, and future career plans. Promotion decisions and year-end compensation adjustments are made based on the evaluation results.

For white-collar employees, a grade-based salary scale is proposed based on market data obtained from independent consulting firms. Salary offers are made with the approval of senior management, taking into account the requirements of the position and the qualifications of the employee. Blue-collar employees are evaluated according to a pay

scale in line with collective labour agreements negotiated with the union. CNT Conta implements a competitive compensation strategy to attract talented managers and retain existing ones and regularly updates salary levels for key positions based on current market analyses and reports.

## Internal Audit and Risk Management

CNT Conta has a robust internal audit mechanism in place to ensure that all activities are conducted in full compliance with legal regulations, established strategic objectives, Company policies, and ethical values. The Internal Audit Unit conducts proactive audit activities by meticulously analysing financial and operational processes to identify potential risks in advance and prevent losses. These activities are carried out within the scope of a risk-based Audit Programme prepared for the Company and its subsidiaries.



Furthermore, CNT Conta has developed comprehensive procedures to identify and manage financial, operational, market, and legal risks. The relevant business units evaluate risk factors and develop action plans using risk avoidance, acceptance, mitigation, or transfer strategies. These plans are subject to review and approval at the annual review meetings, which are attended by senior management. To expand the scope of risk management, it is planned to initiate efforts to assess sustainability risks with the participation of relevant business units as of 2024.





## Sustainability Management

In the course of the project initiated during the reporting period, CNT Conta intends to consolidate and expand sustainability management practices across the Company. To this end, comprehensive training on sustainability management approaches and practices has been provided to Company managers as a priority. During this period, the training sessions continued with a focus on more specific topics within the framework of certain sustainability themes. Furthermore, the initiatives launched to identify sustainability risks and opportunities, as well as to improve relevant policies, systems, and processes, will continue in the coming period.

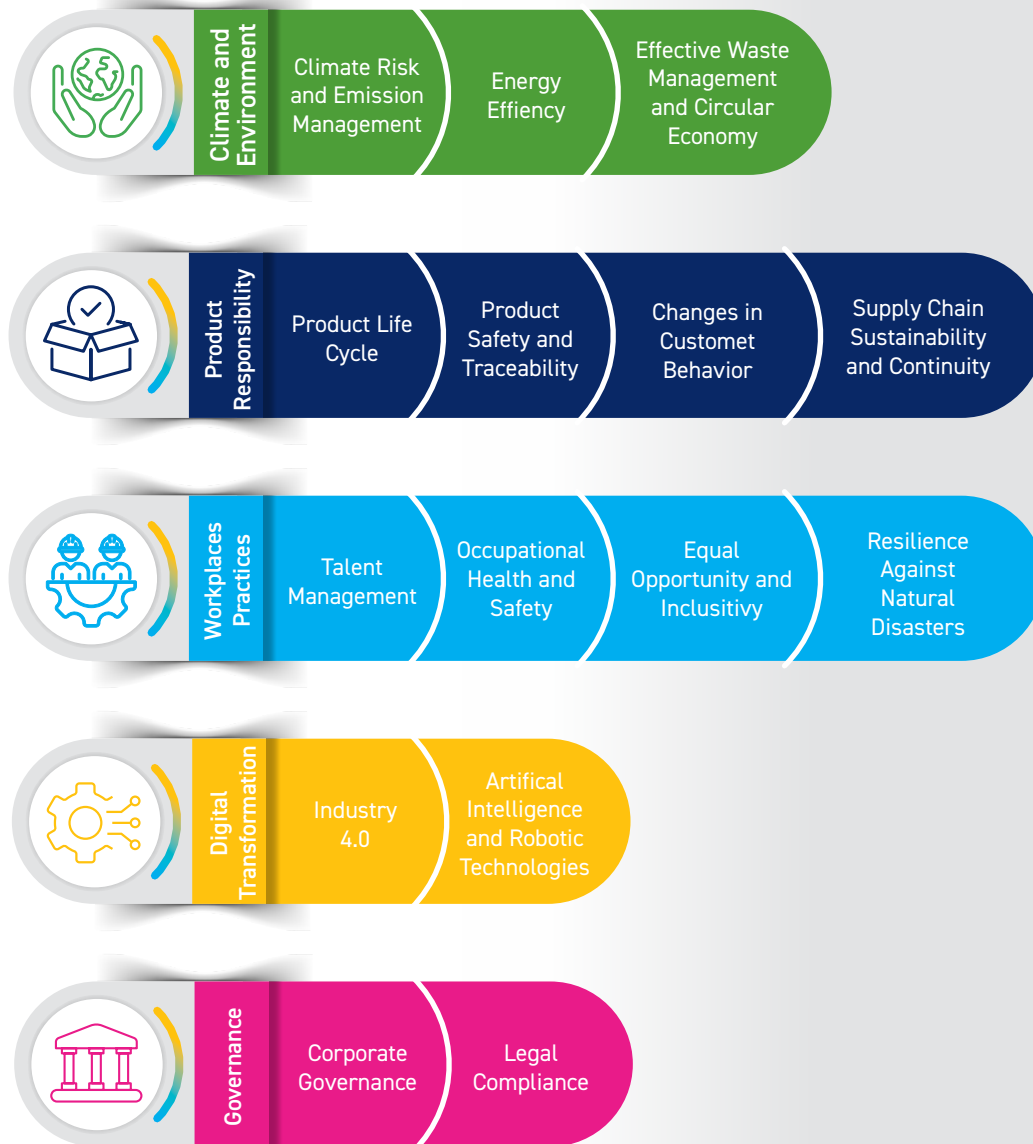
### Sustainability Priorities

CNT Conta's sustainability management is primarily focused on the priority issues that have been identified by the Company's senior management team. The priority sustainability issues identified through an analysis process involving internal and external stakeholders form the core content of the reporting activities. During the prioritisation process, the Company's current and potential impacts on sustainability, along with the risk and opportunity levels associated with these factors, were assessed in relation to the Company's long-term success.

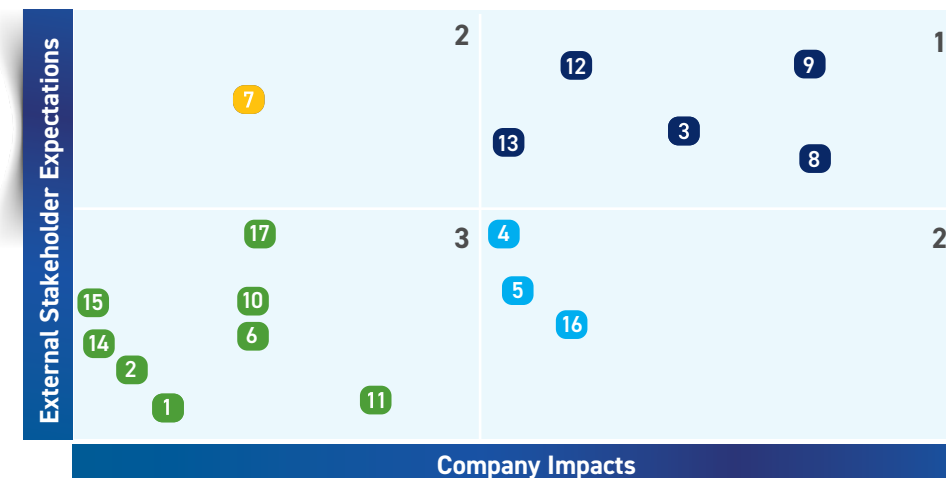
This analysis comprehensively addresses social, economic, and environmental factors, and 49 different topics are examined in line with the requirements of the sector. As part of the study, significant data was collected with the contributions of 12 Company executives, 22 employees, and 24 external stakeholders, including customers and suppliers. As a result of these analyses, the following topics have been identified as priority sustainability issues with the approval of the Company's senior management: "Climate, Environment and Circular Economy, Product Responsibility, Workplace Practices, Digital Transformation and Innovation."

Furthermore, this process has been executed in accordance with the 17 United Nations Sustainable Development Goals (SDGs). Following a thorough assessment of the relevant factors, it has been determined that the following Sustainable Development Goals will be prioritised in CNT Conta's sustainability approach: SDG 8 – Decent Work and Economic Growth, SDG 9 – Industry, Innovation and Infrastructure, SDG 12 – Responsible Consumption and Production, and SDG 13 – Climate Action.





