



THE POWER THAT SHAPES THE FUTURE

With high-performance solutions,
we are building a more sustainable future together.

DOWAKSA

OVERVIEW

CORPORATE PROFILE

GOVERNANCE

R&D, INNOVATION AND DIGITALIZATION

SUSTAINABILITY

CLIMATE AND ENVIRONMENT

PEOPLE AND SOCIETY

ATTACHMENTS

ABOUT THE REPORT

Operating globally in the field of carbon fiber and advanced composite technologies, DowAksa, as one of the pioneers of sustainability-oriented industrial transformation, brings an innovative perspective to the sectors in which it operates - particularly the energy, transportation, defense and infrastructure sectors - with its high performance, low environmental impact and long-lasting material solutions.

DowAksa takes care to act in line with the United Nations Sustainable Development Goals and shapes all its activities, from production processes to supply chain management, from human resources policies to technological innovation, with the understanding of creating economic, environmental and social value.

With this in mind, DowAksa's 2024 sustainability report, which includes the developments for the calendar year 1 January 2024 to 31 December 2024, has been prepared to transparently present the Company's strategic orientations, operational practices and performance results.

The 2024 sustainability report was prepared in full compliance with the Global Reporting Initiative (GRI) standards, taking into account the requirements of the Turkish Sustainability Reporting Standard (TSRS) and the European Union Corporate Sustainability Reporting Directive (CSRD). In this way, DowAksa aims to present its sustainability performance in a structure that can be monitored, evaluated and compared both locally and globally.

During the reporting period, DowAksa implemented double materiality analysis for the first time in order to further deepen its sustainability strategies.

ABOUT THE REPORT

Double materiality analysis is based on a holistic approach that simultaneously assesses DowAksa's financial impacts, financial risks and environmental and social impacts. This approach enables DowAksa to more clearly analyze both the environmental and social consequences of its business model and the interaction of these impacts on the processes of generating commercial value. The findings help the Company to align its sustainability priorities more strongly with stakeholder expectations, while also serving as a strategic guide for setting future targets.

In line with the outcomes of the process, DowAksa is determined to advance its sustainability journey in a more effective, measurable and inclusive manner.

While DowAksa's sustainability approach focuses on reducing environmental impacts, it also covers multidimensional areas such as generating social benefits, respect for human rights, commitment to business ethics and contribution to inclusive economic growth. With this approach, risk and opportunity management processes are carried out in the light of scientific data; developments in areas such as green transformation, circular economy and digitalization are closely monitored and transformed into concrete actions.

Considering building an inclusive business environment as an integral part of sustainable development, DowAksa considers gender equality as one of the core values of its corporate culture and became a signatory of the United Nations Women's Empowerment Principles (UN WEPs) platform in 2024. With the UN WEPs signature, strategies to empower women in business life, increase their access to leadership opportunities and support diversity have gained momentum.

DowAksa aims to maintain and improve the implementation level and scope of sustainability reporting with the same determination in the coming periods.

DowAksa attaches great importance to the opinions and contributions of its stakeholders in all business processes, and accordingly adopts an inclusive and participatory communication approach.

You can contact DowAksa, which aims to continue its journey to build a fairer, inclusive and sustainable future with all its stakeholders, via **info@dowaksa.com** with any contributions, suggestions, feedback and questions.

DESIGN CONCEPT

From Square to Drop: A Story of Transformation from Technology to Responsibility

DowAksa's sustainability journey is shaped not only by technological innovations, but also by how these innovations impact life, people, and the planet. This vision is reflected in the visual language of the report. Each form and each transition carries value, and this journey begins with the evolution of a shape.

A Sharp Start: The Structure of Technology

Our story begins with a square shape. The square represents the fundamental principles of engineering: strength, stability, and performance. It also visually references the unique, regular structure of carbon fiber. This shape symbolizes the power that DowAksa brings to industry, automotive, aerospace, and wind energy with its high-performance solutions.

The square symbolizes technology. It is solid, precise, and powerful. Nevertheless, in today's world, technology alone is not sufficient. It is no longer enough to be merely powerful; one must also be responsible, mindful, and sustainable.

And that's where the transformation starts.

Softening Lines: Shaped by Value-Driven Technology

The square shape softens over time and the corners curve. This visual evolution represents the ethical values, environmental awareness, and human-centered design that drive technology. At the end of this evolution, a drop is formed.

The drop shape reflects DowAksa's philosophy that **“Every small step creates a big impact.”**

The drop symbolizes life. It also represents source awareness, conservation, responsibility, and sustainability. This transition illustrates DowAksa's holistic approach, which extends from technology to responsibility, from raw materials to life, and from production to impact.

This is not just a change in form; it is also a change in perspective. This journey from square to drop is DowAksa's transformation story.

MESSAGE FROM THE CEO

Dear Stakeholders,

As DowAksa, we are proud to be a major player not only in Türkiye but also globally, thanks to our deep expertise in carbon fiber production and our advanced technology-based production capacity. Our composite material solutions offer attributes that contribute to a more sustainable future, including high performance, lightweight, durability, and energy efficiency.
Through our strategic partnerships, we continue to grow and strengthen our role in the industry by transforming technology.

With a structure that makes a difference at every stage of our value chain, we ensure that our operations are sustainable through a strong governance approach.

Since our inception, DowAksa, born from the strong knowledge base and visionary perspective of Dow and Aksa, has been producing high value-added products while aiming to act in line with the environmental social, and economic impacts of this production in light of the United Nations Sustainable Development Goals. Since day one, we have embedded long-term thinking, innovation and sustainable development into our way of doing business.

Our world is becoming increasingly complex. As clearly stated in the World Economic Forum (WEF) 2025 Global Risks Report, climate change, depletion of natural resources and social inequalities ranks among the top global priorities. At DowAksa, we aim to do more than just monitor risks. Through our comprehensive sustainability-related risk and opportunity analyses, clearly defined goals and transparent monitoring of our progress, we take concrete steps and embrace our responsibility to shape the future.

Sustainability is our strategic roadmap. We recognize the potential of carbon fiber to reduce the carbon footprint in key sectors such as transportation, defense and energy, and we use this power responsibly. We assess the environmental impacts of our products throughout their lifecycle and integrate circular economy principles into our business processes. We increase resource efficiency in all our production processes, reduce waste as much as possible, and recycle. For example: in 2024, we reduced our transportation trips by 55% by improving our contaminated waste management system.

As DowAksa, we have taken our commitment to environmental sustainability and innovative approach one step further. The pallet we produce from composite materials is made using 97.2% composite material, recycled from high-performance pultrusion profiles designed for wind turbines. This new-generation pallet is not only durable and lightweight but also offers a solution that reduces transportation costs, is environmentally friendly, and contributes to circular economy goals.

Massimo Rebolini
CEO, DowAksa

We care about contributing to sustainability not only while producing but also while developing.

MESSAGE FROM THE CEO

Exceeding Euro2 standards, it offers a reliable and high-quality alternative for international logistics. This project enables us to take an important step toward reducing our environmental impact by offering strong and reusable pallets for industries.

We are aware that the region where our campuses are located is under high water stress according to the World Resources Institute (WRI) Aqueduct Water Risk Atlas. To manage our dependence on water resources, we are optimizing our water consumption based on data from the WRI. We are evaluating treatment and reuse alternatives to reduce our water footprint and enhance our resilience to climate change risks.

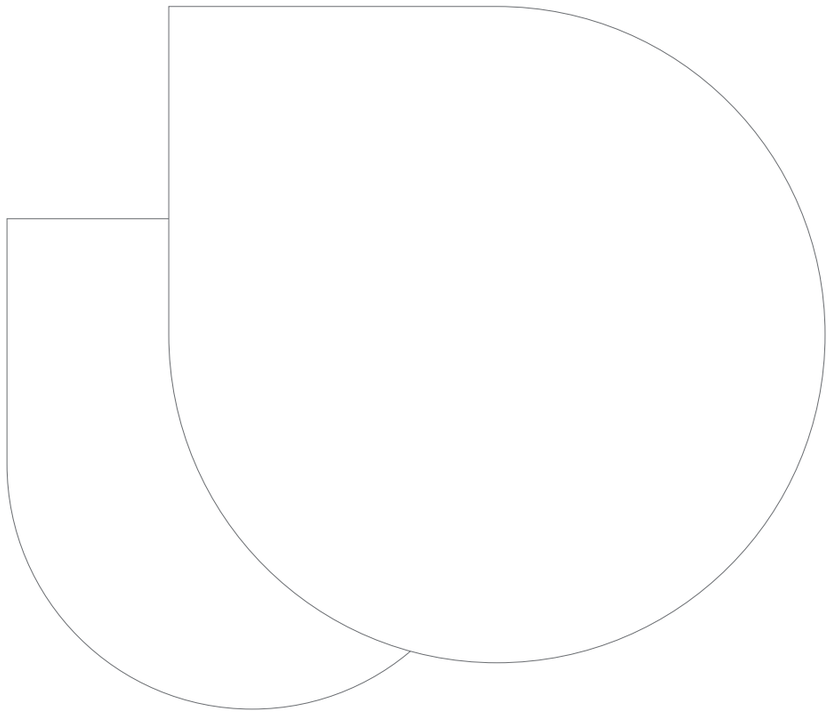
Thanks to our efforts to improve energy efficiency, we have reduced our energy consumption by 1.9% in 2024 compared to our 2023 baseline. We prioritize high-efficiency equipment in our new investments and implement process improvements to minimize energy losses and enhance overall efficiency.

At DowAksa, we work with the awareness that we must adopt a people-centered approach for a sustainable future. That is why we consider “investing in people” to be an integral part of our business.

We are taking decisive steps in many areas, from gender equality to education, local development and equal opportunities in the workplace. In 2024, we signed the United Nations Women's Empowerment Principles (UN WEPs) to support women's greater presence in the workplace. To reinforce this commitment with concrete actions, we established the Women's Empowerment Initiative at DowAksa. We have created action plans and a roadmap to support the physical and mental health of our female employees and address their needs in the workplace.

As the DowAksa family, we will continue to be a pioneer of change and transform the future together with the steps we take in line with our values.

Sincerely,
Massimo Rebolini, CEO



Corporate Profile

A Corporate Structure Strengthened by Transformation

DowAksa, the first and only carbon fiber manufacturer in Türkiye and the Middle East and one of the world's leading carbon fiber manufacturers, is redesigning the future with the products it manufactures and the business model it has developed.

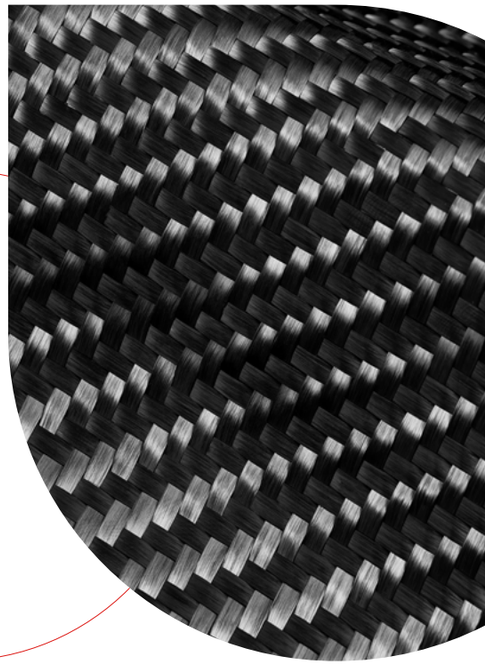
DOWAKSA IN BRIEF

DowAksa, Türkiye's first and only carbon fiber producer and one of the world's leading carbon fiber producers, offers innovative and sustainable fiber composite solutions in industrial fields, particularly in the energy, transportation, defense and infrastructure sectors.

Founded in 2012 as an equal partnership between Aksa Akrilik Kimya Sanayii A.Ş., the world leader in acrylic fiber, and Dow, one of the global pioneers in materials science, DowAksa leads the industry by combining knowledge, experience and technology through this strategic collaboration.

As one of the most important representatives of the sector, DowAksa is not only known for its carbon fiber production but has also managed to become one of the most reliable suppliers in the sector with its most comprehensive and integrated solutions in this field. With a wide range of products ranging from precursor to carbon fiber, from carbon fiber to resin, DowAksa offers its customers engineering solutions and high-tech know-how. The Company's world-class production facility in Yalova is only a 4-hour flight from Europe, MENA (Middle East, North Africa) and Central Asia, providing fast and efficient service to global markets.

Carbon fiber, a strategic material that offers solutions to environmental and economic challenges not only in industrial products but also worldwide, makes significant contributions in critical areas such as increasing the energy generation efficiency of wind turbines, reducing fuel consumption in automobiles, and increasing the durability of infrastructure and structures and extending their lifespan. With this powerful and value-added product, DowAksa contributes to increasing environmental sustainability, develops innovative solutions and reinforces its leadership in the sector with these solutions.



VISION, MISSION AND VALUES

Mission

- Provide fully integrated carbon fiber based products and solutions.
- Meet or exceed all quality requirements for the target industries.
- Deliver profit to our shareholders.
- Operate safely and environmental friendly to the benefit of all stakeholders.

Vision

- Drive our Shareholder’s return on by producing high quality, low cost carbon fiber and carbon fiber intermediates for the industrial, aerospace and defense industries.

Values

As a global company and industry leader, DowAksa conducts every business in its worldwide organization within a legal and ethical framework. Together with the health and safety of our employees, their diversity, integrity and honesty are indispensable values for DowAksa. DowAksa's values form the basis of DowAksa Ethical Principles and Policies. Each value is an integral part of the standards set out here.

Health and Safety

The health and safety of our employees and the protection of our communities are our top priorities.

People

Our people are the source of our success and the differentiator that enables us to take industry leadership.

Diversity

For the excellence of individuals and teams, we are committed to maintaining a diverse and pluralistic workforce, based on individual respect and responsibility.

Integrity and Honesty

We will act correctly and honestly in everything we do.

PARTNERSHIP STRUCTURE

DowAksa is a strategic venture established in 2012 as an equal partnership between **Aksa Akrilik Kimya Sanayii A.Ş.**, one of Türkiye's leading industrial companies, and global materials science leader Dow. The coming together of these two powerful industry leaders has made DowAksa a player in the carbon fiber industry, offering innovative and reliable solutions not only in Türkiye but also globally.

DowAksa's partnership structure brings together the deep industry experience and global strengths of both parties, enhancing their competitiveness in the industry. **Dow owns 50 percent of the Company and Aksa Akrilik Kimya Sanayii A.Ş owns 50 percent.** This equal shareholding structure reflects the strength of a common vision and strategy in the way the Company does business. DowAksa aims for industrial excellence while fulfilling its environmental responsibilities by combining the two companies' collective know-how and experience. Thanks to its state-of-the-art production facilities and the joint structure established, DowAksa continuously increases its capacity to expand not only into local markets but also into global markets and reinforces its leadership in the sector.

DOWAKSA IN NUMBERS

GOVERNANCE

2024 Turnover
USD 172 M

2024 Production Capacity
~8250 Tonnes

ENVIRONMENTAL

2024 Energy Consumption Improvement Rate Compared to 2023 Base Year
1.9 %

2024 Waste Reduction Rate Compared to 2023 Base Year
~13%

SOCIAL

2024 Total Number of Employees
724 People

2024 Total Training Hours Provided to Employees
92,983 Hours

2024 DEVELOPMENTS

DowAksa accelerated its recycling and repurpose practices.

DowAksa accelerated its recycling and repurpose practices. By incorporating these two best practices into its business processes, DowAksa took concrete steps in improving waste management, reducing environmental impact, increasing resource efficiency and making sustainable production processes applicable on a wider scale.

At DowAksa Leadership meetings, company strategies and material issues were discussed and synergy was created.

DowAksa created a strong collaboration and synergy between managers and leaders within the Company by organizing leadership meetings where strategic decisions were made and material issues were discussed. These meetings helped all stakeholders come together in line with common goals and contributed to the development of sustainable projects in line with the Company's vision.

DowAksa won three first-place awards at the Yıldız Akkök Awards.

Organized by Akkök Holding to encourage a culture of learning within the organization and to reward employees who have accomplished successful projects, the Yıldız Akköklüler Awards were presented to DowAksa for the award "Reducing Water and Steam Consumption by Optimizing the Water-Monomer Ratio in Polymer Production". The Company won first prize in different categories with three projects: Reducing pultrusion resin consumption with new steel I-Box technology, Recycling of carbon fiber reinforced polyurethane matrix pultrusion plates, and Contribution of recycling and recycling studies to sustainable economy.

The "Sustainable Ideas Competition" was organized to bring carbon fiber materials back to life.

DowAksa organized the "Sustainable Ideas Competition" to promote the reuse of carbon fiber materials and sustainability. This competition brought together industry professionals and innovative idea owners by supporting innovation and environmentally-friendly solutions.

REPURPOSE
REIMAGINE
Karbon Elyaf Malzemelere Yeniden Hayat Verecek
Sürdürülebilir Fikirler Yarışması

DowAksa became a signatory of the United Nations Women's Empowerment Principles (UN WEPs).

By signing UN WEPs to empower women in the workplace, DowAksa once again demonstrated its responsibility for gender equality and women's rights. This step reflects the Company's efforts to increase women's employment, provide equal opportunities and encourage women's participation in the workforce.

2024 DEVELOPMENTS

DowAksa CEO Massimo Rebolini was recognized by CIO Views magazine as one of the 10 CEOs making a difference.

DowAksa CEO Massimo Rebolini has been named one of CIO Views Magazine's "10 Most Innovative CEOs Making a Difference in 2024". This prestigious list honors CEOs who demonstrate innovative leadership in business and lead industry transformations. Rebolini's leadership at DowAksa is distinguished by his vision to take the Company to new heights in the carbon fiber industry. The broad perspective and strategic depth of his diverse industry experience and his achievements since entering the field have made Rebolini one of the most influential leaders in the industry. In the July 2024 issue of CIO Views, Rebolini's leadership style, strategic vision and plans for the future of the Company are discussed in detail.

DowAksa signed an agreement with the Luxembourg Institute of Science and Technology (LIST) and became a member of the Sustainable Composite Materials and Manufacturing Innovation Center (SCMM).

In 2024, DowAksa became a member of the Center for Sustainable Composite Materials and Manufacturing Innovation (SCMM) run by the Luxembourg Institute of Science and Technology (LIST) in order to strengthen its vision focused on sustainability and innovation. SCMM is an international research initiative that aims to develop zero-emission transportation solutions and implement materials innovations. Through this partnership, DowAksa aims to reduce waste and minimize its environmental impact by introducing new technologies for evaluating the waste generated from production processes.

DowAksa launched the Life-Filled Encounters program in Yalova in cooperation with the Mother Child Education Foundation (AÇEV).

In 2024 DowAksa and Akkök Holding group companies created a project called Chemistry of Equality to support gender equality. The first step of the project, which aims to empower women and increase girls' access to education, was realized in cooperation with AÇEV and DowAksa. The program offers advanced literacy, mathematics and life skills training to women aged 18 and above. In addition, the Genç Hayat Dolu Buluşmalar (Young Life-Filled Encounters) program for girls between the ages of 14 and 18 supports girls to continue their education and develop their life skills.

MILESTONES

2012

- The DowAksa partnership was established between Aksa and Dow.

2013

- DowAksa acquires CarbonWrap, a business unit offering carbon fiber composite solutions for infrastructure and building reinforcement.

2014

- DowAksa signed a USD 4.3 million triple joint investment with Rusnano and Holding Composites (HCC) for the Nanotechnology Center for Composites (NCC).
- DowAksajoined the Open Hybrid Lab Factory, which aims to develop environmentally-friendly hybrid cars.
- The Ipek Project - a project to produce and develop thermosetting resin prepreg material used in the aerospace industry in Türkiye - was initiated with the Turkish Aerospace Industry (TAI) and the Presidency of Defense Industries.
- DowAksa USA was established.

2015

- DowAksa signed an R&D agreement with Ford, an automotive giant with production plant in Türkiye, to work on the production of carbon fiber for affordable, high-volume automotive applications.
- DowAksa was one of the companies that helped establish the Institute for Advanced Composites Manufacturing Innovation (IACMI), a public/private partnership of industry, government and academic institutions aimed at accelerating the adoption of carbon fiber composites.

2016

- DowAksa inaugurated the DowAksa Global Composites Center, a high-tech facility designed to develop carbon fiber and advanced composite materials in Türkiye.
- The Company collaborated with Istanbul Technical University to simulate the effect of earthquakes on full-scale buildings in Yalova trialing carbon fiber reinforced polymer (CFRP) technology.

2017

- DowAksa signed a long-term supply agreement with Vestas, one of the major players in the global wind energy sector.
- DowAksa brought the grand prize to Türkiye at the JEC Innovation Awards with its earthquake experiment on full-scale buildings in Yalova.
- The Ipek Project, carried out jointly with Turkish Aerospace Industries (TAI) and supported by the Undersecretariat for Defense Industries (SSM), was awarded the 2017 Defense Industry Technology Development Special Award by SSM as part of the 2017 Defense Industry Special Awards organized by the Defense Industry Manufacturers Association (SASAD).