## External Stakeholder Expectations







- No Poverty
- Zero Hunger
- Sağlıklı ve Kaliteli Yaşam (Çalışan ve toplum sağlığı, İSG dahil)
- Quality Education (including employee development and social investments)
- Gender Equality
- Clean Water and Sanitation
- Affordable and Clean Energy
- Decent Work and Economic Growth (occupational and public health, including OSH)
- Industry, Innovation and Infrastructure (including R&D and circular economy)
- Reduced Inequalities
- Sustainable Cities and Communities
- Responsible Consumption and Production (including the environmental impacts of operations and services)
- Climate Action
- Life Below Water
- Life on Land
- Peace, Justice and Strong Institutions (including business ethics)
- Partnerships for the Goals (establishing partnerships for sustainability goals)



## Stakeholder Engagement

CNT Conta's primary objective is to establish effective communication channels with its key stakeholders, ensuring that all parties are informed of the potential impact of its activities and savings. This communication is based on the principles of mutual benefit, transparency, and fairness. In this regard, it ensures stakeholder communication through methods and frequencies appropriate to stakeholder expectations and needs. The Company's strategic decision-making processes will take stakeholder expectations and opinions into account, in line with the aims of this initiative.

Stakeholder Group	Communication Methods/Frequency	Expectations, Suggestions and Positive Effects
<b>Employees</b> 	Sustainability Report (biennial), Vision Meeting (annual), Management Review Meeting (annual), Target Evaluation Meetings (quarterly), Internal Audit (annual), Staff meetings (monthly), Website (continuous), Core Ideology and Guide Book Summaries (continuous), Code of Business Ethics (continuous), Open Door Days (periodic), Collective Bargaining Agreement (every two years), Employee representative meetings (bi-monthly), Training Programs (as needed), E-mail and Announcements (as needed), Information and Analysis Reports (daily, weekly, monthly), OHS Committee Meetings (every two months)	During the reporting period, CNT Conta employees made various suggestions aimed at strengthening internal communication, sharing Company strategies more transparently, and increasing interdepartmental cooperation. In order to achieve this objective, the strategies determined at the vision meetings were communicated to all employees, thereby strengthening corporate unity towards common goals. The Core Ideology handbook, which defines the Company culture and work practices, has been made available as a resource that employees can access at any time. Internal audits have been found to be an effective tool for identifying and resolving process-based issues. Furthermore, employee meetings have been shown to enhance information sharing between different departments and strengthen a market-oriented collaborative environment.
<b>Public Institutions, Supervisors and Regulatory Authorities</b> 	Sustainability Report (biennial), Audit Activities (monthly, quarterly, annual), Declarations and Reports (monthly, quarterly, annual), Meetings and Discussions (annual)	The primary expectations of public institutions, regulatory and supervisory bodies are that the Company fulfils its legal and standard obligations. In line with this, efforts are made to meet expectations in a transparent and accountable manner, in coordination with the relevant institutions. Should areas for improvement be identified during audits, these recommendations are implemented without delay.
<b>Suppliers and Subcontractors</b> 	Sustainability Report (biennial), Face-to-face and Online Interviews (as needed), E-mail communication and Information (as needed), Supplier Visits (as needed), Audits (as needed)	We are responding to requests to increase communication frequency in order to improve relations with suppliers.
<b>Customers</b> 	Sustainability Report (biennial), Face-to-face and Online interviews (as needed), e-mail communication and information (monthly), Customer Visits (as needed), Audits (upon request)	Customers' fundamental expectations centre on swift production, consistent product quality, competitive pricing, prompt responses to complaints, and favourable payment terms. CNT Conta is committed to fully meeting these expectations possible by closely monitoring market developments. Furthermore, customer visit requests are welcomed, and mutual visits are arranged to establish organic ties between the parties.





The company, encompasses a zero-tolerance policy towards practices that violate human rights, including bribery, corruption, discrimination, inequality of opportunity, child labour, and forced labour.

## Business Ethics and Legal Compliance

CNT Conta has adopted a business strategy that combines the maintenance of its current level of success in the sector with the creation of a sustainable business model. This strategy is based on the integration of human values into its work culture. With this understanding, the Business Ethics Rules define the Company's identity and working principles, providing a binding framework for all internal and external stakeholders. The Company recognises ethical values as an integral part of its business operations and has established a robust oversight mechanism through its Ethics Committee.

The Ethics Committee is responsible for identifying ethical violations and taking necessary actions. It also aims to prevent potential ethical risks by ensuring that the Company adopts a proactive approach in its business relationships. In the event of any ethical violation, it contributes to strengthening the culture of trust within the Company by producing fair and transparent solutions.

At CNT Conta, we are committed to fostering an ethical environment within our organisation. We encourage our employees to report any unethical situations through a designated reporting mechanism. This mechanism is based on confidentiality and security principles, ensuring that any concerns raised are addressed in a secure and confidential manner. Our goal is to ensure that all employees adhere to the highest ethical standards in their professional conduct. The Company assures its employees that they will not face any repercussions for reporting ethical violations. The Ethics Reporting Hotline, which will be launched in the coming period, will facilitate the more systematic management of ethical processes.

CNT Conta's ethical principles extend beyond its internal processes to encompass a broad framework



of responsibility that includes the supply chain and business partners. The Company is committed to upholding the highest standards of integrity and respects the fundamental rights of all individuals. This commitment encompasses a zero-tolerance policy towards practices that violate human rights, including bribery, corruption, discrimination, inequality of opportunity, child labour, and forced labour. In addition, full compliance with international trade rules, the prevention of money laundering, the management of conflicts of interest, and the ensuring of fair competition are fundamental components of ethical management.

CNT Conta is committed to upholding international standards, including the UN Universal Declaration of Human Rights and ILO Directives. This ensures that all employees' rights to organise and engage in collective bargaining are protected throughout all business processes. The Company maintains full compliance with ethical values.

CNT Conta positions ethical management and corporate responsibility as integral components of its business model. The Company plans to strengthen these values in the future by organising comprehensive ethical training programmes for managers and employees.

CNT Conta shapes its business strategy with a strong understanding of legal compliance. The Company adopts full compliance with both national and international legislation as a fundamental principle. It recognises compliance with legal regulations as not merely a requirement, but as an integral part of corporate responsibility and sustainability. In this context, the Legal Department and qualified consultants meticulously monitor changes in legislation, communicate updates to business units in a timely manner, and organise necessary training activities.

At CNT Conta, we prioritise maintaining full compliance with all relevant chemical regulations. The Company conducts meticulous work to ensure full compliance with all industry-specific regulations, particularly the European Union's REACH regulations and the Turkish Ministry of Environment, Urbanisation and Climate Change's KKDIK regulations. Product-specific formulation controls are performed to provide declarations tailored to customer requirements, and awareness is raised throughout all processes in the supply chain.

CNT Conta's legal compliance processes ensure full compliance with regulations, as well as adherence to customer-defined norms and industry standards. The Company is regularly audited by ministries, international authorities, and customers in accordance with chemical components, hazardous materials, regulations, and logistics guidelines. Each audit is successfully completed, thereby reinforcing the Company's reputation for reliability.

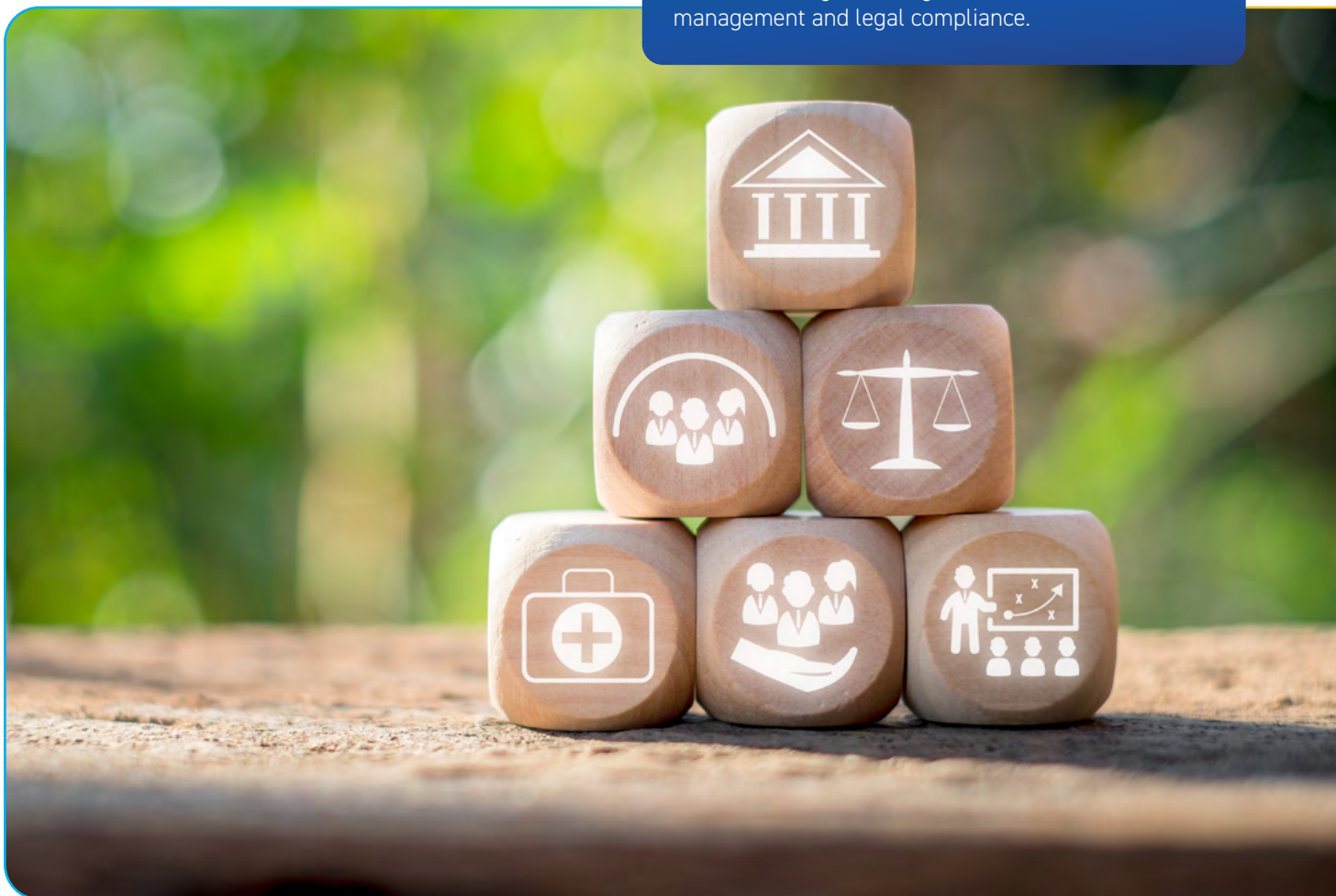
The Company's commitment to maintaining high standards in all its business processes is also evident in legal proceedings. During the reporting period, no breaches were identified in relation to product and service delivery conditions, environmental protection laws, customer data confidentiality, or international trade regulations. No penalties were imposed on the Company, and no complaints or sanctions were made regarding issues such as customer information confidentiality breaches, non-compliance with environmental regulations, or violations of international trade restrictions.

However, litigation costs arising from labour-management disputes amounted to EUR 18,200. The Company is committed to managing these processes in the most fair and sustainable manner possible, while respecting employee rights.

Looking ahead, CNT Conta is adopting a proactive approach to further strengthen its legal compliance processes and is moving forward in line with its short-term, medium-term, and long-term goals. In the short term, the Company's legal compliance is the primary objective, with a focus on adhering to current regulations. In the medium and long term, the

goal is to proactively prepare for new legislation and to raise awareness throughout the supply chain.

CNT Conta is committed to conducting its activities in a reliable, responsible, and sustainable manner and to adhering to the highest standards of ethical management and legal compliance.



# Product Responsibility and Innovation



- 21 R&D and Innovation
- 22 Digital Transformation
- 23 Product Safety And Traceability
- 25 Customer Behaviour Change
- 26 Sustainability in the Supply Chain



# Product Responsibility and Innovation



At CNT Conta, we are dedicated to the development of solutions that prioritise environmental responsibility and meet customer expectations to the highest standard. Our innovative approach is centred on sustainability, driving our commitment to environmental excellence. The Company's commitment to quality, safety, and traceability is integral to every stage of the product life cycle, ensuring full compliance with both local and international regulations. This commitment delivers reliable, high-performance products to customers.

At CNT Conta, we are dedicated to ongoing enhancement. Our R&D investments are focused on the development of innovative solutions that improve both technical and environmental performance. The Company's commitment to environmentally sustainable product designs, coupled with its economic value creation, positions it as a key contributor to the construction of a sustainable future.

## R&D and Innovation

CNT Conta is a leader in the industry, with a vision for innovation that is focused on sustainability. By developing environmentally friendly solutions that are recyclable and have a low carbon footprint, the Company not only provides its customers with innovative products but also contributes to sustainable growth in the sector.

CNT Conta structures its R&D investments with a focus on innovation and efficiency throughout all processes. This ensures operational excellence while minimising environmental impact, which is one of the Company's core objectives. In this context, the Company strengthens its competitive advantage in the global market and advances steadily towards sector leadership by placing sustainability at the centre of every stage, from innovative product design to production processes.

CNT Conta has continued to deliver innovative and sustainable solution projects in R&D throughout 2023. The Physical Foaming Project aims to develop a sustainable production process that performs the same function as chemical foaming without harming nature or creating waste, using N<sub>2</sub> or CO<sub>2</sub> gases instead. Additionally, the Antistatic Hose Project is being developed to address a significant gap in the industry by producing a special hose that minimises static electricity risks.

As part of the Co-Ex Process Development Project, CNT Conta is deepening its research to develop different types of trailer seals that are equivalent to aluminium and similar materials. The TPO Material Colour Extrusion Process is enabling the Company to expand its product range by offering designs and colour options that meet customer expectations for luggage seals. The Foaming Project, initiated in response to customer requests, aims to develop

gaskets with enhanced softness and reduced thermal conductivity, featuring low thermal conductivity, a foamed structure, and a soft feel.

As part of the Quality and Sustainability Improvement Project, a special device has been procured for measurement processes requiring high precision, particularly in window profiles. This device enables detailed analysis of Cp-Cpk values and quality optimisation. As part of the Surface Energy Improvement Project, studies are underway to address adhesion issues experienced by customers in the trailer sector. In addition, the Co-Extrusion of Soft and Hard Materials Project focuses on developing innovative solutions for customers in the trailer industry by combining soft and hard materials through the Co-Ex process, allowing for production in custom dimensions and designs.

As part of the Measurement Control and Automation Project, CNT Conta has invested in a special automatic measuring device for TPE seals to be integrated into window profiles. The Company's commitment to precision and quality in its production processes is ensured through the active use of this device. The Company is committed to sustainable production, quality, and customer-focused solutions through innovative R&D projects, and is continuing its efforts to strengthen its leadership position in the industry and enhance its competitive advantage in the global market.



## Digital Transformation

CNT Conta is implementing comprehensive projects to increase efficiency, optimise operational processes, and secure a sustainable competitive advantage. Digital transformation processes are at the heart of its business strategy. By automating repetitive, non-value-added tasks through robotic process automation (RPA), we have enhanced employee satisfaction, improved workforce productivity and optimised personnel requirements. The Company determines its digital transformation policies in line with customer and employee needs and develops innovative solutions to make business processes more effective.

The transition to the SAP system has reinforced the Company's decision-making processes by ensuring the accuracy of corporate reporting and consistency in process management. A new EBA document management system has been implemented to create a global information sharing platform, and the Company has adopted the QDMS quality management programme to manage its unique processes more effectively. Plans are in place to initiate MII initiatives in the coming period, and currently, 5 robotic software solutions are actively operational within CNT Conta. New RPA projects are being developed based on requests from departments, and processes are continuously optimised.