2018

- DowAksa was included in the Project-Based Incentive System.

2019

- DowAksa ranked among Türkiye's top 1,000 Exporters. With its exports, it overtook 400 companies in just one year, rising from 974th to 539th place.

2020

- Despite the pandemic that disrupted production and supply chains around the world, DowAksa continued to work, produce and export without interruption thanks to the measures taken within the framework of occupational health and safety policies. It continued to provide economic support to Türkiye and Yalova in this difficult period by completing previously planned investments.
- According to the data of the Turkish Exporters Assembly (TIM), it ranked 269th in the list of the largest exporter companies with the exports it realized in 2020.

2021

- DowAksa received permission to export to India.
- In the Corporate Culture 100 survey conducted in cooperation with Kariyer.net and Fast Company magazine, DowAksa ranked among Türkiye's top 100 companies in corporate culture.
- According to the data of the Turkish Exporters Assembly (TIM), it rose 33 places to 236th place in the list of the largest exporter companies with the exports it realized in 2021 compared to the previous year.

2022

- DowAksa celebrated its 10th anniversary. It held the ground-breaking ceremony of the new integrated facility to be built on an area of 117 thousand square meters in Yalova.
- The new facility investment was recognized with an award in the "Investment" category at the IAmChamPion Awards.
- DowAksa published its first sustainability report. The report received two international awards.
- DowAksa became a member of the Sustainable Composite Materials and Manufacturing Innovation Center (SCMM).
- DowAksa, which first entered the Istanbul Chamber of Industry's "ISO 500 - Türkiye's Top 500 Industrial Enterprises" list of Türkiye's 500 largest companies in 2023, climbed 53 places to 348th place in 2024.
- The presentation of the "HIT-30 High Technology Investment Program", which aims to make Türkiye a center for high technology investments, was held at Istanbul Atatürk Cultural Center with the participation of President Recep Tayyip Erdoğan. At the event, DowAksa was awarded a plaque of appreciation for its contributions to Türkiye's development journey.
- DowAksa ranked first in three different categories in the 2024 results of the Yıldız Akkök Alumni Awards, organized by Akkök Holding to encourage a culture of learning within the organization and to reward successful projects. DowAksa's projects titled "Reducing water and steam consumption in polymer production", "Thermochemical recycling of carbon fiber reinforced polyurethane plates by reducing resin consumption with new steel I-Box technology" and "Contribution of recycling activities to sustainable economy" received awards at the awards night.
- DowAksa received the title of "Baby Friendly Supporting Organization" within the scope of the "Breast milk promotion and baby friendly health institutions program" conducted by the Ministry of Health. In this context, breastfeeding counseling training for female employees, breast milk awareness trainings in the field, book giveaways and breastfeeding room arrangements were implemented.

2023

- DowAksa took its place among Türkiye's Top 500 Industrial Enterprises.
- Increased its total production capacity by 50 percent.
- DowAksa received an award in the "Collaboration Development" category at the "Star Akkök People" competition, thanks to the project carried out with Epsilon.
- DowAksa's Supply Chain Director received an award at the "Türkiye's Most Influential Supply Chain Professionals" awards organized in partnership with Slimstock and Logistics Association (LODER).

2024

SECTORS AND PRODUCTS

As the first and only carbon fiber producer in Türkiye and the Middle East, DowAksa bears the responsibility of being the pioneer of its sector and makes a difference with its high-tech production power.

The production process starts with the processing of carbon fibers on special machines and continues with the development of high-quality carbon fabrics and the coating of these fabrics with special resin systems. This process, which continues meticulously and reaches the final result, forms the basis of advanced technology materials that provide superior performance in sectors such as renewable energy, construction and infrastructure, defense and aviation, which are critical in both the economy and daily life.

Both dry and resin-coated fabrics, which provide significant advantages in application areas thanks to the strong and lightweight structure of the products, stand out in sectors and applications where safety and durability are vital by offering features such as high strength, lightness and impact resistance. Each product is designed to support strategic operational safety and deliver superior performance even in the most challenging conditions. In the aviation industry, structural components produced with carbon fiber not only increase flight safety but also contribute significantly to the sector's emission reduction targets by reducing fuel consumption. In the defense industry, carbon fiber reinforced products not only increase the performance of protection plates but also offer ease of use. The needs arising in different sectors support the continuous growth of DowAksa's solutions by increasing their areas of use. With its carbon fiber-based solutions, DowAksa shapes not only today's technologies but also those of the future.

SECTORS AND PRODUCTS

INNOVATIVE SOLUTIONS FOR THE ENERGY SECTOR

While renewable energy investments are increasing rapidly on a global scale, the wind energy sector has become one of the strongest actors in this transformation. In parallel with this development, the need for carbon fiber is also increasing significantly. Behind this demand lies the goal of developing economical, efficient and high-performance wind turbines that can compete with traditional energy systems based on fossil fuels. Especially with the increase in blade lengths, features such as light weight, high strength and durability in structural materials have become even more important.

DowAksa enables the production of longer and more efficient wind turbine blades with low weight and high mechanical strength carbon fiber solutions.

The Company's expertise in this area is embodied in the production of carbon fiber reinforced polyurethane-based pultruded profiles and laminated plates used in spar caps. This production is carried out in high-tech facilities in Yalova with advanced pultrusion technology developed with the aim of cost optimization and performance improvement.

The "downstream" integration model adopted by DowAksa strengthens not only the production capability but also the domestic industry. Thanks to the domestic production of laminated plates, which were previously supplied from abroad, Türkiye's domestic contribution rate in wind energy projects is being increased, thus ensuring strategic supply chain independence and providing added value to the national economy.

SECTORS AND PRODUCTS

SECOND LIFE FOR CARBON FIBER

Cutting scraps and surplus or defective parts generated during carbon fiber production pose a significant environmental and economic challenge to the industry. The reuse of this high-performance material is technically difficult and costly, especially in forms combined with thermosetting resins. Thanks to new generation sustainable practices developed by DowAksa's industry experience and strong team, these wastes can be recycled back into the system by having a second life in the production cycle.

With the repurpose and recycle products developed by DowAksa, carbon fiber wastes are reused as raw materials and find a second life in industries such as automotive, construction and sports equipment.

In this way, the environmental impact of production processes is reduced and resource efficiency is increased. Re-evaluation of carbon fiber contributes to the circular economy approach and pioneers the sustainable transformation of the sector.

SECTORS AND PRODUCTS

STRONG SUPPORT TO THE CONSTRUCTION AND INFRASTRUCTURE SECTOR WITH CARBON FIBER

Increasingly crowded city life necessitates a reassessment of the durability and sustainability of the existing building stock. In line with increasing population pressure and urbanization dynamics, the retrofitting of buildings, bridges, pipelines and even historic structures that have become worn out or structurally weakened over time has become critical for both safety and resource efficiency. These retrofitting activities not only extend the life of the structure, but also serve to reduce economic costs and conserve natural resources.

DowAksa demonstrates its expertise in this field with carbon fiber reinforced advanced composite solutions, contributing to both structural integrity and environmental sustainability with its innovative products and technologies. CarbonWrap, one of the Company's most prominent products, goes beyond traditional methods and stands out as a long-lasting and high-performance structural reinforcement solution. Thanks to its materials that have higher tensile strength than steel, are lightweight, resistant to corrosion and offer the advantage of practical application, the CarbonWrap system allows structures to be modified without interrupting their operations.

SECTORS AND PRODUCTS

TECHNOLOGIES FOR AEROSPACE AND DEFENSE INDUSTRY

Success in the aerospace and defense industry depends on materials that are light enough to push the boundaries, while at the same time being exceptionally durable. To this end, carbon fiber reinforced polymers are one of the strategic technologies driving the industry. Thanks to the unique advantages offered in strength-to-weight ratio, these materials not only enable aircraft to operate more efficiently but also contribute directly to reducing carbon emissions by reducing fuel consumption.

DowAksa stands out with its carbon fiber fabrics and prepreg (carbon fiber, glass fiber, copper-based) products produced with advanced technology at its ISO 9001:2015 and AS9100D certified facilities in Yalova to meet the expectations of the aerospace and defense industry. These high-performance solutions, which are produced in accordance with international quality standards, not only meet technical requirements but also provide strategic support to Türkiye's competence in the defense industry with the vision of domestic production.

SOLUTIONS BASED ON RELIABILITY AND SCIENCE

DowAksa Laboratory creates value not only through in-house R&D processes, but also through the high-quality testing and analysis services it offers to its business partners. The laboratory operates in full compliance with national and international standards, legal regulations and ethical principles.

The laboratory, which is fully capable in offering a various testing schemes, makes a difference in the sector by offering reliable, sustainable and result-oriented solutions with its customer-oriented, continuous development approach and its high-quality standards.

SECTORAL TRENDS

Tackling the Climate Crisis and Increasing Regulations

Climate change is no longer just an environmental issue, but has become a strategic priority that directly affects production and investment decisions. Environmental regulations such as the European Green Deal, the Emissions Trading System (EU ETS) and the Border Carbon Regulation Mechanism (CCRM) make it a legal obligation for manufacturers to reduce their carbon footprint. In particular, companies operating in sectors with high energy consumption are expected to take a holistic approach to carbon management.

Thanks to its light weight and high strength, carbon fiber has become a strategic material that offers solutions to reduce carbon emissions in many sectors from aviation to automotive, wind energy to infrastructure projects.

Carbon fiber manufacturers therefore play a critical role in the transition to a low-carbon economy. As demand for carbon fiber increases worldwide, manufacturers are expected to produce not only high-performance products, but also production processes with a low carbon footprint.

As Türkiye's only integrated carbon fiber producer, DowAksa has achieved a strategic position both in the local market and in the global supply chain. Exporting to many regulation-intensive markets, especially in Europe, DowAksa complies with the environmental standards of these countries and pioneers sectoral transformation with its low-carbon production policies.

DowAksa considers climate risk management not only as a means of adaptation but also as a long-term investment for a livable future. Accordingly, DowAksa calculates its carbon footprint every year in accordance with the ISO 14064 standard and the Greenhouse Gas Protocol Corporate Calculation and Reporting Standard (GHG Protocol).

In addition, DowAksa determines its strategies and targets regarding emission management by revealing in detail the greenhouse gas emissions resulting from the Company's direct and indirect activities through calculations made within the scope of the Indirect Emissions from the Value Chain (Scope 3) standard.

DowAksa optimized its production processes by implementing the ISO 50001 Energy Management System for energy management. Focusing on monitoring energy consumption and developing an energy efficiency strategy based on continuous improvement thanks to the ISO 50001 Energy Management System, DowAksa has completed pre-feasibility studies on transition to renewable energy sources. It has increased process efficiency and aimed to reduce carbon emissions through applications such as heat recovery, especially in furnace processes.

SECTORAL TRENDS

Transition to Circular Economy and Waste Management

Dwindling natural resources and increasing social sensitivity to waste management have led manufacturing companies to shift from linear economic models to circular models. This transformation has become not only an environmental policy but also an inevitable necessity for economic and industrial sustainability. Especially in the composite materials sector, the technical and economic challenges in recycling products encourage manufacturers to develop innovative and scalable solutions.

The carbon fiber sector plays a critical role in areas such as aerospace, automotive, wind energy and infrastructure thanks to carbon fiber's technical advantages such as lightness and durability. However, one of the key challenges of this sector is that the end-of-life recovery of products is technically complex and costly. Globally, many countries are developing new regulations and incentive mechanisms for the recycling of carbon fiber and composite materials. The EU's Circular Economy Action Plan and the USA's industrial sustainability-oriented policies are determining the direction of this transformation.

DowAksa has prioritized projects aimed at minimizing solid, liquid and gaseous wastes arising from production during the transition to the circular economy. DowAksa, which conducts R&D studies especially on the recovery of high value-added carbon fiber waste, has named its product for reuse RForce™.

SECTORAL TRENDS

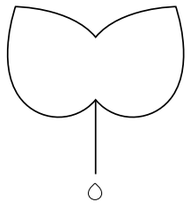
Sustainable Product Development and Lightweight Material Solutions

Sustainability is not only the focus of production processes; it has also become an evaluation criterion that covers the entire life cycle of products. The eco-design approach aims to design-in minimized environmental impact, from the idea stage of a product to its end of life. At the same time, with the goal of reducing carbon emissions, the demand for lightweight and high-performance materials is rapidly increasing in the automotive, aerospace and defense industries.

The European Green Deal targets, lightweight materials regulations in the USA and emission restrictions in the Asian market are driving global demand for carbon fiber-based solutions. DowAksa responds to the demands of the automotive industry with carbon fiber production to meet emission and fuel consumption values. Carbon fiber composite materials are an important solution partner in the automotive industry with their stronger-than-steel but lightweight and reliable structure.

DowAksa measures the environmental performance of its products through methods such as life cycle assessments (LCA) and corporate carbon footprint calculations (CCF). In addition, with its superior R&D laboratory and experience, DowAksa develops customized solutions that meet different needs with a product portfolio that combines the advantages of lightness and high strength of carbon fiber.

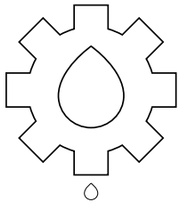
SECTORAL TRENDS



Use of Carbon Fiber in Wind Turbines

The wind energy sector is one of the areas expected to take the largest share of global electricity generation by 2030. This growth has led to the evolution of the materials used in turbine technology. Carbon fiber, which is much lighter and stronger than traditional materials, plays a critical role in the development of larger and more efficient turbine blades. As the demand for carbon fiber-based turbine components is rapidly increasing in the European and American markets, stability in the supply chain and domestic production capacity have become strategic advantages.

DowAksa makes a strategic contribution to the development process of the wind energy sector with its carbon fiber solutions. Used in critical structural elements such as wind turbine blades, carbon fibers increase turbine performance and efficiency thanks to their light weight and high strength properties, and support the sustainability of energy generation by extending system life. DowAksa has intensified its R&D and engineering efforts to make its products longer lasting, less environmentally impactful and more efficient in terms of production.



Supply Chain Sustainability and Responsible Sourcing

The adoption of clear policies by global brands not to work with suppliers that fail to comply with environmental and social standards has brought about a sustainability-based transformation in supply chains. In recent years, in line with international regulations and corporate sustainability criteria, supply chain practices have been evaluated not only in terms of cost and efficiency, but also in the context of environmental responsibility and human rights. Regulations such as the EU's Corporate Sustainability Due Diligence Directive (CSDDD) have made it mandatory for strategic producers such as carbon fiber to transparently document their responsible supply chains.

In order to adapt to this transformation, DowAksa has implemented a comprehensive sustainability assessment process that covers every link in the supply chain. Environmental impacts, ethical working conditions and legal compliance criteria are taken into account at all stages from raw material procurement to production and distribution processes. Suppliers are periodically monitored and evaluated in line with their sustainable performance.

Governance

Ethical and Transparent Management Strengthened by Transformation

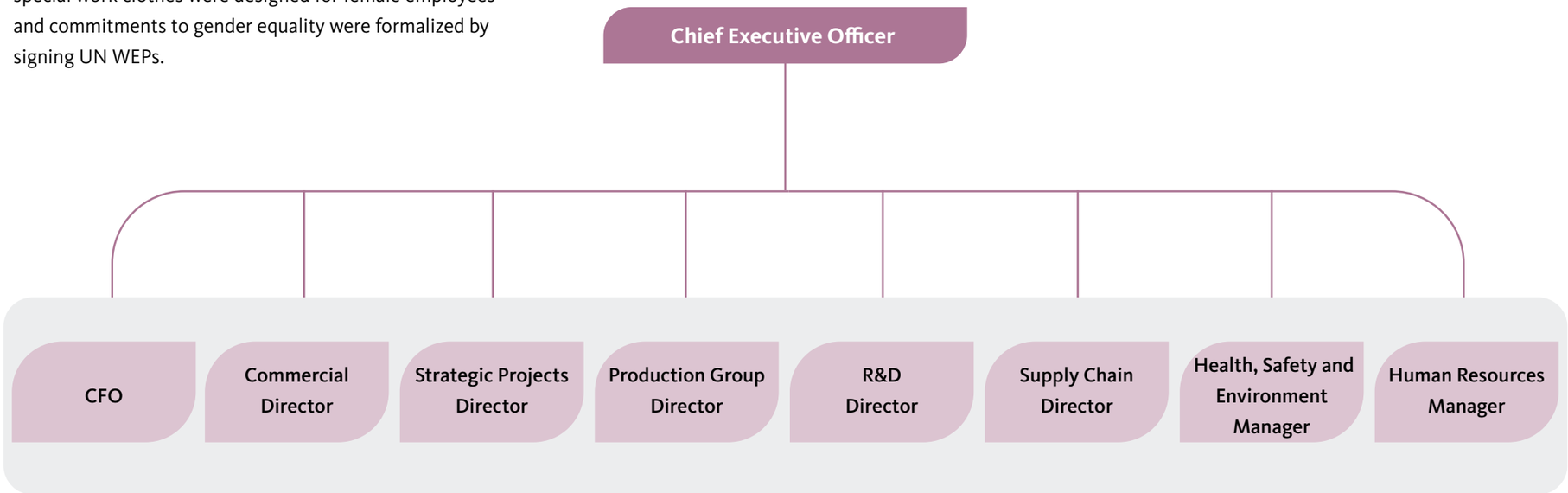
DowAksa continuously develops its governance structure, shaped by ethical values, transparency, and accountability principles, as an integral part of its sustainability transformation.

GOVERNANCE ORGANIZATION

As a global company and industry leader, DowAksa conducts every activity in its worldwide organization within a legal and ethical framework. DowAksa's management organization is structured to support the Company's strategic goals and sustainability vision. DowAksa's management team consists of experienced professionals in the industry. Massimo Rebolini, who previously served as Global Vice President of Commercial for Dow Consumer Solutions and has international experience in the chemical industry, was appointed CEO in June 2023. The changed governance organization is considered an important step in line with the Company's growth strategies and sustainability goals.

DowAksa's corporate governance approach is based on ethical values and legal compliance. DowAksa prioritizes the health and safety of its employees and adheres to core values such as diversity, integrity and honesty. This approach enables the Company to adopt the principle of transparency and accountability in all its operations.

DowAksa aims to provide a fair and transparent working environment for all employees. The Company aims to create a high-performance and development-oriented culture where employees can realize their potential. In line with DowAksa's vision of diversity and inclusion, special work clothes were designed for female employees and commitments to gender equality were formalized by signing UN WEPs.

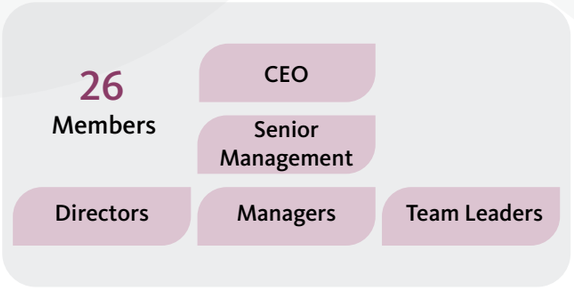


COMMITTEES

DowAksa has established a strong governance structure in the areas of sustainability, ethics, occupational health and safety and environmental management. The Company attaches great importance to integrating sustainability principles into all business processes while achieving its strategic goals. Various committees and boards established in this context systematically manage and develop DowAksa's institutionalization approach. The effective work of the committees and boards supports the Company to take firm steps towards its sustainable growth targets.

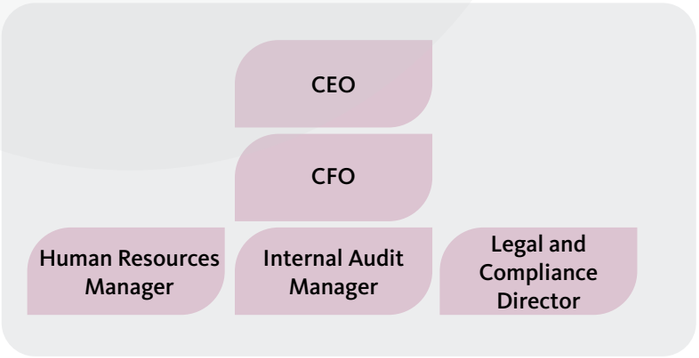
DowAksa Sustainability Committee

The DowAksa Sustainability Committee is chaired by the CEO and is structured to formulate sustainability and climate-related policies and strategies, ensure the integration of these strategies into all business processes of the Company, set targets and monitor progress, and effectively monitor sustainability performance. Depending on the risks and opportunities related to sustainability and climate, scenario studies are conducted with the contributions of the Health, Safety and Environment (HSE) unit and the Finance unit, and information is shared with the Sustainability Committee, senior management and stakeholders. Consisting of 26 members, this structure brings together representatives from the senior management team as well as directors, managers and team leaders from different departments. The Sustainability Committee convenes regularly, at least four times a year, to ensure that the Company's sustainability goals are up-to-date, effective and result-oriented.