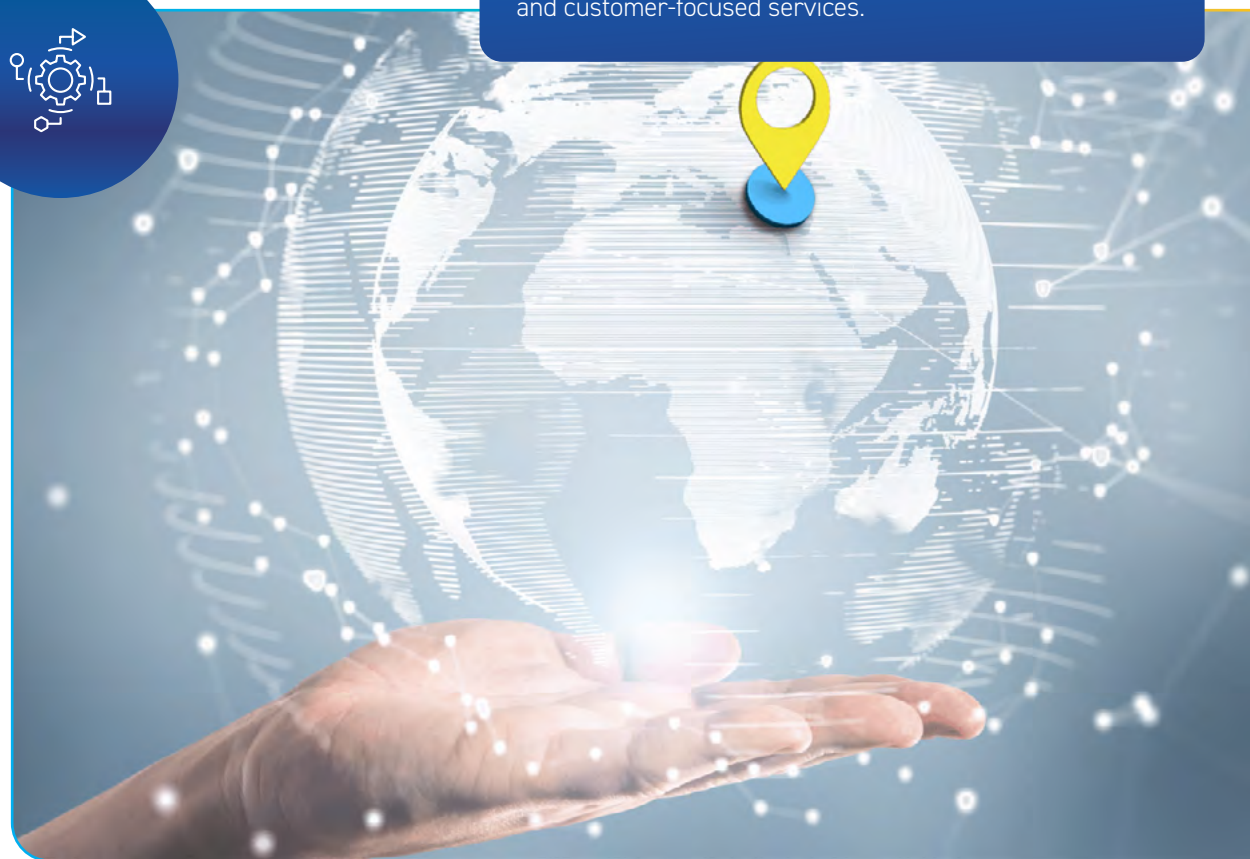
The Company has integrated artificial intelligence and robotic production technologies into its business processes, implementing automation projects that increase efficiency in many areas such as accounting, warehouse management, production recipes, and collection processes. Full compliance with ISO 27001 standards is also ensured in the areas of information security and cybersecurity, supported by measures such as penetration testing, data

masking, and disaster scenario management. Cyber Sense technology protects data integrity against cyber attacks, while strict security protocols ensure the protection of customer data in line with KVKK and GDPR requirements.

**5**  
Robotic  
software  
solutions are  
operating  
within CNT  
Conta



CNT Conta is committed to the continuous development of its digital transformation vision and to the pursuit of operational excellence through technology-driven business processes. In this context, the Company is investing in optimising its processes by adopting the latest technologies and advancing digitalisation in both its internal operations and customer-focused services.







The Company provides detailed performance reports to senior management on a monthly, quarterly, and annual basis. These reports include critical metrics such as product compliance with quality standards, the effectiveness of traceability processes, and sustainability performance.

## Product Safety And Traceability

CNT Conta is strengthening its leadership in the industry with its robust corporate policies and sustainable production strategies in the areas of product safety and traceability. CNT Conta is committed to ensuring full compliance with international safety standards. This commitment is made with the aim of maximising customer satisfaction and brand reliability. It is vital to emphasise that fundamental standards such as REACH, RoHS and ISO ensure that CNT Conta's products are safe, traceable, and environmentally friendly. Furthermore, the Company's commitment to quality is further reinforced by its GOST certification, ensuring compliance with international standards for various markets.

At CNT Conta, product safety and traceability are of critical importance in production processes and supply chain management. SAP-based ERP systems ensure that every product can be traced using its lot number and material code. Quality control processes are carried out with the utmost care at every stage, from production to storage, distribution and delivery to the customer, thereby minimising safety risks.

Potential risks in product safety and traceability processes include non-compliance with safety standards and customer complaints. In addition, external risks such as climate change, carbon taxes, supply chain disruptions, and natural disasters have the potential to impact operational processes. However, CNT Conta has identified a unique opportunity to transform these risks into benefits, enhancing customer trust, strengthening brand reputation, and gaining a global

competitive advantage. This is achieved by developing sustainable business models and producing innovative, energy-efficient solutions that minimise environmental impact.



CNT Conta has developed a comprehensive roadmap to continuously improve product safety and traceability processes. The transition to the SAP system has been completed, traceability mechanisms have been developed, and training programmes for employees have been implemented. In the medium term, the Company aims to achieve full compliance with international certification processes and further optimise processes in line with customer feedback. The Company has a long-term strategy for transitioning to a sustainable production model, with a focus on reducing carbon emissions and enhancing reliability in the global market.

Product safety and traceability are integral parts of CNT Conta's corporate risk management. In this context, the Company provides detailed performance reports to senior management on a monthly, quarterly, and annual basis.

These reports include critical metrics such as product compliance with quality standards, the effectiveness of traceability processes, and sustainability performance.

CNT Conta's commitment to product safety is reflected in the continuous monitoring and improvement of its safety practices, both within the Company and in customer-focused processes. Products undergo a thorough inspection by the quality control unit before being delivered to the warehouse, and products that pass the approval process are recorded in the SAP system. CNT Conta's systematic approach has been instrumental in establishing the Company as a leading brand within the industry, consistently delivering exceptional customer satisfaction. Reliable, sustainable, and high-quality production is a key factor in driving the Company's growth in the global market.





## Product Life Cycle

The product life cycle is not limited to the production process alone, but is considered from a broader perspective, ranging from raw material procurement to recycling. With a commitment to quality, sustainability, and customer satisfaction, CNT Conta aims to minimise environmental impacts and encourage innovation by meticulously managing every stage of its products.

The Company is developing sustainable production models and strengthening recycling practices to increase customer satisfaction and its competitive advantage. Thanks to fast turnaround and testing processes, it responds quickly to customer requests and makes continuous improvements to ensure product longevity. This approach generates new opportunities through life cycle applications.

CNT Conta is committed to ISO quality management systems, which are integral to the effective management of the life cycle of its products. Products used by customers are monitored by technical teams during and after use, and action plans are developed by analysing the root causes of any potential problems.

In the context of product life cycle management, the short-term goals are to ensure that manufactured products reach customers in the most suitable manner and are ready for use. In the medium term, the objective is for products to fulfil their designated service life in accordance with established quality and durability criteria (UV resistance, compression performance, high heat and cold resistance, etc.).

The product life cycle is considered an integral part of corporate risk management. The Company works diligently to ensure that the products it uses meet quality standards. Failure to meet the specified performance criteria could

result in compensation liabilities and risks to brand reputation. For this reason, CNT Conta takes all necessary measures to ensure that its products perform at their best, and it continuously improves its quality processes.

A significant proportion of our product range is designed with recyclability in mind. CNT Conta is committed to meeting customer expectations while also making a direct contribution to environmental sustainability goals.

CNT Conta is committed to environmental responsibility and has adopted a policy of environmentally conscious production that includes a strong emphasis on recycling processes. The TPE raw materials used in R&D are 100% recyclable, and materials compatible with recycling are used in production processes. The Company is committed to sustainable production, adopting methods that do not harm nature in its recycling processes.



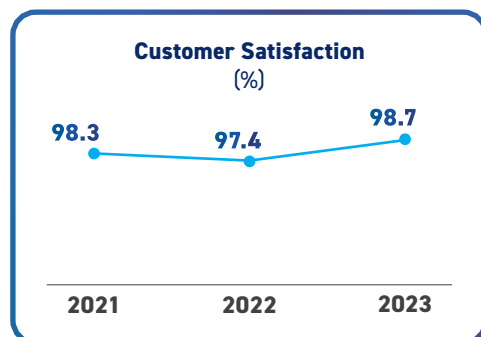
**100%**  
Recyclable TPE  
raw materials



## Customer Behaviour Change

CNT Conta is committed to enhancing customer satisfaction, which it views as a fundamental element of its corporate success. This commitment is underpinned by the development of innovative solutions that consistently meet customer expectations at every stage of the process. Since its establishment, CNT Conta has increased customer loyalty through continuous improvement efforts, with a focus on improving product quality, adapting quickly to market changes, and strengthening its customer-oriented service approach.

In today's competitive market, customer satisfaction is influenced by several factors. Among the risks that CNT Conta must carefully manage are changes in consumer behaviour, differing customer expectations, competition with rival companies and fluctuations in demand. However, by taking customer feedback into account, closely following market trends and developing innovative products, the Company is turning these risks into opportunities. New customer acquisition, price-performance balance, and growth opportunities in alternative sectors are emerging through customer satisfaction-focused strategies.



CNT Conta regularly measures customer satisfaction and supports continuous improvement within the ISO 9001 quality management system. Customer feedback is collected through Customer Satisfaction Surveys, and product performance, service quality and customer experience are analysed to take the necessary improvement actions. During the reporting period, the customer satisfaction rate was 98.65%

In addition, we carry out comprehensive product testing and feedback processes to improve the customer experience. In order to facilitate a more comprehensive analysis of user needs and the delivery of customised solutions, customers are provided with sample products to experience them first-hand. The Company has made technical improvements and product enhancements in response to customer requests, which have yielded positive results in terms of quality and satisfaction.

CNT Conta's strategic vision is to achieve sustainable growth and customer loyalty. To this end, the Company has established a comprehensive plan of action, including short, medium, and long-term strategies, all of which are aimed at enhancing customer satisfaction. In this context, in the short term, customer feedback is analysed, relationships with competitor companies and market conditions are examined, and actions are taken to prevent customer losses. In the medium term, customer expectations and new technologies are monitored to drive innovative product development initiatives. In the long term, sales and product management strategies are established to adapt to market changes and strengthen customer-focused R&D processes.

CNT Conta closely follows international developments, with the goal of continuously creating value and delivering innovation to its customers. In order to maintain customer loyalty in a competitive market, it invests in customer-focused product development processes and carries out continuous improvement activities by analysing market trends.

During the reporting period, CNT Conta implemented numerous new initiatives to enhance customer experience and satisfaction. As part of these efforts, customised gasket samples were prepared for customers during the reporting period, enabling them to test products directly. In the industrial refrigerator sector, the performance of TPE gaskets at low temperatures has been tested, and their energy-saving benefits have been proven. In order to address the challenges currently being faced by manufacturers in the PVC door and window sector, the CNT-Plus Flex Gap product was developed and launched into the market. In response to customer requests, new product designs have been developed using recyclable raw materials. This initiative is intended to meet customer expectations and contribute to reducing the carbon footprint. For refrigerated vehicles, gaskets with SlipCoat technology were developed, reducing friction and minimizing heat transfer, thereby contributing to food safety and fuel efficiency.

In recent years, as awareness of climate change and sustainability has grown, there has been an increase in customer demand for environmentally friendly products. CNT Conta is adapts to this change by developing energy-efficient and recyclable gaskets using sustainable materials.

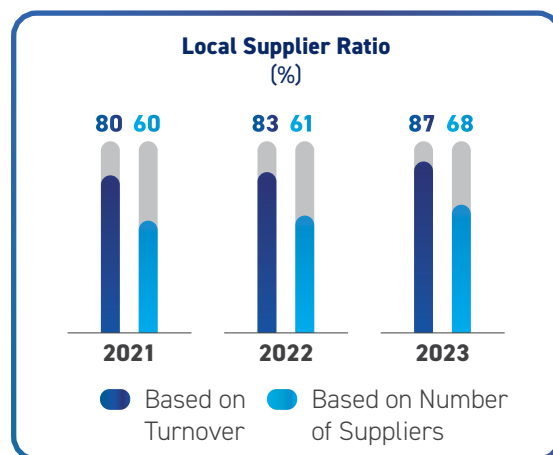
CNT Conta is able to offer customised solutions to customer requests, optimising product management processes by creating tailored post-design specifications and manufacturing to order. Ensuring the smooth coordination of activities between Production Planning, Sales, Raw Material Procurement, Warehouse, Quality and Production units is vital for the efficient management of processes. Automation systems have been shown to improve quality control processes, thereby increasing customer satisfaction. Customer feedback is a key driver of continuous improvement, with input helping to enhance product performance and durability.



Supplier selection criteria include the requirement for ISO 45001 occupational health and safety certification, and suppliers are expected to comply with social responsibility policies.

## Sustainability in the Supply Chain

CNT Conta is committed to the meticulous management of all elements of the supply chain. This includes raw materials, procurement, logistics processes, and customer satisfaction. The Company is dedicated to the continuous improvement of these processes in accordance with sustainability principles. In today's competitive business world, effective supply chain management is essential for achieving a competitive advantage, while also necessitating careful consideration of the numerous risks involved. Delays or inaccuracies in product supply may result in production disruptions, as well as labour and cost losses. In particular, supply chain disruptions and mounting environmental concerns have a direct impact on operational efficiency. The Company's key objectives include reducing dependency on suppliers by collaborating with local suppliers and enhancing the efficiency of logistics processes.



CNT Conta recognises the significance of supply chain processes in both operational efficiency and sustainable growth, as well as the crucial role they play in quality management. In this context, ISO 9001 quality certification is a prerequisite for supplier selection, and supplier performance is regularly evaluated through the SAP system.

CNT Conta is committed to developing proactive strategies by setting short, medium and long-term goals with the aim of making the supply chain sustainable. In the short term, the Company aims to increase supply chain awareness, strengthen cooperation with suppliers, and identify potential

disruptions in the supply process through risk analysis. In the medium term, the Company aims to reduce its environmental impact by increasing the use of sustainable raw materials, improving logistics processes, and raising quality standards in procurement processes. The Company's long-term objectives are threefold: to establish a fully sustainable supply chain, to reduce its carbon footprint, and to transition to sustainable resource use. CNT Conta has successfully completed a significant portion of its short-term objectives and continues to progress in achieving its medium and long-term goals.





CNT Conta's strategy is centred on sustainability and continuity in the supply chain. In the absence of a sustainable and uninterrupted purchasing strategy, other business units may encounter operational challenges. To this end, the Company plans to establish a risk management group by 2025 to more effectively assess potential risks in supply chain management.

In addition, supplier audits are conducted regularly in cooperation with the quality assurance and purchasing departments. At the annual Management Review meetings, the sustainability of the supply chain is reported to senior management, and performance and areas for improvement are evaluated.

CNT Conta's most basic raw materials are TPE, PP materials and magnets. TPE and PP materials are sourced from large-volume suppliers, and supply security is ensured. Suppliers' responsibilities are clearly defined in purchase agreements, and the supplier portfolio is diversified to prevent potential disruptions.

In 2023, to enhance supply chain management, a collaborative effort was initiated with at least three different suppliers. Material acquisitions were made from diverse regions to mitigate regional risks. In the face of global logistics challenges, such as the Suez Canal crisis, supplies were strategically sourced from Europe and nearby areas to ensure operational continuity.

CNT Conta is committed to integrating social responsibility policies into its purchasing processes with a view to promoting ethical and sustainable practices throughout

the supply chain. Supplier selection criteria include the requirement for ISO 45001 occupational health and safety certification, and suppliers are expected to comply with social responsibility policies.

To support sustainable purchasing processes, supplier regions have been diversified, and procurement processes have been made more flexible. By working with local suppliers, logistics costs have been reduced and environmental impacts minimised. In addition, a collaboration with Toyota Tsusho involves donating six trees for every container purchased, contributing to the promotion of sustainable supply chain policies. CNT Conta collaborates with at least three suppliers to ensure continuity in procurement operations and to minimise risk by dividing orders. This approach offers cost advantages and helps to minimise the impact of any crises that may arise in the supply chain.



# Environment and Climate **Management**

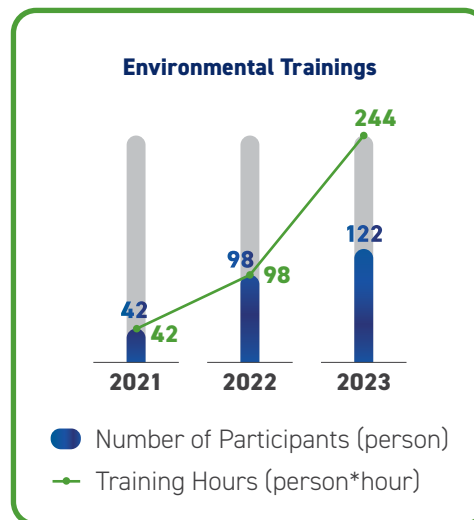


- 29 Climate Change And Energy Management
- 31 Waste Management And Circular Economy

# Environment and Climate Management



CNT Conta is committed to environmental sustainability, recognising the global climate crisis as a key factor in the business world. The Company adopts proactive approaches to this issue. In addition to fulfilling its environmental responsibilities in areas such as energy efficiency, waste management, and the circular economy, the Company is also focusing on climate-friendly products and production models with a view to increasing its competitive advantage. CNT Conta is committed to the long-term development of sustainable production processes, the use of materials with low environmental impact, and the implementation of strategies to reduce the carbon footprint. In this context, the Company's top priorities are to minimise natural resource consumption and optimise production processes with innovative, environmentally friendly solutions. To enhance climate and environmental management practices, CNT Conta provides periodic environmental training to its employees. During the reporting period, a total of 244 person\*hours of environmental training was provided to 122 Company employees.