DowAksa Ethics Board

The DowAksa Ethics Board, which plays a critical role in protecting company values and business ethics standards, includes those holding strategic positions such as CEO, CFO, Human Resources Manager, Internal Audit Manager and Legal and Compliance Director. The Ethics Board meticulously evaluates all ethical issues reported by employees or business partners and is directly involved in decision-making processes when necessary. Adopting the principles of transparency and honesty in its operations, DowAksa monitors the compliance of all its employees with the laws and business ethics principles within the framework of the "DowAksa Code of Business Ethics". The effective functioning of the Ethics Board stands out as one of the key elements that strengthen the Company's reliable business environment.



COMMITTEES

DowAksa Occupational Health and Safety Board

The Occupational Health and Safety (OHS) Board, one of DowAksa's strong governance mechanisms, regularly meets every month to conduct assessments on safety, health and environmental issues and to monitor relevant data. The OHS Board is composed of the employer or the employer's representative, occupational safety specialists, workplace physician, personnel from Human Resources and Administrative Affairs, operations officers, an employee representative and representatives deemed appropriate by the management for specific functions. At each meeting, agenda items related to occupational health, safety and environment are evaluated and necessary actions are determined.

- Employer/Employer Representative
- Occupational Safety Experts
- Occupational Physician
- Human Resources
- Personnel
- Administrative Affairs and Operations Managers
- Representative Employee

DowAksa Leadership Team

DowAksa's Leadership Team meets regularly to determine the Company's long-term strategic goals and to evaluate developments in the process of achieving these goals. In meetings led by the CEO, critical issues such as new projects, investments, financial decisions and talent management are discussed.

DowAksa Environmental Board

Acting with the awareness of environmental responsibility, DowAksa regularly reviews all environmental management processes through the Environmental Board. Continuing its activities throughout 2024, the Environmental Board held quarterly meetings and put critical topics such as compliance with environmental legislation, wastewater management, air emissions and waste management on the agenda. In addition, completed and ongoing environmental projects and awareness-raising actions for special occasions also occupied an important place on the Board's agenda. Activities are carried out with the active participation of the Operations Director, Production Director, R&D Director, Investment & Projects Manager, Maintenance & Reliability Manager, Sustainability Team and HSE team.

BUSINESS ETHICS AND LEGAL COMPLIANCE

DowAksa adopts a corporate governance approach based on ethical standards and human rights as well as legal regulations in the sectors and geographies in which it operates. While complying with legal regulations, DowAksa conducts its business processes in line with the principles of fairness, responsibility, transparency and honesty.

DowAksa guarantees its commitment to ethical principles through ethical principles and policies prepared within the Company. These policies serve as a binding guide for employees, consultants, suppliers and business partners. Ethical principles and policies clearly define business ethics standards and set out the path to be followed in the face of possible ethical dilemmas that may arise in business processes. Policies support the protection of ethical sensitivity in decision-making processes and acting in line with corporate values. The DowAksa Code of Business Ethics and the Ethics Committee Procedure are among the main pillars of these policies.

Applying a zero-tolerance policy against unethical behavior, DowAksa conducts a comprehensive and transparent investigation process in case of violation of ethical rules, and imposes various disciplinary sanctions ranging from warning to termination of employment contract when necessary. In 2024, no violation with financial impact was detected among the ethical line notifications received, and improvements and updates were made in internal processes within the scope of these notifications. During the reporting period, no significant non-compliance due to violations of laws and regulations was identified.

Structured mechanisms are in place within the Company to identify, report and investigate concerns about unethical behavior or violations of internal rules. In this context, services are received from KPMG within the scope of Akkök Ethics Line in order to provide an independent and impartial mechanism for the detection and evaluation of ethical violations. In case of any suspicion of a violation, it is possible to report anonymously by contacting this line via e-mail, telephone or website.

Notifications are evaluated by DowAksa Legal and Compliance Directorate, necessary investigations are carried out and reports are submitted to the Ethics Committee. The Ethics Committee takes final decisions.

How and Where to Report Breaches of Ethics:

Website → www.akkoketik.com
E-mail → akkoketik@kpmg.com
Telephone → +90 850 202 66 15

DowAksa builds a work environment where employees can express themselves freely and openly share their opinions and suggestions. The Company encourages employees at all levels to report unethical practices and establishes secure and confidential reporting mechanisms to evaluate these reports. The identity of whistleblowers is kept confidential and they are not subject to discrimination or retaliation. Non-retaliation is an important part of DowAksa Code of Ethics.

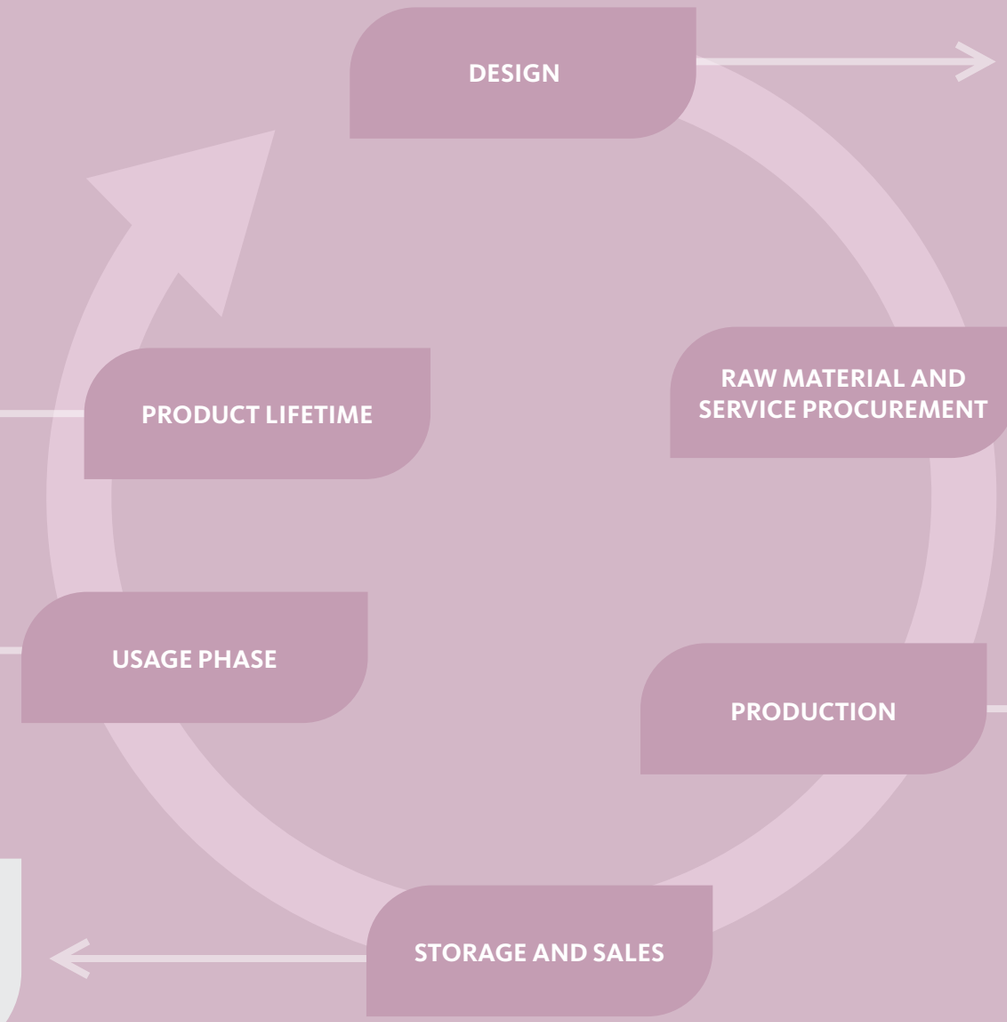
Ethical policies include structured procedures to prevent, detect and address allegations of corruption or bribery, and the results are regularly reported to administrative, management and audit bodies. The Company aims to ensure that the same ethical understanding prevails in its supply chain and all business partnerships and expects compliance with ethical rules and sustainability principles.

All employees at DowAksa are required to receive Ethical Principles training every year. This training is provided online through DowAksa Academy. In addition, face-to-face training is provided by KPMG for executive level.

In 2024, 100% of the 4 reports received on the ethics line were investigated and resolved.

Year	Number of Notifications	Closure Rate (%)
2023	**0**	-
2024	**4**	**100%**

VALUE CHAIN MANAGEMENT



The starting point for a sustainable approach in carbon fiber production and other sectors is design. The design phase plays a critical role in minimizing environmental impacts and increasing resource efficiency. Sustainable design practices include factors such as low energy consumption, reduced water use, less waste generation and minimization of harmful chemicals in production processes. In this way, a more sustainable production process is realized both economically and ecologically.

The life cycle of a product or process starts with the procurement of the necessary raw materials, and the management of the right procurement processes is of great importance at this stage. The use of renewable resources and responsible procurement practices constitute one of the most critical steps in terms of reducing environmental impacts.

Attaching importance to responsible sourcing in line with its sustainability goals, DowAksa maintains its relations with all business partners within the framework of ethical values such as honesty, integrity, fairness and transparency. Criteria such as quality, savings, safety, ethical values, community and environmental protection are taken into account in purchasing and procurement processes.

DowAksa adopts efficient use of resources and respect for the environment as a fundamental principle in all its operations. DowAksa goes beyond the rules stipulated by laws and regulations, fulfills the requirements of its certificates and acts with a management approach that meets international standards. Efficiency and process improvement projects are implemented to reduce the environmental impact of production.

DowAksa is sensitive to the prevention of environmental pollution and strives to minimize all environmental impacts arising from its operations at the source, aiming to minimize the impact on nature through recycling and reuse activities.

DowAksa meticulously monitors the entire process starting from the customer order to the final point of use of the material.

In customer relations; listening, understanding needs through open communication, responding to all requests in a timely manner and giving importance to after-sales services.

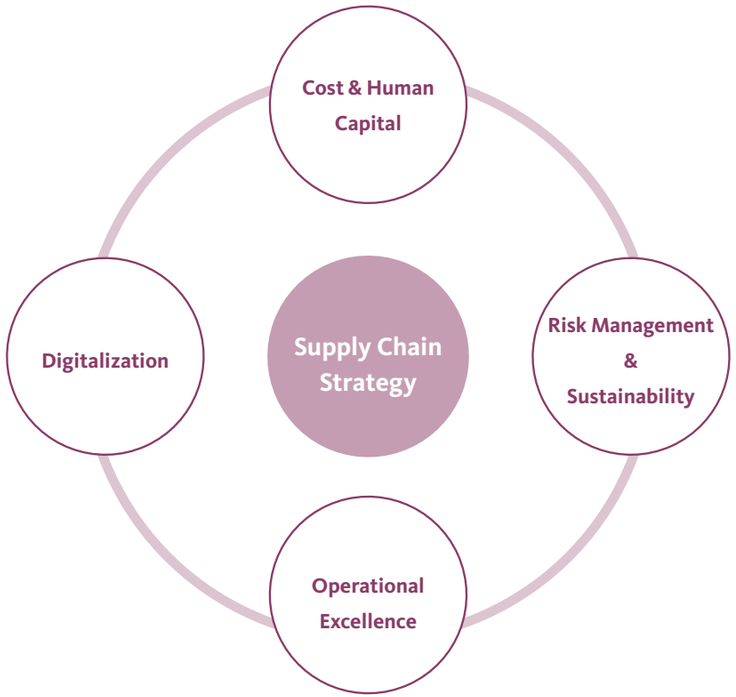
Carbon fiber is a high value-added and strategic product that offers innovative solutions to important problems facing the world, such as increasing energy production in wind turbines and strengthening infrastructure and structures and extending their lifespan.
The main areas of use are listed as follows:

- Wind energy
- Building retrofitting
- Aviation and defense industry
- Carbon fiber and fabric production

The end-of-life circular economy of carbon fiber products varies depending on the end user and the country where the product is used. Research is underway to bring waste carbon fiber products, which generally do not have a secondary use, back into production.

SUPPLY CHAIN MANAGEMENT

DowAksa aims to improve its supply chain management processes with strong collaborations in the areas of procurement, quality and sustainability, and adopts a long-term development-oriented cooperation approach.



Supplier performance is systematically monitored through annually planned audits. During these audits, expectations in the areas of quality, environment and sustainability are clearly communicated to suppliers, and common areas of improvement are identified. The audits serve as an important platform not only for assessing the current situation, but also for setting mutual development targets and creating joint action plans in line with these targets. In addition to annual audits, weekly shipment meetings are held with suppliers and communication is maintained in a continuous and dynamic structure by providing regular feedback on process improvements.

In the selection process, which is carried out using a special form, environmental management system certificates such as ISO 14001 and other quality certificates are taken into consideration; in addition, data related to environmental controls are specifically requested and evaluated. In this context, environmental parameters are used in supplier evaluation processes and suppliers are subjected to an annual performance evaluation based on these parameters.

The Company's supplier performance evaluation system has been further developed over time to cover environmental and social indicators more effectively. Especially as of 2024, sustainability criteria were added to supplier self-assessment forms and supplier monitoring processes were made more comprehensive. In this way, not only product and service quality, but also the performance of suppliers in the field of sustainability are systematically monitored and evaluated.

DowAksa also successfully implements concrete improvement projects in supply chain management. For example, the transition from the drum system to the bulk order system has been completed and this method has started to be actively used. In addition, the quantity optimization project carried out with a supplier is planned to be commissioned in 2025. As part of another important improvement effort, C-grade carbon was recovered, contributing to circular economy targets.

SUPPLY CHAIN MANAGEMENT

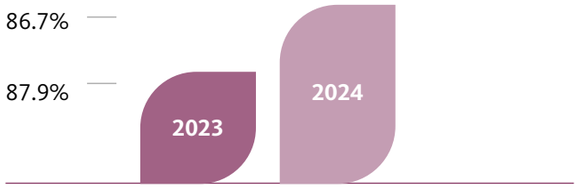
In order to contribute to the healthy regional growth of the DowAksa supply chain in the long term, DowAksa prioritizes suppliers that are local and close to the Yalova region where its campuses are located.

In 2023, the proportion of domestic suppliers in total suppliers was 86.7%; this proportion increased to 87.9% in 2024.

Supply Chain Data

	2021	2022	2023	2024
Number of Suppliers	918	926	925	882
Number of Domestic Suppliers	813	817	802	775
Number of Suppliers Abroad	105	109	123	107

Proportion of Domestic suppliers in All suppliers



Critical suppliers are defined as suppliers that provide direct input to DowAksa products and are involved in the procurement of materials that directly affect product quality.

The number of critical suppliers increased from 64 in 2023 to 76 in 2024.

Ratio of suppliers included in the supplier assessment to suppliers not included in the assessment

DowAksa not only develops relationships with its existing suppliers but also establishes direct contact with potential new suppliers through sector fairs and various sectoral events, thus ensuring diversity and flexibility in the supply chain. Direct contact with potential suppliers strengthens mutual understanding with suppliers and contributes to the creation of a supplier ecosystem that is fully aligned with the Company's continuous improvement-oriented business model.

For the future, DowAksa aims to make its supply chain management processes more digital and integrated, to use sustainability criteria as a more effective filter in supplier selection, and to make the supplier performance monitoring system more comprehensive and transparent.

QUALITY MANAGEMENT

DowAksa's quality policy is based on systematic approaches, goals and practices, as well as regular review, measurement and continuous improvement of performance. In order to strengthen its leading position in its sector, the Company is committed to meeting the needs and expectations of its customers with the principle of unconditional satisfaction, and to fully comply with applicable legal and regulatory requirements and Quality Management System (QMS) requirements at every stage of its operations. DowAksa aims to make quality a management strategy based on the principle of continuous improvement in all its processes.

The Company's quality management practices are based on a strong infrastructure. The Quality Management System, led by the Quality Assurance Department, is structured on the Quality Document Management System (QDMS) platform with a documentation infrastructure defined at strategic, managerial and operational levels. Through this system, all documents are made accessible to users according to specified authorization levels, and quality processes are carried out in a transparent manner.

Internal audits are conducted periodically to monitor the effectiveness of the quality system, and performance outputs are reported to senior management at Management Review Meetings. These meetings both inform decision-making mechanisms about the current status of the system and guide continuous improvement activities. Nonconformity management defined within the scope of the Quality Management System is carried out through the EBA-NCR (Electronic Document and Archive – Non-Conformance Report) module, which is open to all departments; employees are authorized to create a nonconformity record, conduct root cause analyses and complete the necessary actions.

In 2024, DowAksa carried out various improvement activities to increase the effectiveness of quality systems. In this context, updates were initiated in system areas in order to make the NCR system more user-friendly; comprehensive training sessions were provided to designated personnel in line with ISO 9001, ISO 14001 and ISO 45001 standards in order to spread quality awareness with a wider organizational participation. Authorizing these employees as internal auditors contributed to more effective monitoring of the system through internal controls.

All these practices reveal that DowAksa's approach to quality management is not only limited to regulatory compliance; it is also a strategic structure that supports organizational efficiency, stakeholder satisfaction and sustainable growth targets.

DowAksa Analysis Laboratory

DowAksa Analysis Laboratory conducts its activities in line with national and international standards, laws, regulations and professional ethical principles, and adopts a quality approach based on reliability, impartiality, confidentiality and scientific rigor. Laboratory management aims to integrate the requirements of the quality management system into the entire organization. In this context, it aims for each employee to read and understand the quality policies and objectives and to act in accordance with these principles in their daily duties. The internalization of quality culture at all levels of the organization not only leads to improved process performance, but also to sustainable success.

The necessary structural and ethical framework is provided for all personnel within the laboratory to work impartially, free from any internal or external pressure that may affect their decisions. Necessary measures are taken to ensure that employees fulfill their duties without compromising independence and honesty. All kinds of information and documents obtained in the analysis processes are protected by paying utmost attention to customer confidentiality, and it is ensured that results of analyses are kept reliably and communicated to the relevant parties accurately.

DowAksa Analysis Laboratory implements a quality-oriented management system in order to proactively respond not only to current needs but also to future stakeholder expectations. Accordingly, investments are regularly made in human resources and technical infrastructure to continuously improve service quality, and the technical competencies of employees are supported through training and development programs. Activities are carried out to create a participatory, encouraging and communicative working environment, and the awareness of teamwork and achieving common goals is spread throughout the organization.

CUSTOMER RELATIONS MANAGEMENT

In its customer relations, DowAksa aims to establish long-term collaborations by going beyond meeting customer expectations.




DowAksa manages the entire value chain, from needs analysis to final product use, in a way to adapt to customer demands, offering high reliability and maximum satisfaction to its customers.

Operating in strategic sectors such as wind energy, hydrogen storage, defense, aerospace and industrial applications, DowAksa develops carbon fiber reinforced composite solutions in order to respond to the growing needs in these areas and effectively adapts to sectoral transformations with its fully integrated production structure.

Taking into account the efficiency-oriented growth trend of the wind energy sector, DowAksa has strategically shaped its product portfolio in line with the increasing demand in this field. Offering industry-specific solutions with its high-performance laminated plate solutions, DowAksa has restructured its operational processes according to these dynamics. To this end, DowAksa has long-term, contract-based collaborations with the leading global Original Equipment Manufacturers (OEMs) of the wind energy industry, and develops integrated business models in Europe, Asia and the Americas with Tier-1 suppliers identified by these OEMs.

DowAksa's Commercial Directorate operates with a dynamic and solution-oriented organizational structure based on continuous improvement of customer experience. The team which carries out Sales and Business Development and Customer Compliance/Technical Service functions in an integrated manner, focuses on analyzing needs accurately, managing expectations through open communication and meeting demands in a timely manner.

Combining a customer-oriented service approach with a proactive approach and the ability to generate solutions quickly, DowAksa displays a performance that makes a difference in the sector in sales and after-sales services. DowAksa systematically monitors customer satisfaction and utilizes the feedback received as a tool for continuous improvement. It aims to minimize the loss of information in processes by ensuring continuity and transparency in communication through the practice of assigning specific employees to be responsible to each customer.

STAKEHOLDER RELATIONS MANAGEMENT

DowAksa adopts an approach that places all stakeholders at the center of the process while shaping its sustainability performance.

The Company develops a transparent, continuous and multifaceted communication model that takes into account not only its economic outputs but also its social and environmental impacts. Relationships with stakeholders are carried out through a structure built with the goal of creating mutual understanding and shared value.

Memberships, which play an important role in DowAksa's corporate relations network, are critical in terms of compliance with international standards in the fields of quality and sustainability. DowAksa has accreditation-oriented memberships with Bureau Veritas (BV) and Turkish Standards Institute (TSE) certification bodies. With these memberships, DowAksa's existing systems are periodically reviewed, and the validity of its quality and environmental management systems is maintained on a national and international scale.

Thanks to membership through the Online Information Platform, current standards and legislative changes are regularly monitored and integrated into company processes.

The QDMS system, which enables document and action management processes to be carried out within an institutional framework, is actively used.

Through QDMS, internal audits, corrective actions and follow-up of stakeholder notifications have been amalgamated into an integrated structure.

Communication with stakeholders is carried out within a structured, documented and customized system. Monthly Performance Review Meetings (PRMs) with senior management and annual Management Review Meetings (MRMs) are the main platforms where strategic decisions are made and performance feedback is evaluated. External audits conducted annually with certification bodies are important contact points for DowAksa to maintain the validity of its quality and environmental management systems.