## Climate Change And Energy Management

At CNT Conta, we prioritise energy management and sustainable production processes. We take into account the effects of climate change on the business world. In addition to developing applications to increase energy efficiency, the Company is committed to minimising environmental impacts and reducing its carbon footprint. Taking a proactive stance with regard to risks such as increasing electricity costs and energy consumption inefficiencies, the Company is transitioning to modern systems in its production facilities and office buildings, thereby ensuring energy efficiency. High-efficiency LED systems are being installed in place of traditional lighting fixtures in office floors, while energy costs are

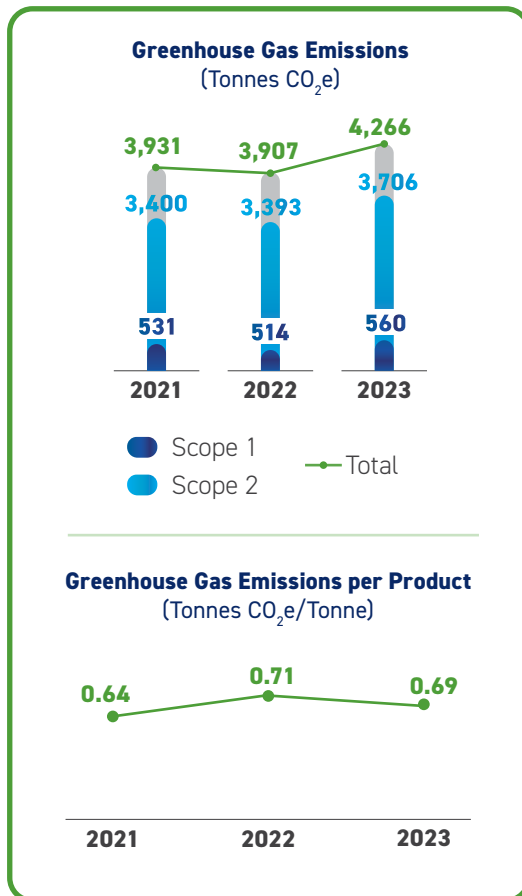
being significantly reduced by replacing motors used in production and auxiliary operations with IE4 and IE5 series motors. The implementation of heat recovery systems at compressor outlets has been shown to reduce energy losses and optimise resource utilisation.

In the short term, smart systems have been implemented in areas with high energy consumption, and LED and sensor-based lighting have been widely adopted. In the medium term, technological transformation projects are implemented to reduce energy consumption. In the long term, comprehensive energy efficiency projects are developed to achieve sustainable solutions in areas with the highest consumption.

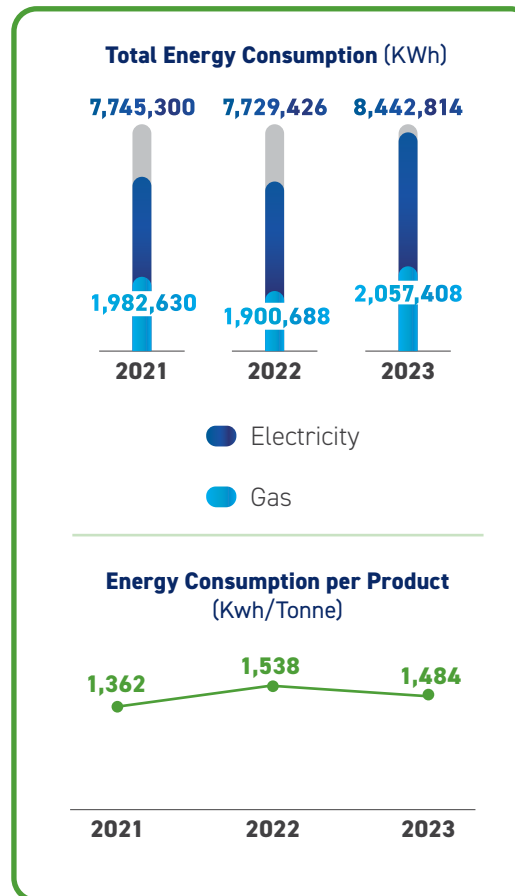




During the reporting period, a total of 4,266 tonnes of CO<sub>2</sub>e greenhouse gas emissions were generated in CNT Conta's activities, in accordance with Scope 1 and Scope 2 calculations. Within this scope, the amount of greenhouse gas emissions per product also decreased compared to the previous year, falling to 0.69 tonnes of CO<sub>2</sub>e /tonne. In the upcoming reporting period, Scope 3 emissions will be included in the greenhouse gas calculation efforts.



Total energy consumption during the reporting period amounted to 10,500,222 kWh. Compared with the previous year, energy consumption per product has been reduced, decreasing to 1,484 kWh/tonne.



Climate change and energy management are not yet directly addressed within CNT Conta's corporate risk management framework. However, these issues will be prioritised by the dedicated risk management group, which is scheduled to be established by 2025. This group will integrate climate change and energy management into business processes. However, they are included in internal audit processes within the scope of existing quality management systems and are audited at least once a year by internal auditors and at most once a year by certification bodies. Senior management is informed by the technical support and maintenance departments through monthly reports on energy consumption data, which ensures continuous monitoring of operational processes.

CNT Conta has significantly reduced lighting costs in its production facilities and offices. This has been achieved by using LED fixtures, replacing motors to reduce electricity consumption, and implementing heat recovery in compressor systems as part of its energy efficiency-enhancing applications and projects. Additionally, building management systems (BMS) have been implemented to enable remote monitoring of all production and office processes, thereby establishing fast and effective control mechanisms. Systematic checks are conducted using air measurement devices to detect air leaks, and immediate action is taken to prevent both pressure and cost losses. CNT Conta continues to make a significant impact in both the business world and the field of environmental responsibility by developing innovative and eco-friendly solutions to combat climate change.



**1,484 kWh/Tonne**  
Energy consumption  
per product

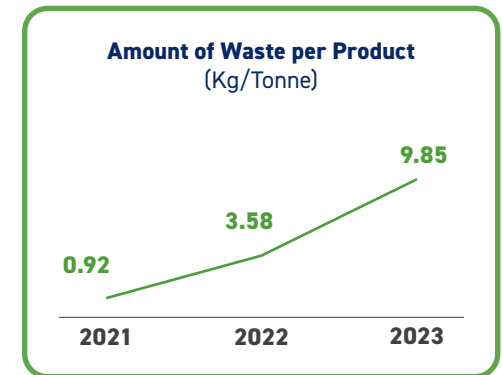
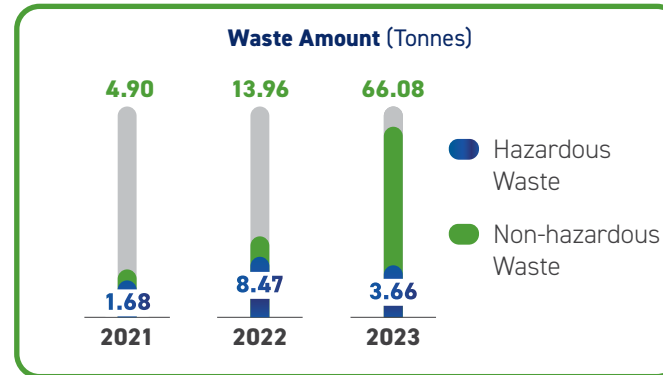


During the reporting period, a total of 69.74 tonnes of waste was generated in CNT Conta's operational processes. Of this waste, 3.66 tonnes were classified as hazardous, while 66.08 tonnes were non-hazardous. It is vital to note that 100% of the waste generated in this process is recycled.

## Waste Management And Circular Economy

At CNT Conta, our primary objective is to mitigate risk while optimising opportunities in the waste management process. Inadequate control or improper separation of waste can lead to increased emissions. Furthermore, the use of chemicals can result in the formation of hazardous waste. In order to prevent these risks, it is vital that waste is separated at the source and integrated into recycling processes. Disposal methods that comply with regulations must also be applied to contribute to the circular economy. Moreover, by reducing the use of hazardous chemicals, we are able to develop sustainable products that do not harm human health or the environment. This approach represents a more responsible production model from both environmental and operational perspectives.

**69.74 Tonnes**  
Total waste amount



# Workplace Practices



34 Talent Management And Equal Opportunities

36 Occupational Health And Safety



# Workplace Practices



CNT Conta is committed to fostering a diverse and inclusive workplace environment characterised by equal opportunity, talent management and occupational health and safety. The Company's commitment to these principles is aimed at ensuring that its employees are provided with a safe, fair and development-oriented working environment. At CNT Conta, we are committed to fostering a safe and inclusive work environment that respects human dignity and ensures equal opportunities for all individuals.

CNT Conta's total workforce comprises 219 employees, all of whom are directly employed by the Company. This includes 173 field workers and 46 office workers.



## Talent Management And Equal Opportunities

CNT Conta is committed to the professional development of its employees. The Company's human resources strategies are centred on talent management and equal opportunity principles. In this context, the objective is to establish an inclusive and equitable working environment by increasing workforce diversity. A systematic approach is adopted to identify, develop, and retain talent for the long term. It is committed to ensuring equal opportunities at all stages of the talent management process and prioritises transparency and fairness in recruitment, promotion, and reward processes. Organised training programmes in professional and personal development support employee development, enabling them to improve their skills in different areas of expertise and advance their careers. The Company's talent management policies are designed to help employees realise their individual potential and continuously develop themselves, while also being aligned with business strategies.



The corporate policies implemented within the scope of human resources management ensure that employees are supported through training and development opportunities, and that Company procedures are adopted by all employees. CNT Conta is aiming to expand its talent pool in the short term and to identify the most suitable candidates for the roles during the recruitment process. In the medium term, the Company offers comprehensive training programmes focusing on developing qualified personnel, thereby encouraging employees to pursue long-term careers within the Company.

Talent management and equal opportunity are integral parts of the Company's corporate risk management policies. The human resources department employs fair and objective practices in the recruitment, promotion and career planning processes, aligning these with the Company's strategic objectives. CNT Conta is committed to providing equal opportunities for all employees to fully utilise their skills and advance within the Company. This approach enhances employee loyalty and strengthens corporate success.

As the core department managing these processes, the human resources unit supports employees from different backgrounds in contributing to the Company's growth. Policies that encourage diversity and inclusivity in management processes can strengthen an organisation's internal structure, enabling it to develop more creative and innovative solutions through different perspectives.

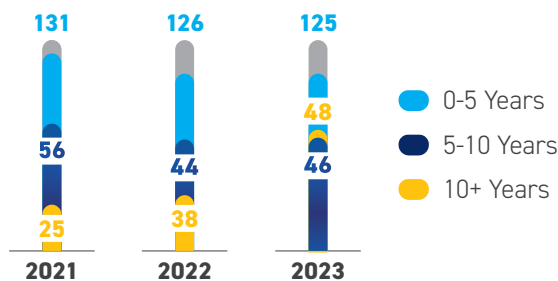
A performance evaluation system is regularly implemented within the Company. At the end of the year, employees' performance is evaluated by their managers. This process informs the planning for the next period. This evaluation process is conducted on an annual basis and directly influences employees' promotion prospects and year-end salary increments. The compensation policy is determined

based on market analyses provided by independent consulting firms and approved by management. While an organisational structure is applied for office employees, field employees are compensated according to the grades established under the collective labour agreement.

In 2023, the percentage of employees with up to 5 years of seniority in the workforce is 57.1%, the percentage of employees with 5-10 years of seniority is 21%, and the percentage of employees with over 10 years of seniority is 21.92%.

The practices aimed at increasing female employment seek to ensure equal opportunities within the Company and create a female-friendly working environment. CNT Conta is committed to promoting women's participation in the workforce. The Company has a zero-tolerance policy against discrimination, harassment and bullying, and is dedicated to creating a safe and supportive work environment for all employees.

**Employee Seniority Breakdown (person)**

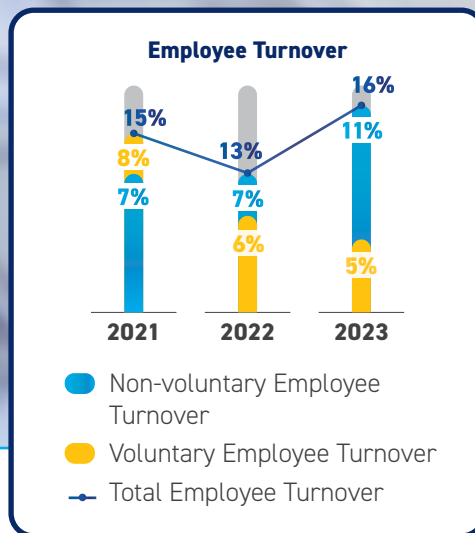


As of 2023, the percentage of female employees in the workforce was 12%, while this percentage was 12% in income-generating positions, 11% in information technology positions, and 26% in engineering positions.

In order to ensure equal opportunity in the recruitment process, objective evaluation methods are used to assess all candidates and determine the most suitable individual for each position. Positions within the Company are primarily filled from among existing employees, and internal promotion processes are implemented accordingly. During the reporting period, a total of 40 new employees were hired, including 5 female candidates. During the same period, a total of 36 people left the Company, including 9 female employees. While there were no key personnel losses during the year, there was 5% voluntary employee turnover and 16% total employee turnover. During the period, male employee turnover was 12%, while female employee turnover was 4%.

Women account for 49% of promotion candidates and 50% of promoted employees during the year, while women also account for 25% of those promoted to managerial positions for the first time. While the promotion waiting period has remained consistent for both female and male employees over the past two years, in 2023, this period averaged 3 years for both female and male employees.

The Company's policy is to ensure equal pay for equal work. Therefore, the remuneration policy prevents gender-based differences in remuneration. Salary differences can only arise based on the employee's position, seniority and year-end performance evaluation. When calculated based on employee demographics, there is no significant difference in the gender-based salary difference between female and male employees. Accordingly, the gender-based



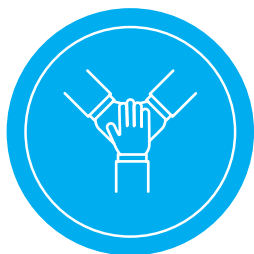
pay gap for field employees, based on the average salary level, is 7.65% in favour of female employees; based on the median salary, it is 0.36%. For office employees, these ratios are 13.94% in favour of male employees based on the median salary and 28.71% based on the average salary.

The rights of employees to organise and enter into collective agreements are also guaranteed throughout the Company. Within this scope, 163 employees, representing 74% of CNT Conta's workforce, are covered by a collective agreement. Furthermore, there were no instances of work stoppages or loss of working days due to strikes or industrial disputes during the reporting period.

Company also contribute to their personal development. In addition to occupational safety training provided to all employees, office employees are offered training to develop their technical and managerial skills, while field employees receive professional certification and technical training programs.

The Company's talent management strategies are designed to strengthen corporate sustainability and support long-term success. The Company is dedicated to cultivating a work environment characterised by equal opportunity and diversity, and committed to the professional development of employees and to facilitating the achievement of their career goals.





The Company has established 'Employee Safety and Well-being' and 'Zero Accident Policy' as its top priorities. The objectives of these policies are to reduce workplace accidents, enhance employee satisfaction, and ensure the Company's sustainable success.

## Occupational Health And Safety

CNT Conta is committed to upholding the highest standards of occupational health and safety as a fundamental aspect of its corporate culture. Comprehensive policies and procedures were established to ensure that our employees are supported in maintaining a safe, healthy, and productive work environment. The Company has established 'Employee Safety and Well-being' and 'Zero Accident Policy' as its top priorities. The objectives of these policies are to reduce workplace accidents, enhance employee satisfaction, and ensure the Company's sustainable success. The creation of safe working environments is of paramount importance in enhancing work efficiency and minimising the Company's legal risks and financial obligations. CNT Conta is committed to maintaining a safe and healthy work environment for its employees. This commitment is reflected in its regular safety training programmes, the provision of ergonomic work areas, and a continuous monitoring of occupational health and safety standards.

Occupational health and safety management is carried out in accordance with ISO 45001 standards as part of CNT Conta's corporate policies and is regularly audited based on international best practices. By adhering to global standards, such as the International Labour Organisation (ILO) conventions and the United Nations Global Compact (UNGC), the Company commits to protecting employee rights and providing safe working conditions. Ergonomic improvements are planned, along with the development of health programmes aimed at employee wellbeing.

The goal is to fully establish a culture of occupational health and safety, implement a zero-accident policy, and adopt a continuous improvement approach. In these processes, it is of great importance to strengthen employees' awareness that workplace safety is their responsibility.

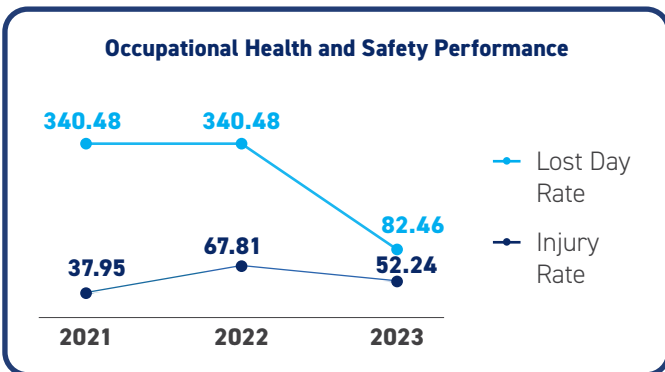
Occupational health and safety is an integral part of CNT Conta's corporate risk management processes. It is vital to implement effective strategies to prevent occupational accidents and illnesses, ensuring the well-being of employees and the long-term viability of the Company. Occupational health and safety processes are evaluated through regular risk analyses. Training programmes, safety

protocols and ergonomic work arrangements are implemented to prevent occupational accidents. Furthermore, programmes are implemented with the aim of increasing employees' awareness of occupational health and safety issues, with a view to enhancing employee engagement and satisfaction. In accordance with the Company's internal audit model, occupational health and safety processes are subject to annual audits by internal auditors appointed in accordance with ISO 9001 standards. In addition, independent audit firms conduct supplementary evaluations. This process demonstrates the Company's full compliance with occupational safety standards and identifies opportunities for continuous improvement.