STAKEHOLDER RELATIONS MANAGEMENT

Stakeholder categories are shaped around groups that are of strategic importance within DowAksa's business model. These categories include customers, suppliers, employees, senior management and certification bodies. Customers are considered as external stakeholders that directly affect the Company's product and service quality, while suppliers are positioned as strategic business partners in procurement and quality processes.

The tools used to ensure stakeholder engagement are determined according to the unique needs of each stakeholder. These tools include external and internal audits, satisfaction surveys, regular meetings and digital communication channels such as e-mail. The data obtained from these communication processes are not only recorded but also directly guide the Company's decision-making processes. For example, complaints received from customers are monitored and analyzed within the quality management system through the EBA-NCR module. These complaints are presented to senior management at both MRMs and annual MRMs, and corrective and preventive action plans are created when necessary.

Similarly, data collected during supplier audits are included in supplier performance evaluations and guide purchasing decisions through systematic reporting. In this way, feedback from stakeholders is utilized as a tool for continuous improvement and strategic direction setting. In the future, DowAksa plans to increase the frequency of interaction with digital platforms such as stakeholder portals, to systematize stakeholder surveys and to implement practices such as sustainability scoring to monitor supplier performance.

Stakeholder Type	Communication Type	Communication Frequency
Employees	• Stakeholder Engagement Program • Email, Phone and Face-to-Face Interviews • Intranet Meetings • Trainings • Social club activities • Sportive Events • Volunteering Activities • Employee Assembly • Employee Satisfaction Surveys in Message Form (SMS) • Suggestion System • Orientation Program • Career Development Program • Performance Interviews	**Continuous**
Senior Management	• PRMs • MRMs	**Monthly**
Certification Bodies	• Inspections	**Regular**

Stakeholder Type	Communication Type	Communication Frequency
Customers	• Email, Phone and Face-to-Face Interviews • Customer Satisfaction Surveys • Visits • Conferences • Meetings • Fairs	**Regular**
Suppliers	• Email, Phone and Face-to-Face Interviews • Supplier Program • Visits • Inspections • Evaluation System	**Regular**
Civil Society Organizations	• Email, Phone and Face-to-Face Interviews • Project Partnerships • Memberships • Meeting Attendance	**Regular**
Society	• Email, Phone and Face-to-Face Interviews • Feedback Channels • Meetings • Conferences • Inspections • Corporate Social Responsibility Projects • Social Contribution Activities • Sponsorships	**Regular**

CORPORATE MEMBERSHIPS

In line with its goal of sustainable growth and innovative solutions in the sectors in which it operates, DowAksa actively contributes to sectoral development through its strong corporate membership network. As a member of reputable national and international associations and unions, it contributes to the formation of a sector structure that encourages innovation, adheres to ethical values and aims for sustainable development.

SAHA Istanbul

Operating in the defense, aviation and space sectors, SAHA Istanbul is Türkiye's largest industrial cluster in its sector. It works to promote domestic and national production and to increase the technological and competitive capacity of its members. DowAksa contributes to the sector as an active member of SAHA Istanbul with its high-performance carbon fiber products developed for the defense and aerospace industries.

Carbon Association

The Carbon Association is a non-governmental organization established to advance carbon science and technology for the benefit of our country. The Association aims to increase the exchange of information, strengthen cooperation and encourage new projects among individuals and institutions working on carbon-based materials. DowAksa contributes to the work of the Carbon Association with its know-how and production capacity in the field of carbon technologies.

Turkish Wind Energy Association (TWEA)

TÜREB operates to support the development of the wind energy sector, encourage scientific and technical studies, and ensure that wind energy resources are utilized in the national economy. DowAksa increases Türkiye's local production capacity by producing carbon fiber bearing beams in the wind energy sector, and plays an active role in the sector as a member of TÜREB.

American Corporate Association (AmCham Türkiye)

AmCham Türkiye is a trade association and non-governmental organization that brings together American-owned companies operating in Türkiye. It offers its members the opportunity to come together with the leading leaders of the business world and share information and experience. Through its membership in AmCham Türkiye, DowAksa contributes to Türkiye-US business relations and establishes strong connections with the global business community.

CORPORATE MEMBERSHIPS

Earthquake Foundation of Türkiye

The Earthquake Foundation of Türkiye is an organization that conducts scientific and technical studies to reduce earthquake risks, increase disaster awareness and improve building safety. DowAksa supports the efforts of the Turkish Earthquake Foundation with its carbon fiber products, which are used especially in building reinforcement projects, and contributes to making our country more resilient against disasters.

Ethics and Reputation Society (TEİD)

Founded in 2010 and today with more than 170 corporate members, TEİD aims to develop business ethics principles and practices in companies and to shape corporate culture around ethical values. TEİD guides its members in the creation and implementation of business ethics policies. In 2022, DowAksa signed the TEİD Ethics Declaration and committed to adopt the highest ethical standards in its business processes and to spread these standards to its business partners.

Turkish Composite Industrialists' Association

The Composite Industrialists' Association is a professional organization representing composite material manufacturers, suppliers and academic institutions in Türkiye. The association carries out activities to support the development of the sector, increase information sharing and strengthen sectoral collaborations. DowAksa, Türkiye's sole carbon fiber producer, has been a member of this association for many years and plays an active role in its management, participating in organizations such as the Turkish Composites Fair to promote its innovative products.

R&D, Innovation and Digitalization

Transformation Strengthened by R&D, Digitalization, and Innovation

It brings together technology-focused collaborations, academic projects, and digital transformation tools with a strategic vision to develop high-performance and low-environmental-impact solutions.

R&D AND INNOVATION

DowAksa designs its R&D strategies to meet the expectations of customers, employees, management and laws and regulations.

The Company controls, verifies and systematizes all product design and development activities that will adapt to the needs of the carbon fiber and post carbon fiber composite and composite intermediate product markets and technological developments. In line with R&D strategies, a safe and inclusive culture is promoted and the R&D organizational structure is strengthened by attracting, retaining and developing good talent. In addition, R&D investments are aimed at creating positive financial impacts and enabling new transformations in carbon fiber and composite technologies for a sustainable future.

At DowAksa, R&D activities are carried out in integration with sustainability goals. In the design and development of new products and technologies, energy and water resources are utilized at as low levels as possible. The use of environmentally-friendly chemical raw materials is prioritized in product and process designs, and the use of water-based chemicals is mandatory for all surface chemicals used in precursor and carbon fiber production processes.

In new products developed within the scope of R&D activities, the focus is on long product life cycles and products - such as repurposed products - that can contribute to the circular economy by improving recycling processes. In R&D processes, legal compliance with regulations is ensured and compliance with renewed standards and regulations is prioritized.

DowAksa measures the sustainability performance of R&D, innovation and digitalization processes with various metrics. Indicators such as energy efficiency, material use, carbon footprint, water use, waste amount and social impact dimension are regularly monitored in production, product and process outputs. In addition, customer feedback, the number of sustainable products and processes developed, project success rates and commercialization rates are among the performance indicators measured.

In 2024, within the scope of R&D activities, it is aimed to contribute to emission reduction by approving alternative suppliers for raw materials used in precursor, carbon fiber and pultrusion production processes.

With the new projects carried out, the aim is to achieve a more significant reduction in emissions in 2025. Thanks to the resin reduction and profile groove reduction studies carried out in pultrusion production, a decrease in pultrusion process waste rates has been achieved. In addition, water consumption was reduced as a result of process and recipe optimizations in polymer and precursor production.

R&D AND INNOVATION

DowAksa considers change as an opportunity by strengthening its agile and flexible structure, and adopts it as a strategic priority to use its organizational resources, especially human resources, in the most effective way. In this context, as part of the updates to the commercial organizational structure, some employees working in the R&D team were transferred to the Customer Compliance and Technical Service (C&TS) team. This transition was realized with the aim of ensuring more effective coordination between the customer and the Company, conducting product and process improvement efforts more systematically, and managing customer needs and feedback in a structured manner.

In addition, the C&TS team plays an active role in plant development processes, organizing trial productions, allocating the necessary resources and contributing to product and process improvements by analyzing technical data. In the same process, some R&D employees moved to new positions under quality functions and started to support the organization in quality management. As a result of these structural changes, the number of R&D employees has decreased compared to previous years.

	2024		2023		2022		2021	
	Female	Male	Female	Male	Female	Male	Female	Male
Operational	0	0	1	14	1	9	0	6
Professional	5	3	13	8	12	8	8	6
Specialist & Engineer*	2	3	10	4	9	4	7	3
Manager**	3	0	3	4	3	4	1	3
TOTAL R&D Employees	5	3	14	22	13	17	8	12
			36		**30**		**20**	

*All employees without team management responsibilities
**Employees leading a team

UNIVERSITY COLLABORATIONS

Within the scope of R&D activities carried out at DowAksa, the Company collaborates with various universities and institutions in Türkiye and abroad, particularly Akkök companies, on R&D and innovation projects.

In 2024, DowAksa participated in the Sustainable Composite Materials and Manufacturing Innovation Center (SCMM), an initiative of the Luxembourg Institute of Science and Technology (LIST). This collaboration aims to bring pre-consumer waste into the circular economy, reduce carbon footprint and achieve sustainability goals. In particular, efforts are being made to use pultruded plate blanks in different areas other than wind turbines, such as the automotive industry, to produce pressure vessels with biobased resin systems, and to ensure less energy and water consumption in carbon fiber production with different surface treatment technologies.

In order to support the development of young talents in engineering, DowAksa contributed to the electric vehicle project of Karadeniz Technical University Energy Technologies Society. The vehicle, which was developed with DowAksa's support and whose mechanical and electronic systems were improved, ranked second in Türkiye among 80 teams in the 2024 TEKNOFEST TÜBİTAK Efficiency Challenge Electric Vehicle Races. This collaboration is an outcome of the strategic importance DowAksa attaches to sustainable technologies and the engineers of the future.

"Seven Racing", an electric vehicle project designed by Yeditepe University students, was reinforced with DowAksa's high-performance carbon fiber materials to create an environmentally-friendly and innovative mobility solution. This cooperation, which is a successful example of university-industry integration, both enables students to apply their theoretical knowledge in practice and contributes to the development of sustainable technologies.

Stakeholder Opinion

As R&D at DowAksa, we put our sustainability strategy at the center of every product we develop for our customers, and we adopt it as our primary goal to offer solutions that reduce environmental impacts, increase energy efficiency and contribute to the circular economy. In this respect, the preference of raw materials with low carbon footprint and environmentally-friendly processes in our collaborations with our suppliers constitutes one of the basic criteria of our product development processes. With the advanced materials we develop, we contribute to many renewable applications from wind turbines to hydrogen tanks, while increasing the use of energy-efficient systems in our facilities.

Thanks to our collaborations with institutes and our work with universities, we develop innovative products with low environmental impact, while also supporting a sustainable innovation ecosystem by encouraging young scientists to contribute to the industry. Thanks to this holistic approach, we continue to develop technologies that respond to the needs of the future by combining our R&D strength with sustainability-oriented innovations.

Hatice Eyvaz
R&D Product Design and Development
Team Leader

DIGITAL TRANSFORMATION

At DowAksa, digital transformation is positioned as a strategic journey that shapes the future of the Company. This strategic journey is led by a special working group composed of experts from different departments.

The working group conducts a comprehensive analysis of existing systems and business processes and identifies digitalization opportunities that are compatible with DowAksa's corporate strategy and cultural values. Technological developments are closely monitored, potential risks are foreseen, and risk-return analyses are performed at every step. Identified projects are implemented with modern project management methodologies, clear timelines and measurable success criteria. All stages of the process are transparently reported and progress is monitored through regular evaluations. A carefully structured strategic approach supports DowAksa to realize its digital transformation in a sustainable and value-creating manner.

DIGITAL TRANSFORMATION

Robotic Process Automation (RPA)

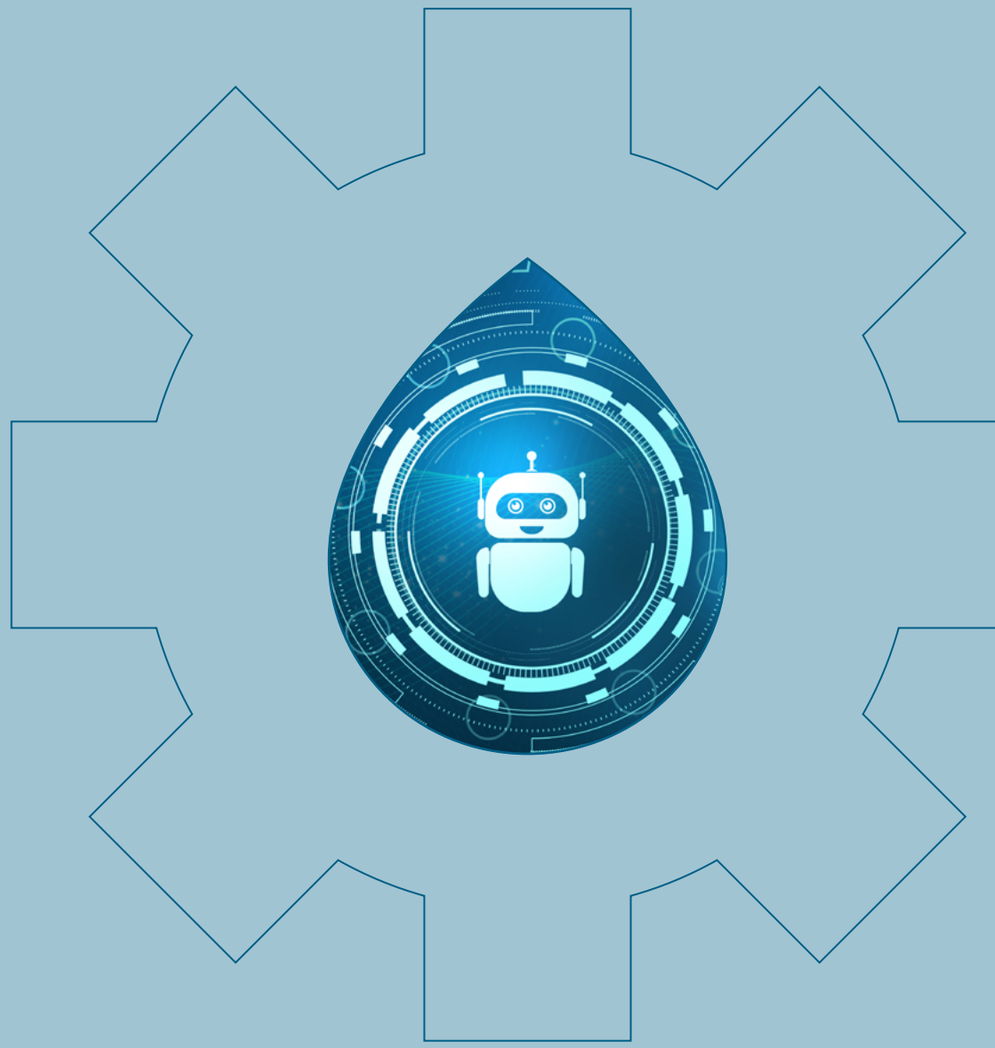
One of the important steps in DowAksa's digital transformation process is the integration of robotic process automation (RPA) technology into finance and procurement processes. Thanks to this implementation, which has been ongoing for more than two years, routine and repetitive processes have been automated, enabling teams to focus on more strategic and value-added tasks. By automating time-consuming processes such as data entry, reconciliation and reporting with RPA, the finance team was able to complete transactions in minutes instead of hours, while minimizing the risk of human error. These gains allowed team members to devote their time to advanced activities such as financial analysis and strategic planning. The procurement team uses RPA technology effectively in supplier management and ordering processes. RPA automates processes such as order tracking, delivery control and inventory management, enabling procurement teams to focus more on developing supplier relationships and strategic decision-making.

In addition to increasing efficiency, these automation applications have also significantly improved work quality through standardized processes. Thanks to consistent data entry and real-time reporting, more accurate and healthy decisions can be made. The RPA application stands out as a concrete example of how people and technology can work in harmony.

Quality Management with Machine Learning

The project to use machine learning algorithms in the production process was implemented with the aim of improving DowAksa's quality management. Within the scope of this project, comprehensive data sets including many variables such as temperature, pressure, humidity, raw material properties and machine parameters are analyzed. By analyzing past quality problems, it is aimed to identify conditions that may lead to the recurrence of similar problems.

If critical parameters approach threshold values, the system generates real-time alerts so that operators and quality teams are quickly informed. This proactive approach ensures that quality problems are prevented before they occur, reducing waste rates and increasing production efficiency. The system's continuous learning capability makes it possible to discover new molds and enables predictions to become more precise over time. This project is considered as an important technological breakthrough in DowAksa's vision of quality excellence.



DIGITAL TRANSFORMATION

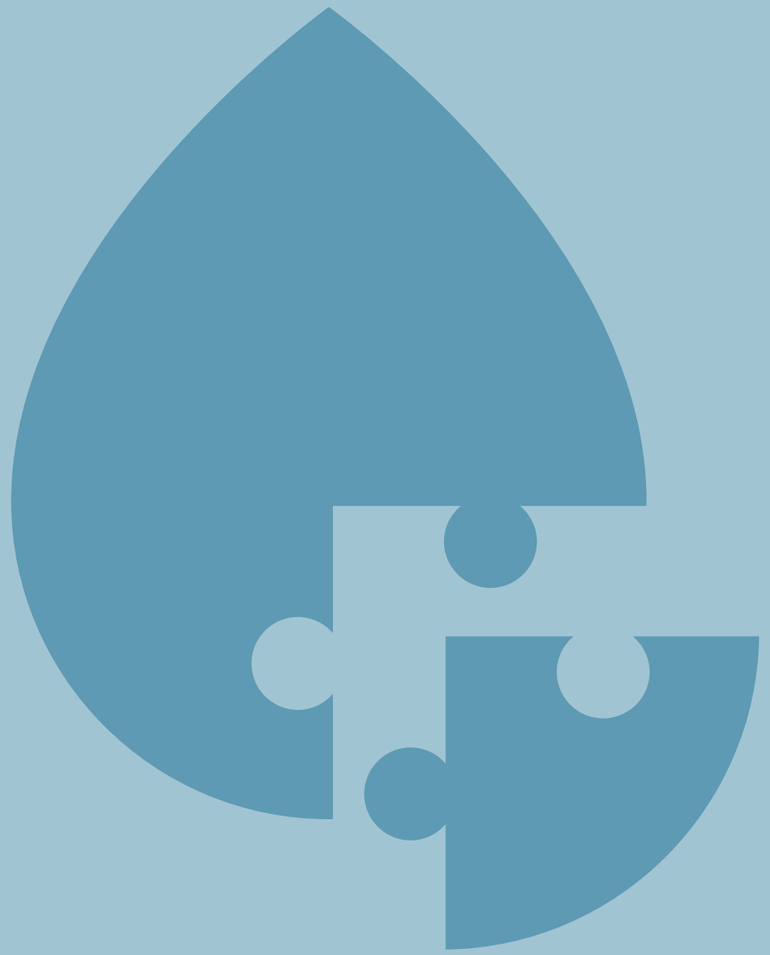
Artificial Intelligence Supported Production Planning System

DowAksa is developing a production planning system supported by advanced analytics and artificial intelligence to optimize production efficiency. This system is designed to analyze multidimensional data sets such as raw material stock quantities, customer orders, machine capacities and production parameters in an integrated manner. The smart planning solution is able to make optimal decisions on which product, on which machine, when and in which order to produce. This approach reduces machine setup times, increases adherence to delivery dates, and maximizes capacity utilization. At the same time, by optimizing raw material stock levels, inventory costs are reduced and production is maintained without interruption. With the AI-supported production planning system, DowAksa's production processes become more agile, flexible and profitable, and resource utilization becomes more efficient.

Artificial Intelligence Supported Occupational Health and Safety System: Intenseye

One of the important digital steps taken in the field of occupational health and safety at DowAksa during the reporting period was the commissioning of the Intenseye system supported by artificial intelligence. This system creates a real-time security monitoring infrastructure by integrating existing security cameras with artificial intelligence technology.

By analyzing camera footage, Intenseye automatically detects risky situations such as failure to use personal protective equipment, unauthorized presence in dangerous areas and unsafe working positions, and immediately alerts the relevant personnel. The algorithm learns normal and abnormal behavior patterns over time and can detect potential safety threats before an accident occurs. In addition, thanks to the detailed reporting features offered by the system, safety performance can be monitored regularly, frequent violations can be identified and preventive training programs can be developed for these areas. Intenseye serves as a critical tool that supports DowAksa's determination to achieve its "zero accident" target and maximizes employee safety.



2024 SUSTAINABILITY ACTIONS

	Study/Action	Description
Downstream	Comb Optimization	By optimizing the combs used in the weaving looms, edge deformations were reduced. Started in 2023, the project continues.
	Increasing Roll Lengths	The project to reduce the initial de-runs by increasing the roll lengths in prepreg fabrics is ongoing. Started in 2023, the project is ongoing.
	Splice Technology	By combining low quantities of coils, reuse was ensured. Started in 2023, the project continues.
	Packaging Material Optimization	It is aimed to reduce the consumption of packaging materials by ensuring that the fabrics to be used in the prepreg are shipped to the departments with transportation trolleys without the use of packaging materials on the fabric side for the fabrics to be used in the prepreg, as well as to ensure the reuse of the empty fabric rolls used in the prepreg by sending them to the fabric side.

	Study/Action	Description
Pultrusion	Test Sample Reduction	By reducing the number of test samples taken from routine production, the production-induced reject rate was reduced by 0.35 percent, and labor savings were achieved on the laboratory side.
	Resin Flow Factor Improvement	By measuring the amount of excess resin overflow according to each I-Box, resin feed amounts were optimized, and I-Boxes that caused excessive consumption due to wear were removed from the system. In this way, the resin flow factor was reduced from 1.33 in January 2024 to 1.26 in December 2024, reducing resin consumption.
	Peel Ply Sample Reduction	In the peel ply coating machine, test samples from routine production were reduced by a factor of four, reducing both laboratory workload and potential waste.
	Waste Reduction with Accumulator Device	The whiteness gap caused by profile coating at the beginning and end of production was reduced by 0.5 percent by commissioning the accumulator device. It is aimed to spread this improvement to other production types.

Sustainability

Transformation for a Sustainable Future

Efforts in the areas of energy efficiency, resource management, circular economy practices, and social contribution form the foundation of our goal to build a sustainable future.

SUSTAINABILITY GOVERNANCE

DowAksa's sustainability governance is ensured by the Sustainability Committee, which is chaired by the CEO. Established in 2023, the Committee is structured to assess DowAksa's sustainability and climate change-oriented risks and opportunities, determine policies and strategies, integrate these strategies into all business processes, set concrete targets and effectively monitor progress towards these targets. With the contributions of the HSE and finance units within the Committee, sustainability priorities are assessed with a double materiality approach; risks and opportunities are identified and scenario analyses are developed in relevant areas. The results of the analysis are regularly reported to the Sustainability Committee, senior management and relevant stakeholders.

The Sustainability Committee consists of 26 members from different business units, including directors, managers, and team leaders who work in critical functions such as finance, sales, production, R&D, legal, compliance, supply chain, human resources, environmental management, sustainability, and corporate communications. The multidisciplinary and cross-functional structure established in the Committee ensures that sustainability goals are addressed from a holistic perspective and strengthens decision-making processes by integrating expertise in different fields intogovernance processes.

The Committee meets at least four times a year at regular intervals. The applicability of the decisions taken at committee meetings, the timeliness and impact level of sustainability targets are continuously evaluated and necessary actions are quickly implemented. DowAksa not only determines sustainability and climate-related strategies through the Sustainability Committee, but also aims to make these strategies an integral part of its corporate culture.

DowAksa's Sustainability Committee is not only a governance body, but also an effective structure that plays an active role in combating climate change and directs strategic roadmaps in areas such as circular economy, sustainable supply chain, resource efficiency and occupational health and safety. In this way, the Company not only reduces its own environmental impact, but also generates long-term positive value for all stakeholders and pioneers' sectoral transformation.

SUSTAINABILITY STRATEGY

As one of the world's leading carbon fiber producers, DowAksa aims to create long-term, sustainable value in all areas in which it operates, acting with an understanding that sensitively considers the balance between economic development, social development and environmental impact since its establishment. In this context, DowAksa's corporate sustainability approach, shaped in line with the UN Sustainable Development Goals, global environmental, social and governance (ESG) trends and increasing customer expectations, determines the strategic direction of DowAksa.

Adopting the principles of reuse, recycling and second life, DowAksa offers solutions that reduce the use of raw materials, increase energy efficiency and reduce carbon footprint with the high-performance materials it develops. By developing products that provide environmental benefits and economic efficiency, DowAksa makes sustainable contributions to its stakeholders. All these activities ensure the implementation of corporate sustainability at the operational level under the guidance of the Sustainability Committee.

Stakeholder Opinion

At DowAksa, our main priorities are not only to fully meet customer expectations, but also to operate in harmony with the ecosystem and to continuously contribute to the society we are a part of. We believe that we can only achieve our economic growth targets by realizing our commitment to protect the environment and fulfill our social responsibility. We consider sustainable development goals as a fundamental input to all our strategic decision-making processes and strive to design a future that is more resilient to climate-, resource-, social- or economic-based risks.

Thanks to their long life, superior mechanical properties and light weight, the products in our portfolio contribute to the goals of reducing the environmental impact of many users, from pressure vessels to the wind energy industry. Thanks to our energy efficiency and waste reduction projects, technological infrastructure and innovation capacity, we constantly strive to reduce the ecological footprint of both our company and our customers.

Through our efforts to reuse and recycle pultrusion profiles made of composite materials, we create new areas of use for our waste and give it a second life. We also take an active role in social responsibility areas such as gender equality and women's empowerment. We aim to establish a sustainable value chain that takes into account not only today's needs but also those of tomorrow.

Serdar Asmaoğlu
Sustainability Manager

SUSTAINABILITY STRATEGY

OUR MISSION

"Creating sustainable and **positive value** across **ESG** impact areas for all stakeholders."

OUR VALUES

- Managing DowAksa and its stakeholders' impacts and ESG responsibilities beyond legal requirements and expectations
- Conducting activities in line with UN SDGs
- Creating sustainable value through R&D, new ideas, investments and products
- Working collaboratively with all stakeholders to achieve sustainability goals and keeping all communication channels open

SUSTAINABILITY GOALS & KEY OUTCOMES

A carbon-neutral company

- Reducing CO_2 emissions
- Integrating carbon capture technologies

Zero waste and incineration

- Waste prevention
- Creating a circular economy

Supporting green carbon for innovation, R&D, and digitalization

- Integrating bio-based raw materials
- Energy-efficient technologies and transition
- Using quality, energy, and waste management tools based on artificial intelligence and data analytics

Developing sustainable supplier cooperation

- Setting net targets for reducing suppliers' emissions
- Setting net targets for reducing suppliers' waste
- Ensuring suppliers manage their emissions and comply with rules

Commitment to inclusivity, diversity, and equality

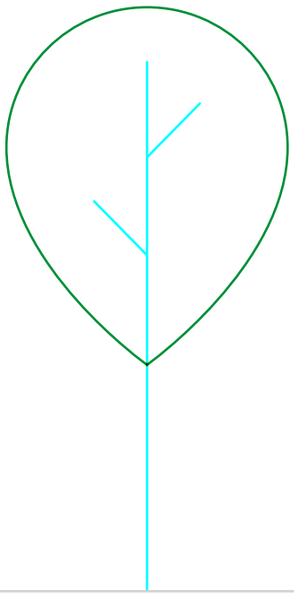
- Social gender equality
- Supporting women's empowerment in business life

Increasing employee safety, loyalty and well-being

- Zero accidents
- Developing a culture of well-being within the institution

DOWAKSA SUSTAINABILITY POLICY

DowAksa considers managing the environmental, social and governance impacts of its operations with an approach that addresses all aspects of its operations as an integral part of its corporate responsibility.



The Company has adopted the strategic priority of integrating sustainability principles into all business processes in line with global goals that support sustainable development.

DowAksa's sustainability policy is based on systematically identifying, evaluating and managing all positive and negative impacts of its operations and continuously improving performance in line with national legislation and international standards. With this approach, the Company demonstrates a sensitive and effective corporate citizenship approach in both environmental and social areas.

Contributing to efforts to reduce its carbon footprint on a global scale, DowAksa adopts technologies that will accelerate decarbonization, and carries out innovative projects in areas such as recycling and reuse of composite materials and research on bio-sourced raw materials.

Reducing greenhouse gas emissions, increasing the use of renewable energy sources and enabling waste management are key elements of the Company's environmental sustainability strategy. Occupational health and safety is among DowAksa's priority focus areas, and practices in this area are developed in accordance with international performance standards.

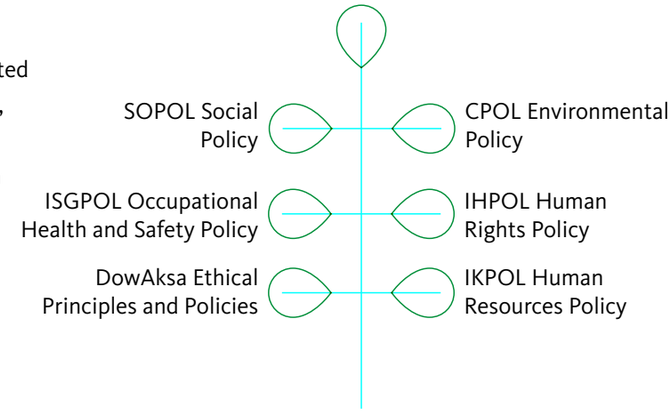
Through the Sustainability Report published every year, developments and performance outputs in this area are transparently shared with the public and stakeholders.

Taking into account the risks and opportunities associated with the climate crisis and environmental uncertainties, DowAksa plans its investment decisions to integrate these dynamics and shapes its long-term value creation strategies accordingly. At the same time, DowAksa participates in and actively supports projects that contribute to education, culture, arts, sports and social development in order to support social sustainability.

Within the framework of the importance it attaches to gender equality, DowAksa supports women's employment and adopts the principle of equal opportunity as a fundamental principle in all Human Resources processes. The Company regularly shares all of its activities and sustainability practices with relevant stakeholders with a business conduct based on transparency and accountability.

DowAksa works in close cooperation with its suppliers in order to effectively manage the environmental and social impacts that may occur throughout the supply chain, and structures this cooperation in line with sustainability principles.

The Sustainability Policy is complemented by a holistic management approach supported by the



These policies constitute the basic implementation frameworks that ensure that the Company's sustainability vision is realized in the field.

DowAksa regularly reviews its sustainability policy in light of global changes and stakeholder expectations, and discloses its performance and target metrics to the public through the Sustainability Report published every year, adhering to the principle of transparency. With this approach, the Company plays an active role not only in its own operations but also in the progress of the industry and society towards a more sustainable future.

Click here to review DowAksa sustainability policy.

DOUBLE MATERIALITY ANALYSIS

DowAksa responds to multidimensional dynamics shaping sustainability, such as the climate crisis, energy transformation, circular economy, technological developments and proliferating laws and regulations on a local and global scale, with an integrated management approach that includes the economic and social impacts of the Company. At DowAksa, it has become a strategic necessity to identify, evaluate and respond to the most critical sustainability issues in terms of both business model and comprehensive impact on the environment.

A comprehensive Double Materiality Analysis was conducted in 2024 in line with CSRD and international best practices.

Financial Materiality

This refers to the impact of ESG issues on DowAksa's corporate value, financial performance, risk profile and access to capital. This dimension covers the potential positive or negative impacts of exogenous developments such as climate risks, regulatory changes, stakeholder behavior on the Company's operations, supply chain resilience and long-term strategic goals.

Impact Materiality

This refers to the potential positive or negative impacts of DowAksa's activities, products and services on the environment and society. This dimension focuses on issues such as preventing environmental degradation, increasing social welfare, promoting ethical business practices and developing innovative solutions. Assessing impact materiality includes criteria such as impact scale, scope, reversibility and likelihood of occurrence.

By integrating these two perspectives, the analysis makes it possible to prioritize the most critical sustainability issues for long-term value creation and stakeholder trust.

DOUBLE MATERIALITY ANALYSIS

METHODOLOGICAL APPROACH

DowAksa's Double Materiality Analysis for 2024 was conducted in a multi-stage and systematic method in full compliance with CSRD, European Sustainability Reporting Standards (ESRS) and GRI standards.

Integrating both qualitative and quantitative data sources, this process is designed to identify sustainability topics that best fit the business strategy and stakeholder ecosystem.

Identification of Topics

The analysis process was initiated with a comprehensive situation assessment, which included an internal review of corporate strategy documents, risk inventories and past sustainability reports, and an external analysis of sectoral benchmarks, regulatory frameworks, global sustainability standards (GRI, CSRD, ESRS) and emerging megatrends. As a result of this assessment, potentially material issues were identified and categorized under environmental, social and governance headings.

Stakeholder Engagement and Validation

Recognizing the decisive role of stakeholder views in strategic decision-making processes, DowAksa conducted a comprehensive engagement process with both internal (management team, department leaders, employees) and external stakeholders (customers, suppliers, regulatory authorities, NGOs, local communities). Interviews were conducted through online surveys and the AA1000 Stakeholder Engagement was taken as a basis to ensure that the process is transparent, inclusive and reliable.

Bidirectional Materiality Assessment

Each issue identified as potentially material was assessed in two dimensions:

- **Financial Materiality:** Analyzed by considering the impact of the identified issue on the Company's financial performance, strategic direction and risk exposure.
- **Impact Materiality:** The impact or potential impact of the identified issue on environmental and social systems throughout DowAksa's value chain was measured according to the criteria of impact scale, scope, likelihood of occurrence and reversibility.

This biaxial approach allowed to reveal the interrelationships between sustainability impacts and financial results in line with CSRD's principle of bidirectional materiality.

Creating Materiality Matrix

As a result of the analysis, a bidirectional materiality matrix was constructed in which each issue was positioned according to its financial and influential importance. Thanks to this matrix, material issues with high importance in both dimensions were clearly identified. The results were reviewed and evaluated by the DowAksa Sustainability Committee and finalized with the approval of senior management.

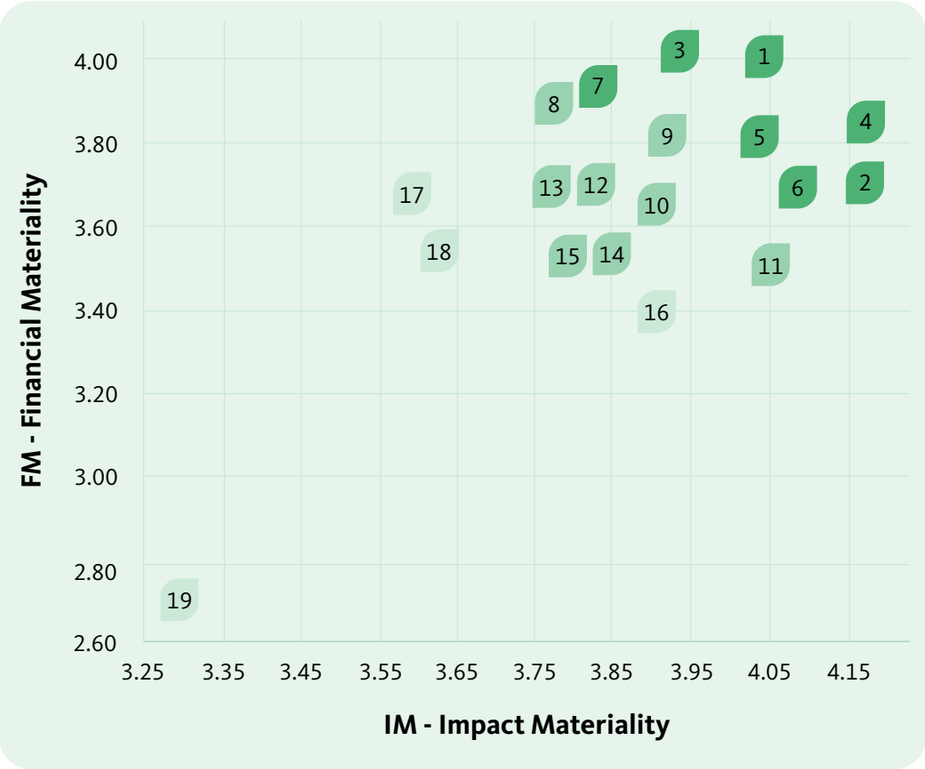
Strategic Integration and Governance Alignment

In the final stage of the analysis process, the prioritized issues were integrated into DowAksa's sustainability governance structure and strategic planning processes. Measurable key performance indicators (KPIs) and targets were identified for high priority issues; these indicators were associated with strategic roadmaps, corporate risk management systems, ESG-focused investment decisions and operational performance monitoring. Thus, sustainability commitments have been rendered data-based, forward-looking and integrated with the corporate value creation model.

DOUBLE MATERIALITY ANALYSIS

METHODOLOGICAL APPROACH

Reflecting the future-oriented approach to doing business, material sustainability issues for 2024 have been identified as follows:



Very High Priority Issues

1. Product and Service Quality
2. Emission Management and Climate Change Adaptation
3. Energy Management
4. Compliance with National and International Regulations
5. R&D and Innovation
6. Data and Information Security
7. Waste Management

High Priority Issues

8. Water and Wastewater Management
9. Occupational Health and Safety Practices
10. Employee Development
11. Brand Value
12. Indirect Economic Impacts
13. Stakeholder Engagement
14. Exposure to Hazardous Materials
15. Green Transformation Practices

Priority Issues

16. Ethical and Transparent Practices
17. Responsible Procurement and Supply Chain Management
18. Responsible Procurement and Supply Chain Management
19. Biodiversity

As a result of the analysis, issues of very high, high and material importance for DowAksa were categorized. Very high material issues include product and service quality, emission management, energy efficiency, compliance with national and international regulations, R&D and innovation competence, information security and waste management. These issues are critical in terms of both financial and reputational risks and opportunities. Among high priority issues, occupational health and safety practices, employee development, water and wastewater management, green transformation practices, indirect economic impacts, brand value and stakeholder relations stand out. Issues considered as material monitoring include ethical and transparent practices, responsible procurement and supply chain management, diversity and equality, and biodiversity.

These topics continue to be monitored in terms of long-term sustainable value generation.

In line with the principle of double materiality, DowAksa's sustainability approach is based on a holistic analysis of both the Company's environmental and social impacts and the financial aspects of these impacts. This analysis, conducted in compliance with the standards, constitutes a concrete step towards strengthening the Company's strategic flexibility, stakeholder trust and sustainability performance. The findings are actively used not only in reporting but also in strategy, governance, investment and operational management processes.

RISK AND OPPORTUNITY MANAGEMENT

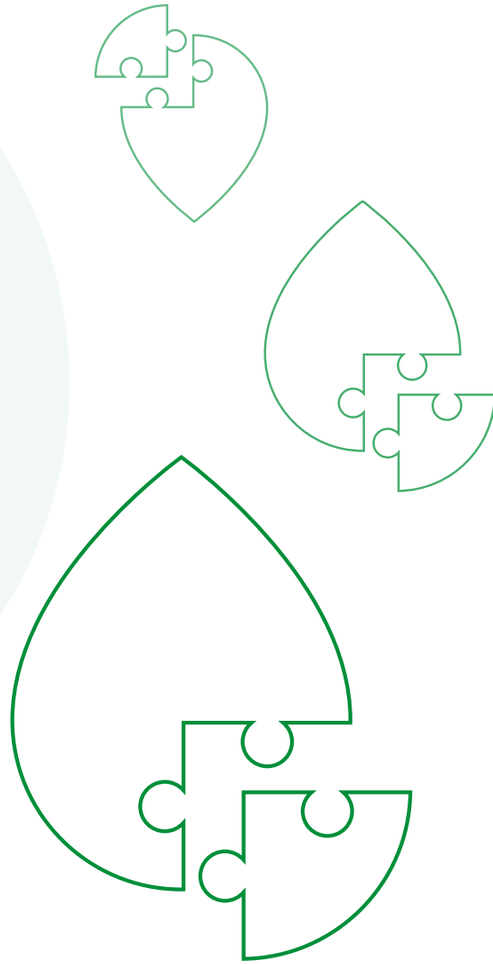
DowAksa has adopted a comprehensive and systematic risk and opportunity management approach to support sustainable growth and ensure corporate success.

Risks and opportunities across the organization are effectively identified, monitored and managed at both operational and strategic levels. The processes implemented are continuously reviewed and updated through regular internal audits, monitoring of relevant documents and senior management evaluations. Thus, risk and opportunity management is not only a compliance area, but also forms the basis of DowAksa's sustainability strategy and business model decisions.

At the operational level, each department annually reviews and updates the risk and opportunity lists prepared specifically for its own processes through the QDMS system. The timeliness and applicability of these lists are questioned within the scope of internal audit activities, and improvement suggestions are developed when necessary. Risks and opportunities at the strategic level are monitored through the "BAIT-01 Context and Related Parties" document which is shared with senior management at the annual MRMs. This document plays a critical role in decision-making processes as it includes SWOT analysis and strategic priorities. Senior management closely monitors risk and opportunity assessment processes and takes a proactive approach.

In addition to the annual MRMs, critical risks facing the Company and emerging opportunities are evaluated in depth at bi-weekly leadership meetings. These meetings play an active role in guiding strategic decision-making processes and ensure a regular and consistent flow of information. The board of directors and other supervisory bodies contribute to these processes through internal audit reports, and monitor the accuracy and effectiveness of the strategies implemented.

The internal audit unit independently evaluates DowAksa's operation, risk management, control systems and management processes and regularly reports to the Audit Committee. This unit plays a critical role in identifying risks that may affect the Company's strategy, assessing the appropriateness of control processes and effectively utilizing opportunities.



RISK AND OPPORTUNITY MANAGEMENT

DowAksa not only identifies risks and opportunities, but also develops and implements specific action plans for identified risks and opportunities. While evaluating positive developments such as increasing market opportunities, government incentives and energy efficiency in the carbon fiber sector, early warning systems and preventive mechanisms are developed for negative scenarios such as sanctions, natural disasters and pandemics.