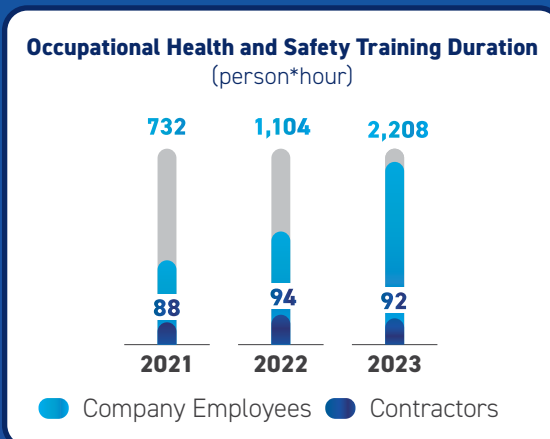


CNT Conta is committed to transparency and regularly reports its occupational health and safety performance to senior management. Quarterly and annual reports include key performance indicators such as workplace accidents, occupational illnesses, safety training, and ergonomic improvements. Senior management uses these reports to make strategic decisions, plan investments in occupational health and safety, and approve projects aimed at enhancing employee safety. All employees are responsible for implementing occupational health and safety policies.

CNT Conta is committed to managing its occupational health and safety performance with a focus on continuous improvement. In recent periods, there has been a 15.5-point improvement in injury rates compared to the previous period, reaching 52.24, while the lost-time injury rate has decreased by 258 points to 82.46. There have been no work-related occupational illnesses or fatalities, and the Company continues to pursue its zero-accident target with determination. CNT Conta is dedicated to safeguarding the well-being of team members and fostering a sustainable work environment. We implement policies that encourage ongoing enhancement of occupational health and safety standards.



At CNT Conta, occupational health and safety training is a priority. Employees are provided with a comprehensive training program on a regular basis. A total of 184 Company employees and 46 contractor firm employees participated in the recent training sessions, resulting in a total of 2,300 person-hours of occupational health and safety training. Furthermore, drills based on emergency scenarios have enabled staff to learn how to respond effectively during crisis situations.



The Occupational Health and Safety Committee operates within the Company and has a total of 12 members. To ensure direct representation of employees, 3 of these members are elected from among employee representatives.

CNT Conta is committed to achieving a zero-accident target and is dedicated to maintaining the safety and well-being of its employees at the highest level. CNT Conta is committed to creating a sustainable and safe working environment in compliance with international standards. To this end, the Company has implemented a programme of continuous training and inspections to strengthen its safety culture.



**2,300 person\*hour**  
Occupational Health and Safety Training





# GRI Content Index

Statement of Use

CNT Elastik Ürünler Sanayi ve Ticaret A.Ş. has reported in accordance with the GRI Standards for the period 01 January 2023-31 December 2023.

GRI 1 Used

GRI 1: Temel 2021

Applicable GRI Sector Standard(s)

/

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report (p.3); CNT Conta at a Glance (p.6-12)			
	2-2 Entities included in the organization’s sustainability reporting	About the Report (p.3)			
	2-3 Reporting period, frequency and contact point	About the Report (p.3); Contacts (p.42)			
	2-4 Restatements of information	Since this is the first sustainability report published by the organization, there is no restatement.			
	2-5 External assurance	There is no external audit activity specific to this report.			
	2-6 Activities, value chain and other business relationships	About the Report (p.3); CNT Conta at a Glance (p.6-12)			
	2-7 Employees	Workplace Practices (p.33)			
	2-8 Workers who are not employees	Workplace Practices (p.33)			
	2-9 Governance structure and composition	Corporate Governance (p.14)			
	2-10 Nomination and selection of the highest governance body	Corporate Governance (p.14)			
	2-11 Chair of the highest governance body	Message from the General Manager (p.4)			
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance (p.13-15)			
	2-13 Delegation of responsibility for managing impacts	Corporate Governance (p.13-15)			
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance (p.13-15)			
	2-15 Conflicts of interest	Business Ethics and Legal Compliance (p.18-19)			
	2-16 Communication of critical concerns	Stakeholder Engagement (p.17)			





GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	Corporate Governance (p.14-15)			
	2-18 Evaluation of the performance of the highest governance body	There is no performance evaluation practice at the Board of Directors level.			
	2-19 Remuneration policies	Remuneration Policy (p.14), Workplace Practices (p.35)			
	2-20 Process to determine remuneration	Remuneration Policy (p.14), Workplace Practices (p.35)			
	2-21 Annual total compensation ratio			Confidentiality Constraints	CNT Conta is not a publicly traded company. The data subject to the indicator is not shared for confidentiality reasons as it contains indicators that may affect competition in the market.
	2-22 Statement on sustainable development strategy	Sustainability Management (p.15-16)			
	2-23 Policy commitments	Corporate Governance (p.14-15), Digital Transformation (p.22), Environment and Climate Management (p.28-31), Workplace Practices (p.34-38)			
	2-24 Embedding policy commitments	Corporate Governance (p.14-15), Digital Transformation (p.22), Environment and Climate Management (p.28-31), Workplace Practices (p.34-38)			
	2-25 Processes to remediate negative impacts	Corporate Governance (p.14-15), Digital Transformation (p.22), Environment and Climate Management (p.28-31), Workplace Practices (p.34-38)			
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement (p.17)			
	2-27 Compliance with laws and regulations	Business Ethics and Legal Compliance (p.118-19)			
	2-28 Membership associations	The Company does not have a corporate membership.			
	2-29 Approach to stakeholder engagement	Stakeholder Engagement (p.17)			
	2-30 Collective bargaining agreements	Workplace Practices (p.35)			



GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Management (p.15-16)			
	3-2 List of material topics	Sustainability Management (p.15-16)			
Digital Transformation					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management (p.15-16), R&D and Innovation (p.21-22)			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Innovation and Digital Transformation (p.21)			
	203-2 Significant indirect economic impacts	Innovation and Digital Transformation (p.21)			
Climate and Environment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management (p.15-16), Environment and Climate Management (p.29-31)			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Environment and Climate Management (p.29-31)			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environment and Climate Management (p.31)			
	306-2 Management of significant wasterelated impacts	Environment and Climate Management (p.31)			
	306-3 Waste generated	Environment and Climate Management (p.31)			
	306-4 Waste diverted from disposal	Environment and Climate Management (p.31)			
	306-5 Waste directed to disposal	Environment and Climate Management (p.31)			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environment and Climate Management (p.30)			
	302-3 Energy intensity	Environment and Climate Management (p.30)			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environment and Climate Management (p.30)			
	305-2 Energy indirect (Scope 2) GHG emissions	Environment and Climate Management (p.30)			



GRI Standard	Disclosure	Location	Omission		
			Requirement(s) Omitted	Reason	Explanation
Workplace Practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management (p.15-16), Workplace Practices (p.33-37)			
GRI 403: Occupational Health and Safety 2018	403-1 Average hours of training per year per employee	Workplace Practices (p.37-38)			
	403-2 Hazard identification, risk assessment, and incident investigation	Workplace Practices (p.37-38)			
	403-5 Worker training on occupational health and safety	Workplace Practices (p.37-38)			
	403-6 Promotion of worker health	Workplace Practices (p.37-38)			
	403-9 Work-related injuries	Workplace Practices (p.37-38)			
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Workplace Practices (p.35)			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Workplace Practices (p.34-35)			
Product Responsibility					
GRI 3: Material Topics 2021	3-3 Öncelikli konunun yönetimi	Sustainability Management (p.15-16), Product Responsibility and Innovation (p.21-27)			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Product Responsibility and Innovation (p.26)			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Business Ethics and Legal Compliance (p.18-19)			
Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Management (p.15-16), Corporate Governance (p.14-15)			



# Contacts

## Contact for Feedback



sustainability@cntconta.com



www.cntconta.com



+90 262 642 99 88



Gebze Organize Sanayi Bölgesi (GOSB)  
Tembelova Alanı 3200 Cadde No:3205/1  
Gebze - Kocaeli / Türkiye



## Reporting Advisor



www.kiymetiharbiye.com