Important opportunities in the organization's strategy include the increasing use of carbon fiber and composites in high-volume sectors such as defense, aerospace, automotive and energy, product diversification through public-private partnerships, increasing production and growth capacity, the use of government incentives, energy efficiency projects, and post-pandemic developments that offer logistical advantages to the European market.

On the other hand, risks such as intense competition, high investment costs, economic crises, natural disasters, sanctions, the risk of working with a single customer and raw material costs are constantly evaluated and mitigation strategies are implemented.

In addition, DowAksa defines environmental sustainability, social benefit, digital transformation and gender equality as areas of opportunity in opportunity management. In this context, steps such as becoming a UN WEPs signatory by 2024, accelerating recycle and repurpose practices, and making sustainability themes the main agenda item at leadership meetings are among the concrete examples of integrating strategic opportunities into corporate culture.

Company Risks and Opportunities

Risks

- Intense competition in the world market / increase in Far East producers
- High investment cost / long payback period
- Global / local economic crisis
- Natural disasters and emergencies
- Working with a single, large customer (wind sector)
- Sanctions (USA), sanctions on Russia
- Pandemic
- High raw material costs

Opportunities

- Carbon fiber and carbon fiber composites are the most important alternative materials in large volume industries such as defense, aviation, automotive, wind, infrastructure
- Partnerships with the private sector and public institutions to increase product diversity in the market
- Production and growth potential
- Türkiye's domestic and national policy in the defense industry and energy sectors
- Government incentives
- The need for quality PCs (prepreg carbon) in the market
- Pandemic: Emergence of a logistics advantage to Europe / difficulties in sourcing from the Chinese market; widespread use of digital communication tools
- Existence of energy efficiency potentials

RISK AND OPPORTUNITY MANAGEMENT

Going forward, DowAksa aims to strengthen its sustainability strategy with a continuous improvement approach and to improve risk and opportunity management in cooperation with stakeholders.

In this context, the Company aims to continue to carry out its sustainability risk and opportunity management processes in a transparent manner and improve its management mechanisms by taking stakeholder expectations into account.

SUSTAINABILITY AND CLIMATE RELATED RISK AND OPPORTUNITY MANAGEMENT

DowAksa integrates the process of managing sustainability and climate-related risks and opportunities into its strategic plans and decision-making mechanisms. Accordingly, the Company works on scenario analyses, and assesses the potential impacts of climate change-related risks and opportunities through these analyses.

The outputs of the assessments and analyses are shared at the senior management level by the Sustainability Committee and information is regularly shared with stakeholders. In this way, the Company ensures that sustainability risks and opportunities are taken into account in decision-making processes and integrated into strategic plans.

The Sustainability Committee communicates with relevant stakeholders, determines the actions to be taken against risks and opportunities, and puts them into practice. Thus, action plans for mitigating risks and seizing opportunities are carried out in line with joint decisions.

Risk Definition	Risk Category	Description
	ACUTE RISK	The risk of increased severity of extreme weather events refers to the risk of DowAksa being exposed to extreme weather events such as hurricanes and floods. These events may cause damage to the Company's buildings and equipment and may lead to financial losses. They may also disrupt production by causing disruptions to the supply chain, interruptions in raw material access and loss of sales.
	CHRONIC RISK	Changes in precipitation patterns, temperature increase, drought and sea level rise may reduce access to water in production facilities. Yalova province is identified as a high-risk area according to the WRI Aqueduct Water Risk Atlas, which could disrupt production due to natural water dependency in the carbon fiber process and cooling stages. In the 2030 scenario, the flood level in the area where the production facility is located is projected to be ~100 mm. This can lead to production inefficiencies and financial losses.

Opportunity Description	Description
	In the context of combating the climate crisis, there are opportunities to reduce water consumption. This opportunity can reduce operational costs by increasing water efficiency, support sustainable production processes and have a positive impact on stakeholders.
	The development of insurance solutions to mitigate the risks of extreme weather events is considered a critical opportunity to manage financial losses. In addition, risk mitigation and operational sustainability can be achieved by developing resilient infrastructure and production processes as part of climate adaptation.

SHORT, MEDIUM AND LONG TERM SUSTAINABILITY GOALS

DowAksa shapes its sustainability strategy in line with the green strategy team established under the roof of Akkök Holding and the focus issues determined annually. This structure ensures that DowAksa progresses in line with the Holding and focuses on material issues throughout the value chain.

Prioritizing process safety to ensure business continuity and reduce interruptions and losses in production processes, Akkök Holding and DowAksa, one of its group companies, prioritizes providing a fair and safe work environment that respects human rights with the high labor standards it adopts.

Akkök Holding has set the following sustainability targets for these areas included in its strategy:

- **Announcement of water use and wastewater reduction roadmaps on the basis of Group companies (2026).**
- **Announcement of decarbonization roadmaps on the basis of Group companies (2026).**
- **Announcement of circular economy and waste reduction roadmaps by Group company (2027).**
- **Achievement of carbon neutral greenhouse gas emissions across the entire portfolio (2050).**
- **Zero accident tolerance target (all the time).**

In order to ensure the traceability and transparent reporting of these targets, DowAksa aims to monitor performance indicators in annual, quarterly and monthly periods in line with Akkök Holding group companies.

In the annual period, corporate carbon footprint and water footprint are calculated, reported and verified. In addition, sustainability reporting in compliance with GRI, CSRD and/or TSRS, which are global reporting standards, is targeted.

On a quarterly basis, it is aimed to follow the determined KPI sets, attend customer meetings and monitor customer requirements, access customer portals and follow KPI sets in line with Akkök Holding strategy.

On a monthly basis, water and wastewater consumption, process-based energy use, waste amounts and the percentage of recycled materials are regularly monitored to continuously review operational efficiency and resource management.

DowAksa's sustainability governance is carried out in close cooperation with Akkök Holding Green Strategy Team. Annual focus topics determined at the Holding level are integrated into strategic plans by the DowAksa Sustainability Committee and shared regularly with relevant stakeholders.

Climate and Environment

Responsible Future with Environmental Transformation

The transition to environmentally friendly production systems and the efficient use of natural resources form the basis of DowAksa's climate-friendly transformation strategy.

ENVIRONMENTAL STRATEGY

DowAksa carries out its activities based on environmental sensitivity while carrying out its production processes. It has adopted the principle of fully complying with the applicable environmental legislation and all national and international legal obligations. It adopts a systematic and determined approach to fulfill its environmental responsibilities. In order to minimize environmental impacts, the Company focuses on reducing waste from its operations at source and minimizing the consumption of natural resources through recycling.

Environmental management processes are coordinated by the Health, Safety and Environment (HSE) Department throughout the Company, and these processes are supported by full-time environmental consultancy services from YALKİM Organized Industrial Zone. Thanks to the established organization, environmental performance is regularly monitored and made open to continuous improvement. In addition, DowAksa attaches great importance to the effective inclusion of all employees in the environmental management system. Employees' environmental awareness is raised through training programs and internal communication activities, and environmental awareness is made a part of the corporate culture.

DowAksa's environmental policy is based on the efficient use of resources, prevention of pollution and systematic management of environmental impacts. The Company integrates environmentally compatible technologies that support sustainable development into its operations, regularly monitors the use of natural resources and energy, and implements practices for performance improvements. In this context, the Company prioritizes recycling activities and aims to reduce environmental impacts at source. At the same time, various awareness-raising activities are carried out with a focus on sustainability to raise the level of environmental awareness of both internal and external stakeholders.

Click here to review the DowAksa environmental policy.

Adopting a systematic approach to the identification and management of environmental risks, DowAksa monitors all environmental obligations through the **Environmental Legislation and Compliance Obligations Table** and evaluates potential risks through this table. Identified risks are discussed at periodic environmental board meetings, and necessary actions are communicated to the relevant units by senior management. In this way, potential environmental threats are prevented and risks are minimized.

Stakeholder Opinion

Since 2012, we have been proud to provide added value to strategic sectors such as energy, defense and construction with carbon fiber and advanced composite materials produced from this fiber. We are entering an era where these high-performance materials are evaluated not only on their technical superiority, but also on their environmental impact. Product and market development now goes beyond classical supply-demand dynamics and is shaped by sustainability principles. From the design of the product to the end-of-life disposal process, the area of responsibility of all stakeholders is expanding. Within this transformation, one of our primary goals as a company is to ensure circularity in the sectors we serve. Recycling and re-economizing our products in a way that provides the highest benefit to the environment and human health is of great importance, especially in areas where environmental sensitivity is critical, such as energy and automotive.

Developing environmentally-friendly solutions in accordance with circular economy principles contributes to the long-lasting and safe use of our products, while at the same time enabling the creation of a cost-effective structure with regulations that support sustainability.

In 2024, we shared our RForceTM recycled product portfolio, one of our strategic steps in the field of sustainability, with industry representatives at the JEC Composites exhibition held in March. Thanks to the RForceTM product family that we have successfully commercialized, we are proud to support the environmentally-friendly goals of our business partners and provide added value to the industry. We firmly believe that the future will be shaped not only by advanced technology but also by strong environmental awareness. We are very excited and determined to move forward with this vision.

Levent Atmaca
Commercial Director

ENVIRONMENTAL STRATEGY

Emergency response processes play an important role in the Company's integrated management system. Especially for incidents such as chemical spills, **the Chemical Spill Response Instruction defined** in the QDMS system is followed and a fast and effective response process is carried out in case of possible accidents. Such procedures are regularly communicated to employees and their implementation capabilities are kept up to date. In line with the 2024 environmental targets, concrete steps have been planned to reduce resource consumption, improve waste management and improve environmental performance; the level of realization of these targets has started to be regularly monitored with defined performance indicators.

DowAksa implements regular and comprehensive environmental training sessions in order to increase the environmental responsibility awareness of its employees. Training contents cover basic topics such as environmental legislation, zero waste practices and waste management, and are offered in face-to-face and online formats for both new and existing employees.

Training is conducted on a planned and regular basis to increase the effectiveness of environmental management systems, minimize environmental impacts in operational processes and comply with legal obligations.

Environmental Training Topics	Education Type	Unit	2023	2024
Environmental Legislation & Zero Waste (Introduction)	Face to Face	Person	201	136
Environmental Legislation & Zero Waste (Renewal)	Face to Face	Person	592	544
Waste Management Training	Face to Face	Person	5	-
Waste Management Training	Online	Person	766	568
Environmental Legislation & Zero Waste	Online	Person	682	568

Climate Fresk Event on World Environment Day

Climate Fresk, a science-based and participatory tool, aims to raise awareness by addressing the causes, impacts and possible solutions to climate change through a gamified approach. Climate Fresk workshops make complex environmental data comprehensible while strengthening team interaction and awareness of shared responsibility. DowAksa raised awareness on climate change with the Climate Fresk workshop organized for its employees as part of the World Environment Day 2024, and further reinforced the sustainability culture within the organization by addressing the causes and consequences of this global problem with an interactive and participatory approach.

WATER AND WASTEWATER MANAGEMENT

DowAksa manages its interaction with water resources in its production activities within the framework of environmental sustainability principles.

DowAksa manages its interaction with water resources in its production activities within the framework of environmental sustainability principles. DowAksa's water supply is realized only through third-party suppliers, and no surface water, groundwater or seawater is directly withdrawn. As of 2024, 92 percent of the total water withdrawal amount used in production was used by Campus 1, the remainder by Campus 2. Water supplied from third sources is consumed intensively in operational stages such as cooling processes, especially in the carbon fiber production process. This shows that DowAksa has a highly water-dependent production infrastructure.

In 2024, a total of 357,295 m³ of wastewater was discharged and total water consumption was calculated as 168,042 m³.

357.295 m³ Discharged wastewater

168.042 m³ Total water consumptioni

DowAksa fulfills its environmental obligations in wastewater management. All wastewater arising from production and domestic use processes is discharged to the YALKİM OSB Treatment Plant within the scope of the Channel Connection Permit. The plant has a daily capacity of 15,000 m³ and operates with advanced biological treatment technologies in accordance with the Water Pollution Control Regulation. At the YALKİM OSB Treatment Plant, the chemical oxygen demand (COD) level is reduced below legal limits through chemical assisted processes such as total nitrogen removal, sedimentation enhancer and powder activated carbon applications. Treated wastewater is discharged with parameters close to inert COD and inert total nitrogen values, and is discharged below legal limits. In the wastewater delivered to the plant, the COD parameter is measured online and total nitrogen value is measured manually.

	Unit	2021	2022	2023	2024
Water from Third Party Suppliers	ML*	467	519	463	525
Total Water Withdrawal	ML	467	519	463	525
Discharged Water	ML	159	194	311	357
Water Consumption**	ML	308	325	152	168

*ML: Megaliter
**Water consumption = Total water withdrawal - total discharged water

The water discharged after treatment is continuously monitored by the Ministry of Environment, Urbanization and Climate Change and the Provincial Directorate of Environment through the online monitoring system (SAİS) operating 24/7. DowAksa does not reuse the water treated by YALKİM OSB in its processes.

DowAksa's efforts towards water efficiency have yielded tangible results with the scientific support of water footprint calculations.

When water withdrawal, consumption and discharge data for the 2021-2024 period are evaluated, it is seen that although the total amount of water withdrawn increased in 2023 and 2024, water consumption decreased. This indicates progress in water use efficiency. The water mass balance was prepared in accordance with the ISO 14046 standard and included in the calculations by taking into account the amount of water supplied from the Company's two campuses.

WATER AND WASTEWATER MANAGEMENT

DowAksa's water-related activities are monitored in detail through a water footprint assessment conducted in accordance with the ISO 14046 standard and The Water Footprint Assessment Manual.

According to 2024 calculations;

- Blue Water Footprint is 525,337 m³
- Gray Water Footprint is 503,682 m³

2023
Blue Water Footprint

463,599 m³/year

2024
Blue Water Footprint

525,337 m³/year

2023
Gray Water Footprint

311,565 m³/year

2024
Gray Water Footprint

503,682 m³/year

DowAksa's production facilities in Yalova Çiftlikköy are located in a high water risk area according to WRI Aqueduct 2023 data. The definition of a high-risk area means reduced access to productive water resources. At the same time, according to the WRI Flood Atlas' 2030 scenarios, floods of up to 10 cm are predicted to occur in the DowAksa production area. This situation, especially with the increase in sea temperatures, brings serious climate risks that may cause disruptions in the supply of water used for cooling purposes, inefficiency in production, interruptions and financial losses. Although the Marmara Region, where DowAksa is located, has a generally mild and rainy climate, regional water stress is assessed in the range of 40-80 percent, indicating that water resources to meet increasing demand in the future may be limited.

CIRCULAR ECONOMY AND WASTE MANAGEMENT

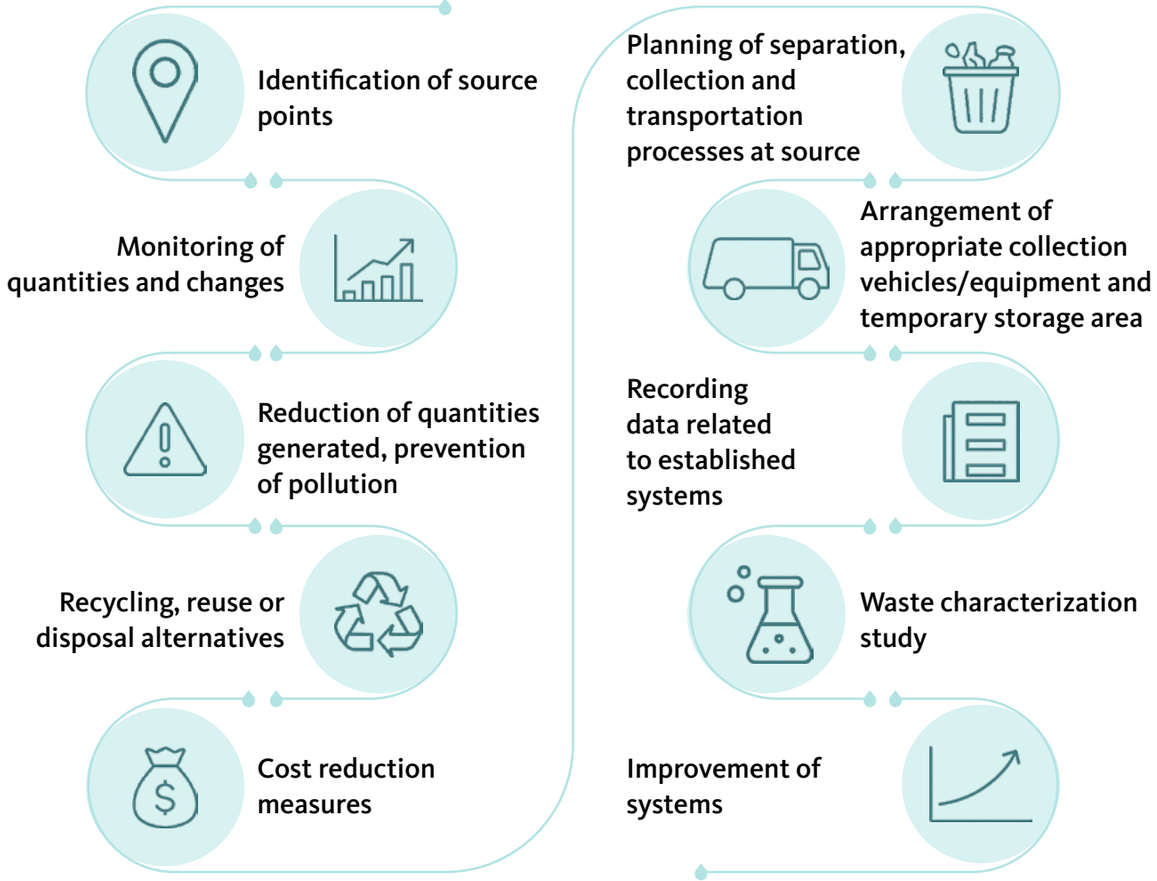
DowAksa carries out waste management in cooperation with YALKİM OSB Environment Department, DowAksa HSE Department rate and Sustainability Department. DowAksa's waste management system, when evaluated from a life cycle perspective, offers a structure that reduces environmental impact through efficient use of resources, minimization of waste generation and a recovery-oriented approach.

The Company's priority is to recycle as much as possible of the generated waste into the circular economy without harming the environment and human health. The waste management strategy is based on reducing waste at its source, reusing it if possible, directing it to licensed recycling or recovery facilities if these steps are not possible, and sending it to incineration plants or disposal facilities for energy recovery in the final stage.

DowAksa manages waste generation not only through the disposal process but also by monitoring it throughout the production cycle, and continuously monitors the amount of waste per unit of production and evaluates reduction potentials.

In order to reduce waste generation, DowAksa monitors its performance on a quarterly basis according to production and waste quantities, conducts root cause analyses and plans process-based corrective and preventive actions. This approach encompasses not only legal obligations but also more advanced practices designed and based on corporate environmental policies. The management of hazardous and non-hazardous waste is supported by legal processes and internal procedures stipulated by national legislation.

Waste Management System



CIRCULAR ECONOMY AND WASTE MANAGEMENT

Hazardous Waste (Tonne)	2021	2022	2023	2024
Incineration (as Energy Recovery)	102	1,090	305	91.5
Incineration (without Energy Recovery)	1,390	115	212	70.0
Landfill	43.7	39.9	12.5	0.403
Recycling/Recovery	413	907	505	747
Other Disposal Methods	0.222	0.105	0.069	0.048
Total Hazardous Waste	1,949	2,152	1,034	909

Non-Hazardous Waste (Tonne)	2021	2022	2023	2024
Incineration (as Energy Recovery)	0	0	98.9	0
Incineration (without Energy Recovery)	8.11	0	4.86	94.4
Landfill	37.2	2.88	52.1	38.9
Other Disposal Methods	0	0	0	0
Recycling / Recovery	879	974	2,484	2,127
Domestic Waste (Landfill)	53.7	67.3	81.1	89.6
Total Non-Hazardous Waste	978	1,044	2,721	2,350

Waste Site Capacity Increase and Bulk Crate Implementation

In 2024, DowAksa realized a significant transformation in contaminated waste management. The capacity of the landfill was expanded by increasing its volume, and bulk crates were used for the transportation of contaminated waste instead of palletized crates. This practice completely eliminated the use of packaging and ended the need for separate packaging of waste. As a result of the project, the number of transportation trips per unit of waste decreased by 55.4%.

Wagon Transportation System

In 2024, DowAksa switched to a wagon transportation system at some points during transport from waste stations to temporary storage areas. This innovation has significantly reduced the use of forklifts, thereby improving occupational health and safety and reducing the carbon footprint. The new transportation scheme stands out as a practice that creates both environmental and operational value in waste logistics.

CIRCULAR ECONOMY AND WASTE MANAGEMENT

ACHIEVEMENTS OF DOWAKSA WITHIN THE SCOPE OF THE 2024 ZERO WASTE PROJECT

216,9785 kWh of energy was saved.

82,159 kg of greenhouse gas emissions were prevented.

5,774 trees were prevented from being felled.

9,509 tonnes of water were saved.

1,682 m^3 of waste storage space were not needed.

228 kg of raw materials were not needed in electronics and iron and steel materials.

298,094 liters of oil were saved.

MATERIALS MANAGEMENT IN CIRCULAR ECONOMY

Carbon fiber production is a process that needs to be carefully managed from an environmental point of view due to its high energy consumption and intensive use of raw materials. In conventional systems, excess cuttings, defective products and residues from the production of carbon fiber parts mixed with resin are often treated as waste.

When carbon fiber, which is considered waste, is sent to recycling or landfill, it causes both the loss of valuable raw materials and the persistence of synthetic ingredients that are difficult to recycle in nature.

At this point, DowAksa integrates circular economy principles into its business processes and gives new life to the carbon fiber residues generated during the production process by transforming them into a different product group. Carbon fiber materials are used in the production of transport pallets notable for their durable and lightweight structure.

In this way, carbon fiber materials left over from production are transformed into a product with high mechanical strength that is reusable and has a long economic life. With its **repurpose** method, DowAksa offers a lighter, longer-lasting and lower carbon footprint alternative to traditional wood or plastic pallets.

ENERGY EFFICIENCY

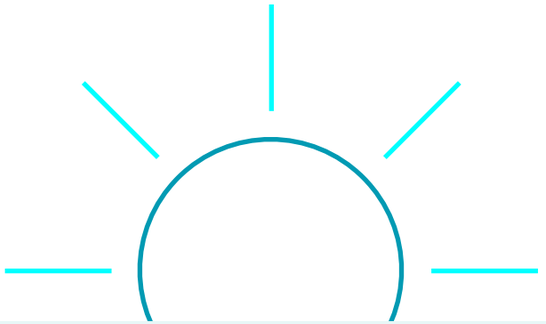
DowAksa acts systematically and based on internationally recognized standards such as ISO 50001 Energy Management Systems in the field of energy efficiency, which it considers one of the most important steps in reducing its environmental impact. The Company has set an annual improvement target of 1.5 percent in all main energy sources, including natural gas, electricity, steam and compressed air. In line with this target, DowAksa took 2023 as a reference year and, based on regression analysis, achieved a 1.9 percent improvement in energy consumption in 2024. This success demonstrates DowAksa's strategic approach to energy management: processes are supported by data, and targets are defined in a measurable way.

DowAksa uses integrated technological systems to monitor and manage energy consumption. Thanks to SCADA infrastructure, Energy Reporting Screen, PHD Historian, analyzers and meters, all energy inputs are monitored instantly and analyzed to identify opportunities for improvement. In this way, uncontrolled load draws are reduced, process conditions are optimized and energy efficient equipment is switched to more energy efficient equipment. Reductions in the use of electricity, steam, natural gas and compressed air directly contribute to operational efficiency.

DowAksa makes strenuous efforts to improve the energy performance of its existing systems and conducts in-depth energy audits with the support of external sources, collaborating with consultancy companies to conduct technical analyses on a facility-specific basis and evaluate the integration of new technologies. Some of these improvements include:

- In products, IE3, IE4 motors with higher energy efficiency are preferred to IE1, IE2 motors.
- In field equipment, speed optimizations are provided with frequency-controlled instead of constant speed devices.
- Lighting equipment is gradually replaced with LED luminaires.
- New insulation works are carried out to prevent thermal losses.
- Process conditions are reviewed, and consumption due to overheating and overcooling is monitored and reduced.
- Energy performance of products is monitored throughout their life cycle with metrics such as kWh/kg and Sm³/kg. This enables process-based energy efficiency analysis.

Although no product design or new technological investments have been made to directly reduce energy requirements, significant savings in energy efficiency are achieved through the continuous improvement of the existing production infrastructure. In this direction, DowAksa resolutely advances towards its sustainability goals, with performance improving every year.



	Unit	2021	2022	2023	2024
Energy Consumption	kWh*	22,620,371	249,804,397	287,798,848	295,218,472
Energy Intensity	kWh/kg.CF	16.2	15.2	15.6	15.3
Natural Gas Consumption	kWh	19,783,154	17,666,834	23,954,070	28,456,961
Diesel Consumption	kWh	2,904	2,740	21,920	16,960

*In previous years, the data on the Company's energy consumption was shown in Joules. kWh is now used, to comply with sustainability reporting standards
(1 J=2.77x10-7 kWh)

EMISSIONS MANAGEMENT

Carbon fiber production is a process with high environmental impacts due to its energy-intensive production processes and complex multi-stage supply chain. The fossil fuels, chemical processes and intensive energy consumption used in this production process create significant pressures on air quality as well as greenhouse gas emissions. In addition, indirect emissions that occur at all stages from raw material procurement to the production of the final product necessitate the comprehensive management of the carbon footprint.

DowAksa regularly monitors and manages greenhouse gas emissions from its operations to ensure adaptation to climate change and effective management of its carbon footprint. As in previous years, corporate carbon footprint calculation has been made based on the ISO 14064 standard and GHG Protocol. By including the corporate value chain in the corporate carbon footprint calculation, indirect emissions from supply and service processes as well as direct operations are included in this analysis.

	Unit	2022	2023	2024
Scope 1	Tonne CO_2eq	10,646	13,379	17,454
Scope 2	Tonne CO_2eq	159,338	182,675	191,827
Scope 3	Tonne CO_2eq	141,869	144,807	134,693
Total	**TonneCO_2eq**	**311,853**	**340,861**	**343,974**

Emission analysis shows that 55.77 percent of total greenhouse gas emissions are caused by Scope 2 emissions. DowAksa's highest emission source is the "Electricity Consumption" category, which is also included in Scope 2. In second place is the "Purchased Raw Materials and Services" category, which accounts for 31.77 percent of total emissions, which is included in Scope 3 emissions and arises from the effects of the supply chain. This clearly demonstrates the impact of raw materials and services procured for production on the carbon footprint. DowAksa prioritizes the procurement of low-carbon materials by adopting sustainable supply chain management principles in this area. It conducts life cycle analyses in cooperation with its suppliers and sets joint emission reduction targets.

The third major emission source is steam used in processes, which is evaluated under Scope 2, Boiler systems that run on fossil fuels are generally used in the production of steam, which causes high levels of greenhouse gas emissions. DowAksa purchases the steam used in its production processes directly from Aksa. In this way, DowAksa aims to reduce its emissions by switching to energy efficient systems and making technical improvements for waste heat recovery.

EMISSIONS MANAGEMENT

In addition to greenhouse gas emissions, DowAksa also effectively controls air emissions. Pollutants such as nitrogen oxides (NOx) and volatile organic compounds (VOCs) are monitored throughout the facility, and regular measurements and reporting are carried out both to comply with national legislation and to improve environmental performance. It has been observed that these pollutants have been reduced over time with process improvements targeting emission sources.

DowAksa operations are based on the principle of "preventing pollution at the source" in emission management, and the Company manages all emissions within legal limits and in accordance with the environmental criteria set by authorized institutions. When necessary, 24/7 monitoring is ensured through online monitoring systems, and practices for the protection of air quality are constantly updated. DowAksa has a strategic, multifaceted approach that strengthens its low-carbon production capability within the sector.

Nitrogen Oxides (NOx) and Sulfur Oxides (SOx) Emissions

Parameter	Unit	2022	2023	2024
Nitrogen Oxides (NOx)	Tonne	96.96*	43.8	43.8**
Volatile Organic Compounds (VOCs)	Tonne	11.39	0	0

*11 kg/h is the mass flow rate result of the emission report for 2021. The calculation of 96.96 percent is based on the assumption that the plant operates 365 days a year. However, the exact calculation requires knowing the specific locations and durations of downtime throughout the year, as well as the number of days each unit operated. 2023 and 2024 calculations were made in the same way.

**Related results are the mass flow rate results of the emission report for 2023.

Human and Society

The Core of Transformation: People and Society

DowAksa, the first and only carbon fiber manufacturer in Türkiye and the Middle East and one of the world's leading carbon fiber manufacturers, is redesigning the future with the products it manufactures and the business model it has developed.

PEOPLE AND CULTURE MANAGEMENT

Adopting the principle of transparent and effective communication in people and culture management, DowAksa transparently communicates all developments in the Company through the team management to which employees report. In this way, all announcements are easily received by employees and a safe working environment is created.

In case of organizational changes, their impact on employees is carefully assessed, and a detailed communication process is initiated. Depending on the scope and subject of the changes, the information is provided in either verbal or written format. The Human Resources department also makes the necessary explanations through digital platforms to ensure that the changes reach each employee effectively. While this approach increases the efficiency of processes within DowAksa, it also ensures that employees have timely access to accurate information.

Equality and Anti-Discrimination

DowAksa respects the rights of each employee equally and accordingly adopts a management approach based on the principles of justice and equality. The Company's comprehensive human resources policy focuses on supporting the individual development of employees, maximizing their competencies and creating a culture of continuous progress.

Following a zero-tolerance policy on equality and anti-discrimination, the Company conducts regular training and briefing sessions to perpetuate the anti-discrimination culture and prevent incidents of discrimination. Employees participate in training organized through digital platforms to raise awareness on anti-discrimination. Such training ensures that all employees are aware of this issue and strengthens the Company's anti-discrimination culture.

Stance Against Child Labor

DowAksa's stance against child labor is one of the most important principles of ethical and responsible business practices. The Company fights against child labor in all its operations and supplier relations. Special clauses have been added to supplier contracts and necessary audits are carried out regularly. DowAksa expects its suppliers and business partners to comply with the high standards it has set in this regard, and resolutely enforces a zero-tolerance policy against child labor in all its operations.

Zero Tolerance Approach Against Forced Labor

Forced labor is unacceptable to DowAksa. The Company takes every precaution to ensure that its employees work of their own free will. Starting from the recruitment process, employees are provided with clear and transparent information about working conditions and human rights, and they are allowed to work under the conditions they deserve in an environment where they are not subjected to forced labor or coercion. This understanding is one of the fundamental building blocks of DowAksa's ethical values.

PEOPLE AND CULTURE MANAGEMENT

Social Responsibility and Interaction with Local Communities

Contributing to the development of society stands out as one of DowAksa's core missions. The Company establishes strong ties with local communities, participates in social responsibility projects and aims to raise environmental and social awareness. DowAksa's "Chemistry of Equality" project aims to strengthen the place of women and girls in education and the workplace and draw attention to gender equality. Social equality is supported through projects, seminars, training and awareness-raising activities.

Interaction with local communities continues as part of DowAksa's social responsibility approach.

The "Chemistry of Equality" project focuses on increasing the level of education of women in order to reinforce the role of women in the workforce and to help them gain a stronger place in business life, and actions are taken in this direction. The project organizes training sessions in different areas of society to raise social awareness, and aims to strengthen the status of women.

DowAksa continuously monitors its social impacts and interaction with local communities and develops strategies to minimize negative impacts. As of 2024, the Company's operations were carried out in interaction with the local community and stakeholder engagement meetings were organized. In these meetings, necessary measures were taken by taking into account the needs and opinions of the local community and solutions were developed to maximize social benefit.

Stakeholder Opinion

As Human Resources professionals, we adopt the principle of sustainability in many areas, from recruitment processes to performance management, from training and development processes to strengthening talent management, guided by our strategies for the satisfaction and loyalty of our employees, the most valuable asset of our company. In the Human Resources department, our aim is to develop projects in line with company strategies and standards. In these projects, we feed on our perspective of reducing operational burden and increasing efficiency with our digitalization-oriented approaches, and we carry out development-oriented collaborations, supported by data, for our human resources.

We aim to take part in the most beautiful stories of sustainability that carry the hallmark of DowAksa, shaped by our commitment to equality, inclusion, diversity and powered by a business culture grounded in awareness and presence. In the social dimension of sustainability, we take a visible role in university and NGO projects to contribute to society and to interact with young talents. We believe that such projects both make companies more visible to society and inspire the organization.

DowAksa offers innovative, environmentally friendly integrated product solutions in the global market. As the Human Resources department, we know the importance of transparent, positive and empathetic relationships with employees in the ecosystem of motivation and loyalty in this world where engineering and economic terms are strong. Our goal is to create a working environment that maximizes the potential of each employee, and to build a sustainable future together. Every step we take in this direction contributes to the success of both our company and our employees.

Dilara Gönültaş
Human Resources Team Leader

HUMAN RESOURCE PROFILE

DowAksa acts with the awareness that human resources are the most important strength in achieving its sustainable growth targets.

DowAksa carries out its activities with a wide range of competencies from production to management, from R&D to field operations through its employees working in different geographies. In human resources management, the Company adopts an approach based on equal opportunity, talent development and employee loyalty.

724

As of 2024, DowAksa's total number of employees reached 724.

15%

DowAksa recorded a steady increase in women's employment in 2024, rising from 11 percent in 2022 to 15 percent in 2024.

The majority of employees work in Türkiye operations, and a balanced structure has been established between professional and operational staff.

Country	Year	Professional	Operational	Total
Türkiye	2022	143	625	**768**
	2023	120	693	**813**
	2024	105	615	**720**
USA	2022	11	0	**11**
	2023	8	0	**8**
	2024	0	0	**0**
Netherlands	2022	6	0	**6**
	2023	5	0	**5**
	2024	4	0	**4**
Russia	2022	7	0	**7**
	2023	4	0	**4**
	2024	0	0	**0**
Total	2022	167	625	**792**
	2023	137	693	**830**
	2024	109	615	**724**

HUMAN RESOURCE PROFILE

DowAksa continues to work in line with the principles of diversity, inclusion and continuous development in human resources and prioritizes practices that will increase the competencies of its employees.

Workforce Breakdown by Category	Unit	2022		2023		2024	
		Female	Male	Female	Male	Female	Male
Operational	Person	32	593	48	645	61	554
Professional	Person	57	110	57	80	46	63

Workforce Breakdown by Contract Type	Unit	2022		2023		2024	
		Female	Male	Female	Male	Female	Male
Indefinite Term Employment Contract	Person	85	680	102	710	105	608
Temporary Employment Contract	Person	4	23	3	15	2	9

Labor Force Breakdown by Employment Type	Unit	2022		2023		2024	
		Female	Male	Female	Male	Female	Male
Full Time	Person	89	703	105	725	617	107
Part Time	Person	0	0	0	0	0	0

EQUALITY, DIVERSITY INCLUSION

DowAksa positions the principles of equality, diversity and inclusion at the center of its corporate values, not only as a commitment but also as a lever that moves the sustainability of its business strategy.

Policies covering all possible diversity topics, especially gender equality, are integrated into the Company's human resources strategies. In line with this approach, a target was set of at least 25 percent diversity in leadership and mid-level management positions by 2025, but reached 28 percent by the end of 2024. The fact that DowAksa has achieved its diversity target so quickly is a concrete indicator of the determination with which it took steps in this direction.

The Company, which approaches diversity and inclusion not only in terms of numerical ratios but also on the axis of cultural transformation, has launched the Women Power at DowAksa initiative.

This initiative offers a holistic roadmap that focuses on the physical and mental well-being of female employees and covers needs-oriented action plans.

Within the scope of this approach, which is embraced at the CEO level, UN WEP principles, which promote women's empowerment in business life, were signed and concrete practices were implemented for office and field employees throughout the Company. These include multidimensional actions such as designing and providing women-specific work clothes, increasing self-care opportunities, raising awareness among employees with the "Gender Lens Workshop" and e-training modules developed against gender discrimination in language.

Data on Employee Positions

	2022	2023	2024
Senior Management	13	11	10
Middle Management	25	20	15
Professional	129	106	84
Operational	625	693	615
Total	**792**	**830**	**724**

Number of Employees by Gender

	2022	2023	2024
Female	89	105	107
Male	703	725	617
Total	**792**	**830**	**724**

Stakeholder Opinion

At DowAksa, we see inclusion not just as a statistic, but as a work culture where everyone can feel safe and fulfill their potential. It is a great source of pride for me to be a part of the steps that support the empowerment of women in their business and private lives and to ensure that equality is experienced not only within the organization but also in the relationships we establish with all our stakeholders through our Women Power at DowAksa initiative and our Chemistry of Equality social responsibility platform focusing on gender equality.

İrem Çavuşoğlu Balkan
Corporate Communications Team Leader

EQUALITY, DIVERSITY INCLUSION

DowAksa supports not only corporate development but also social transformation with this visionary approach that sees diversity as an asset.

Change Reflected in Numbers

DowAksa's equality perspective is not limited to policies, but has been reinforced through data-based transformation.

In the workforce distribution by age group, the number of female employees under the age of 30 has more than doubled in the last four years, rising from 23 to 48. Similarly, the number of female employees in the 30-50 age group rose, reaching 57 in 2024. This increase shows not only a quantitative rise in women's employment, but also its sustainability.

The distribution of female employees at executive level by age group has also reached a remarkable level. The number of female executives in the 30-50 age group increased from 6 in 2021 to 9 in 2024, while the representation of women over the age of 50 was maintained, demonstrating that corporate experience is carried out with diversity.

On the other hand, the maternity leave return rate stands out as a strong indicator of the Company's inclusive workplace approach. In 2024, 3 of the 6 employees who went on maternity leave returned to work, indicating that there is potential for further improvement through the development of inclusive HR practices. bir potansiyele sahip olduğunu işaret etmektedir.

Labor Force Breakdown by Age Group

		2024	2023	2022	2021
Under 30	Female	48	45	39	23
	Male	239	325	321	253
30-50	Female	57	58	48	45
	Male	367	383	356	308
Over 50	Female	2	2	2	0
	Male	11	17	26	22

Executive Level Workforce Breakdown

		2024	2023	2022	2021
Under 30	Female	0	2	2	1
	Male	1	0	0	0
30-50	Female	9	13	9	6
	Male	14	28	34	31
Over 50	Female	0	1	1	0
	Male	3	7	7	7

Maternity Leave

	2024	2023	2022
Maternity Leave	6	2	1
Returning from Maternity Leave	3	2	1

TALENT ACQUISITION AND MANAGEMENT

DowAksa conducts its strategic human resources planning with a holistic approach that not only responds to current needs but also aims to shape the workforce of the future. While the Company acts with an approach based on diversity and inclusion in talent acquisition, it restructures its recruitment processes accordingly and supports them with data-based and competency-oriented systems.

In 2024, the ratio of female employees at the operational level increased by 3 percentage points, reaching 10 percent. This increase is not just a quantitative change, but is a direct result of conscious and determined policies pursued with the goal of gender equality. Recruitment policies that promote equal opportunities are not only gender-oriented, but also consider diversity in other dimensions of inclusion such as age group and disability status.

	Unit	2022		2023		2024	
New Hires (Total)	Person	190		204		109	
New Hires	Person	Female	Male	Female	Male	Female	Male
		33	157	27	177	41	68
Employer Turnover Rate	%	Female	Male	Female	Male	Female	Male
		-	-	-	-	11	10

	Unit	2022			2023			2024		
New Hires	Person	Under 30	Aged 30-50	50 and Over	Under 30	Aged 30-50	50 and Over	Under 30	Aged 30-50	50 and Over
		127	59	4	138	63	3	67	41	1
Employee Turnover Rate (Total)	%	4.3			7.8			10		
Employee Turnover Rate	%	Under 30	Aged 30-50	50 and Over	Under 30	Aged 30-50	50 and Over	Under 30	Aged 30-50	50 and Over
			-	-	-	-	-	14	8	6

TALENT ACQUISITION AND MANAGEMENT

In order to respond to changing industry dynamics and organizational needs, DowAksa constantly updates its recruitment tools and uses innovative, digital-based and objective assessment tools in addition to classical methods.

Candidates' technical as well as behavioral competencies are measured to identify the most suitable talents for the position and the organization. Thus, the goal is not only to find the right person, but also to manage human resources sustainably for long-term loyalty and success.

The employee turnover rate follows a course parallel to the manufacturing and chemical sectors, and areas for internal improvement are identified by closely monitoring this data. DowAksa is committed to building the best workforce through practices aimed at increasing employee loyalty and maximizing human resource performance.

DowAksa's strategic approach to human resources management is supported by data-based decision-making processes.

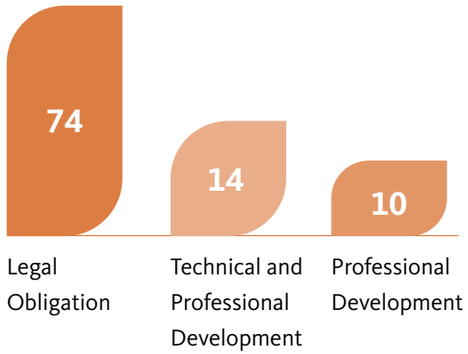
2024 data clearly demonstrates the impact of the steps taken in the areas of talent acquisition and employee engagement. The increase in the proportion of female employees to 37 percent in a total of 109 new hires made during the year is considered as a concrete output of policies prioritizing gender equality.

The employee turnover rate, on the other hand, remained at sector averages and hovered around 10 percent as of 2024. Analyzed by gender, the turnover rate for female employees was 11 percent, while it was 10 percent for male employees. When analyzed by age groups, the highest turnover rate (14 percent) was recorded in the group under the age of 30, and this data emphasizes the importance of the strategies developed to maintain the presence of young employees within the Company. DowAksa continuously reviews its human resources management in light of age, gender and other inclusion indicators.

TALENT ACQUISITION AND MANAGEMENT

A total of 89,030 hours of training was provided in the same year, with a significant portion of this training focusing on professional-technical development and occupational health and safety. Training data clearly reveals DowAksa's goal of not only developing current competencies, but also investing in the workforce of the future.

Breakdown of Training, 2024 (%)



Training per Employee (Hours)	2022	2023	2024
Operational	125	115	86
Professional	33	30	32
Total	158	145	118

Training Subject	Total Training Hours 2023	Total Training Hours 2024
OHS (Health, Safety and Environment Training)	31,144	33,457
General Education	33,244	16,284
Vocational/Technical Education	46,111	39,195
Personal Development Training	3,626	2,023

Diğer Eğitim Verileri	2022	2023	2024
Percentage of Total Training Time that uses Online/Digital Resources (Professional, %)	63	54	40
Percentage of Total Training Time that uses Online/Digital Resources (Operational, %)	32	26	20

Talent Management Strengthened by DowAksa's Mentoring Culture

DowAksa Internal Mentoring Program offers a "learning partnership" model that brings together experience and potential. The Internal Mentoring Program, which has been actively implemented since 2022, creates a strong interaction environment based on mutual learning by bringing together experienced professionals within the organization and employees on their development journey. While mentors share their knowledge and experience, mentees increase their personal awareness and take conscious steps towards their career development. Thanks to this dynamic structure, DowAksa aims to contribute to sustainable success by keeping not only individual development but also corporate memory alive.

In addition to the Internal Mentoring Program, DowAksa participates in the Akkök Philharmonic Mentoring Program conducted under the roof of Akkök Holding. This program is another exemplary practice that supports cultural transfer and leadership development among group companies from a holistic perspective. With such structured mentoring programs, DowAksa makes a difference as a company that transforms human resource management.

EMPLOYEE ENGAGEMENT

DowAksa strengthens its employer brand with the comprehensive benefits and development opportunities offered to its employees, and adopts employee satisfaction and loyalty as a priority strategic goal. The social and economic benefits offered by the Company aim to improve the quality of life of all employees and to observe the work-life balance.

Standard fringe benefits provided to employees include various social supports such as complementary private health insurance, fuel allowance, Ramadan and Eid al-Adha allowances, annual leave allowance and food allowance (e.g., Sodexo employee benefit cards). These practices are considered as regular social benefits that do not vary. There are also variable benefits designed to be sensitive to employees' life cycles, such as marriage, birth, death, child and family allowances. On the other hand, employees serving as fire wardens receive monthly additional payments in line with their additional responsibilities. This practice stands out as a reflection of the task-based awareness and incentive system.

DowAksa acts with an understanding that respects the diversity of the workforce, and adopts a fair and inclusive approach to benefits between operational and professional, male and female employees. Equality and equal opportunity are among the fundamental principles in all these practices.

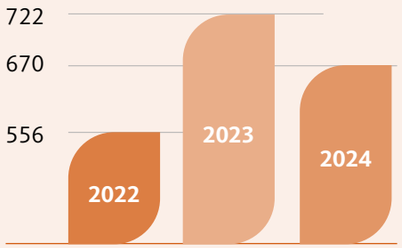
Training, Development and Performance Management

DowAksa pursues a multi-faceted development policy that supports the professional, technical and personal development of its employees. The evaluation process starts with the Competency Inventory applied during the recruitment process, continues with the Assessment Center Application used during promotion periods, and at the end of these processes, Development Maps specific to employees are created.

In this context, employees benefit from various learning and development activities such as group training sessions, leadership school, mentoring programs, foreign language training and seminars. In addition, special discounts are provided to employees within the framework of agreements with certain higher education institutions for graduate and MBA programs, thus supporting their career planning.

Performance management at DowAksa is integrated with strategic corporate goals. Interim evaluations and year-end performance interviews conducted through performance cards guide the professional development of employees, while business goals determine performance scores and competency goals guide personal development and career planning. Thanks to this system, wage increases and promotion decisions are based on an objective and sustainable basis.

Number of Employees Included in Performance System



As of 2024, 670 employees are included in the performance system which covers a wide range of employees at professional and operational levels.

Participation and Suggestion Systems

DowAksa has a corporate culture that encourages employee participation. Accordingly, there is an actively-used suggestion system, and continuous improvement efforts are carried out to make the system more user-friendly. Employees who make a difference with their innovative ideas and practices are rewarded and appreciated at individual or team level.

EMPLOYEE ENGAGEMENT

Employee Loyalty

Launched in 2024, the "Great Place to Work (GPTW)" project was an important step towards increasing employee satisfaction. In line with the feedback obtained within the scope of the project, a roadmap was created based on employee suggestions to increase employee loyalty through project groups formed starting from the management team. In this process, transparent communication was adopted as a basic principle and the entire process was shared throughout the Company.

Human Rights Training

DowAksa organizes training to increase the awareness of security personnel on human rights, and the content and frequency of this training are regularly reviewed. In this way, a conscious and sensitive approach that respects universal rights is maintained in relations with all stakeholders.

Learning and Agile Organizational Culture

DowAksa positions itself with the vision of a "Learning" and "Agile Organization" based on the high-tech structure of the sector and innovative production processes. To this end, the Company adopts policies that support the continuous development of all employees and encourages a culture of learning at individual and organizational levels.

Data for the 2022-2024 period shows that employee engagement at DowAksa remains at a stable level. The fact that the employee turnover rate in critical positions has been zero for three years clearly demonstrates the high level of loyalty and satisfaction that employees, especially those in key roles, feel towards the Company. This reflects the effectiveness of the promotion and motivation policies implemented by DowAksa within the scope of strategic human resources management.

Critical Employee Turnover Rate (%)

2022	2023	2024
0	0	0

The average length of service increased from 5.1 years in 2022 and 2023, to 5.8 years in 2024. This increase indicates that long-term career opportunities at DowAksa have strengthened and the tendency of employees to stay with the organization has increased. It is evaluated that the corporate culture, development opportunities and employer brand directly contribute to this continuity.

Average Service Length (Years)

2022	2023	2024
5.1	5.1	5.8

OCCUPATIONAL HEALTH AND SAFETY

DowAksa continues its efforts to achieve the "Zero Accident" target in the field of Occupational Health and Safety (OHS) with determination. Although the 2024 targets for lost time accident rate, accident severity rate and total recordable accident rate have not been achieved by 100 percent, comprehensive steps have been taken to create a safe working environment and to spread the OHS culture.

A management system has been structured in accordance with ISO 45001 and ISO 14001 standards to prevent occupational accidents and diseases throughout the facility. In addition to ensuring compliance with legal requirements, this system aims to eliminate factors that may pose hazards and manage risks effectively. DowAksa ensures that not only OHS professionals, but also the employer's representative, employee representative, technical support personnel, maintenance-investment teams and employees who are familiar with unit-specific risks are actively involved in the risk assessments carried out with Fine Kinney methodology.

In order to increase employee awareness, DowAksa regularly implements both mandatory training programs within the framework of laws and regulations, and training programs designed for the specific risks of the facility. In addition to the 16-hour regulatory training programs held throughout the year, information announcements on critical issues, announcements via bulletin boards and drills specific to emergencies are organized. Through these activities, employees are not only informed but also encouraged to actively participate in the process.

The Occupational Health and Safety Board meets regularly at DowAksa facilities, practices and measures taken are evaluated at board meetings and enriched with employee opinions. Employees are encouraged to provide feedback through Hazard Notification Systems and these contributions are taken into account in improving OHS performance.

Practices to protect employee health include recruitment and periodic health checks, outpatient clinic services, monitoring systems for occupational diseases, vaccination and hygiene audits.

In addition, ergonomic risk assessments for office employees are conducted using the ROSA method, and necessary improvement steps are taken according to the results of these assessments.

Occupational Health and Safety Procedures and Applications

DowAksa aims to carry out OHS processes at the highest standards and prioritizes providing a safe working environment for all employees by effectively implementing the procedures established in this direction. Throughout 2024, in line with basic OHS procedures such as Risk Assessment, Use of Personal Protective Equipment (PPE), Work Permit and Safe Working with Chemicals, it is aimed to eliminate risks throughout the facility at source. In cases where it was not possible to eliminate the risk at source, risks have been managed systematically.

OHS practices at DowAksa are not limited to employees, but also include business partners such as suppliers, subcontractors and subcontractors. Before and during work, risk analyses are carried out using work permit checklists specific to different types of work such as working at height, hot work, working in confined spaces, etc., and work is not allowed under unsafe conditions. Throughout 2024, risk assessments were regularly updated, accident and incident investigations were conducted in detail and preventive measures were taken in light of the findings. In addition, subcontractors are meticulously checked for documents upon entering the facility and their compliance with safety standards is ensured. Visitors are provided with special Occupational Health and Safety training to minimize risks in their movements within the facility.

In order to promote OHS culture, regular training programs have been organized for employees, thus ensuring that safe working habits are acquired. The training has supported employees to correctly recognize risks, learn the precautions to be taken and comply with the relevant health, safety and environmental procedures. In addition, employee awareness was raised by organizing Occupational Health and Safety Week and Environment Day events as part of the Appreciation Recognition Program.

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety Procedures and Applications

DowAksa monitors the results of its Occupational Health and Safety efforts through data tracked over the years. The 2024 data indicate that there are areas for improvement in certain indicators.

143

The Occupational Health and Safety (OHS) training hours per employee amounted to 143 hours in 2024, remaining close to the level of previous years. DowAksa prioritizes raising awareness of its employees on OHS.

Total working hours were recorded as 1,592,104 in 2024, showing a decrease compared to 2023. When evaluated alongside other Occupational Health and Safety indicators, this decrease provides important context.

Increases in indicators such as the Accident Severity Rate, near-miss incidents, and the Total Recordable Incident Rate highlight areas that require improvement.

As a positive indicator, the occupational disease rate has remained stable since 2021, recording zero in 2024. This demonstrates that the preventive measures against occupational diseases are being effectively maintained.

	Unit	2024	2023	2022	2021
OHS Training per Employee	Hours	143	145	158	144
Working Hours	Hours	1,592,104	1,818,578	1,598,048	1,322,757
Accident Severity Rate	-	71.98	20.35	28.91	16.18
Lost Time Accident Rate	-	1.51	0.88	1.00	0.35
Number of Near Misses	Quantity	72	23	27	15
Total Recordable Accident Rate	-	2.76	1.65	2.00	2.72
Occupational Disease Rate	-	0	0	0	0

CORPORATE SOCIAL RESPONSIBILITY

Shaping its corporate social responsibility approach with the vision of contributing to a sustainable future, DowAksa prioritizes its responsibilities towards society, the environment and its employees by acting with high sensitivity in all business processes. Evaluating its activities not only economically but also in terms of social and environmental impacts, the Company aims to improve the welfare of its colleagues and make lasting contributions to social development through the projects it realizes.

August 30 Sponsorship

By sponsoring the August 30 Victory Day celebrations organized by Yalova Taşköprü Municipality, DowAksa demonstrated that it is a company that embraces its national values.

"Baby Friendly Supporting Organization" Title for DowAksa

DowAksa was awarded the title of "Baby Friendly Supportive Organization" within the scope of the "Breastfeeding Promotion and Baby Friendly Health Institutions Program" conducted by the Ministry of Health. This title stands out as an important indicator of the Company's efforts to protect, promote and support breastfeeding, its human resources policies that prioritize employee health, and its corporate approach based on social sensitivity.

As DowAksa, we first ensured that our Workplace Health Unit employees participated in the Breastfeeding Counseling Training provided by the Ministry of Health. With this training, all female employees in our Workplace Health Unit are now eligible to receive the title of Breastfeeding Advisor.

Pregnant employees were given informative booklets on baby care, and physical arrangements were made for breastfeeding rooms in Campus 1 and Campus 2 to enable employees to meet their needs before and after giving birth.

People Leaders Meetings

DowAksa organizes People Leaders meetings every quarter in order to strengthen internal communication and interdepartmental cooperation. These meetings are organized for DowAksa's team management leaders and provide a platform for exchanging ideas about the Company's strategic orientations, current projects and challenges. At this event, leaders plan the Company's strategies for the future, create solutions to increase collaboration between teams, and share the overall vision of the organization with all employees in a more effective way.

CORPORATE SOCIAL RESPONSIBILITY

Sustainable Ideas Competition

DowAksa launched the "Repurpose Reimagine - Sustainable Ideas Competition to Give Carbon Fiber Materials a New Life" for university students and professionals. This competition is organized to develop sustainable ideas for the reuse of carbon fiber materials. Participants develop new usage scenarios for carbon fiber profiles produced for use in wind turbines. The “Sustainable Ideas Competition” is an important step towards getting young minds thinking about sustainability and encouraging innovation.

REPURPOSE REIMAGINE

Karbon Elyaf Malzemelere Yeniden Hayat Verecek Sürdürülebilir Fikirler Yarışması

Women's Day Dinner

DowAksa now organizes a traditional women's day event every year on International Women's Day in order to enable its female employees to get to know each other better and to strengthen the social environment within the Company. Aiming to build a strong bond between employees, this dinner is also an important step towards creating a more inclusive working environment.

The Chemistry of Equality

Together with Aksa Akrilik and Akkim, DowAksa has launched an important collaboration on gender equality with the "Chemistry of Equality" project, which aims to empower women and increase girls' access to education. This project was launched with the "Life Filled Encounters" program held in Yalova in cooperation with AÇEV. Within the scope of the project, which aims to ensure women's economic and social empowerment, projects are implemented to increase girls' participation in education.

Gender Lens Workshop

DowAksa organized a workshop called "Gender Lens" to raise awareness on gender equality in the business world and create a more equitable working environment. The workshop was initially planned for the leadership team and was conducted by Arzu Demirel, Founder of Headline Diversity, a consulting company specializing in diversity, equality and inclusion in Türkiye, and President of IMPACT2030 Türkiye. The seminar covered topics such as the place and importance of gender equality in the workplace and how leaders can set an example in this regard.

CORPORATE SOCIAL RESPONSIBILITY

Summer Party

"DowAksa Summer Party" is an event that brings company employees together and strengthens social ties. This event, which is organized to ensure that employees have a pleasant time and establish closer relationships with each other, increases employee morale and motivation while reinforcing the culture within the Company.

Redesigning Work Clothes for DowAksa Female Employees

DowAksa allows its female employees to work in specially designed work clothes in order to enable them to move freely in the workplace and focus on their work more efficiently. The designs, which are prepared with materials and cuts suitable for women's body proportions, have been finalized in line with the demands of the employees in terms of both aesthetics and efficiency. This is an important step towards strengthening the principle of equality in the workplace and meeting the needs of women employees.

Experiential Learning Center

DowAksa takes its commitment to continuous learning with Occupational Health And Safety to the next level. Inaugurated in November 2024, the Learning by Experience Center offers employees the opportunity to receive hands-on training with scaled models of production equipment. This center aims to increase awareness of Occupational Health and Safety issues by providing employees with more in-depth knowledge of production processes. In addition, in this center, employees learn by experiencing the hazards and risks they may encounter in real production environments.

Pre-New Year Breakfast

DowAksa came together with its employees in the last week of the year and organized a pleasant breakfast before the New Year. Aiming to establish sincere relations among employees and increase motivation, this event helped employees to be prepared for the last period of the year and to step into the new year in a more motivated manner.

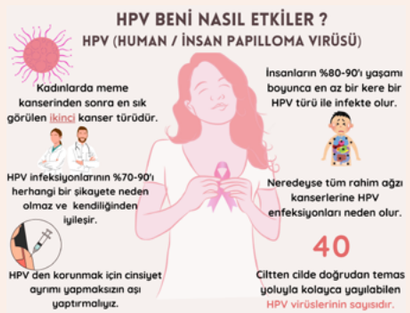
Suitcases for University Students

In 2024, DowAksa was the sponsor of Yalova Taşköprü Municipality's annual campaign to give suitcases to out-of-town university students. By supporting this campaign, the Company provided practical support to university students as they begin their educational journey.

CORPORATE SOCIAL RESPONSIBILITY

HPV Awareness Seminar

Taking a holistic approach to employee health, DowAksa places awareness raising activities for preventive health services among its corporate priorities. In this context, a seminar was organized to increase the level of knowledge about HPV and raise awareness among employees. The seminar provided comprehensive information on important issues related to HPV. In addition to increasing the individual awareness of employees, DowAksa aims to contribute to public health and encourage the development of conscious behaviors.



Awareness Raising Activities for Employee Health

The HSE department at DowAksa carried out various awareness-raising activities to support employee health during the year. These activities, which were carried out on issues that directly affect daily life such as foot health and dental care, aimed to raise employees' awareness of health risks and develop a preventive approach against potential risks. Within the scope of these activities, it is aimed to adopt preventive health practices within the Company and to raise general health awareness.

Workplace Infirmary Services

DowAksa considers the health and safety of its employees as a priority issue; accordingly, it provides uninterrupted health services through infirmary located in its facilities. The infirmary, which are structured to provide fast and effective intervention to possible health needs of employees, provide complete service with the necessary first aid equipment and basic health equipment. Staffed by experienced health personnel, these clinic offer a wide range of services, from managing situations requiring emergency intervention to periodic health checks.

GENERAL REPORTING PRINCIPLES

These reporting principles ("Principles") provide information on the methodologies for the preparation, calculation and reporting of the data for the indicators within the scope of the limited assurance review included in the DowAksa Advanced Composite Material Industries Limited Company ("DowAksa or Company") 2024 Sustainability Report ("2024 Sustainability Report").

It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare these indicators, in all material respects, in line with the Principles.

The information presented in these principles covers the 2024 fiscal and reporting year (January 1 – December 31, 2024) and the data from Campus 1 and Campus 2 DowAksa Production Facilities, as detailed in the **'Corporate Profile'** section.

Address
Campus 1: Merkez Mahallesi Akasya Caddesi No:3 Taşköprü-Çiftlikköy/Yalova, Türkiye

Campus 2: Taşköprü beldesi, Taşköprü Merkez Mah. Ali Raif Dinçkök Cad.No:3 İç Kapı No:1 Çiftlikköy/Yalova, Türkiye

General Reporting Principles
The following principles have been considered in the preparation of this guidance document:

- In the preparation of information - to emphasize to users of information the basic principles of relevance and reliability of information,
- In the reporting of information - emphasizing the principles of comparability/consistency of information with other data, including previous year, and the principles of understandability/transparency providing clarity to users.

BASIC DEFINITIONS AND REPORTING SCOPE

For the purpose of this report, DowAksa makes the following definitions:

Re-Statement of Opinion
The measurement and reporting of verified data inevitably involves a degree of estimation. Where there is a change of more than 5 percent in the data, a re-statement of opinion may be considered.

Type	Indicator	Scope
ENVIRONMENTAL INDICATORS	Total Energy Consumption (kWh)	During the reporting period, within the scope of energy consumption, it refers to the total energy consumption in kWh of electricity, natural gas, diesel, and gasoline consumed as a result of the operations of campuses included in the environmental indicators.
	Energy Intensity (kWh/ kg of carbon fiber)	It refers to the amount of energy consumed in the production of 1 kilogram of carbon fiber.
	Amount of Hazardous Waste (tonnes)	This represents the amount of hazardous waste generated by the DowAksa as a result of the operations of the campuses included in the scope of environmental indicators during the reporting period, which is monitored through MOTAT (Mobile Waste Tracking System) on the portal of the Ministry of Environment, Urbanization and Climate Change (Integrated Environmental System).
	Amount of Non-Hazardous Waste (tonnes)	During the reporting period, environmental indicators refer to the amount of non-hazardous waste generated by the company as a result of the operations of the campuses included in the scope of environmental indicators, which is monitored from the Ministry of Environment, Urbanization and Climate Change portal (Integrated Environmental Information System) and invoices received from licensed waste treatment facilities.
	Water Consumption (ML)	During the reporting period, it refers to the total water consumption for operational and non-operational general use, which is monitored through monthly invoices as a result of the operations of the companies included in the environmental indicators. Water-related data is presented in megaliters. The company's water consumption is calculated by subtracting the amount of water discharged back into nature or another system after use from the total volume of water withdrawn from sources.

BASIC DEFINITIONS AND REPORTING SCOPE

Type	Indicator	Scope
SOCIAL INDICATORS	Number of Employees by Gender (person)	During the reporting period, employee demographics under social indicators are monitored internally by the Human Resources department.
	Number of Employees on Maternity Leave (person)	During the reporting period, for campuses included in the employee demographics under social indicators, this refers to the number of female employees of the company who, within the timeframes specified in the Regulation on Part-Time Work Following Maternity Leave or Unpaid Leave, took maternity leave.
	Total Number of Employees Returning to Work After the End of Maternity Leave (person)	During the reporting period, for campuses included in the employee demographics under social indicators, this refers to the number of female employees of DowAksa who, within the timeframes specified in the Regulation on Part-Time Work Following Maternity Leave or Unpaid Leave, took maternity leave and returned to work.
	Distribution of Employees by Gender (%)	During the reporting period, this indicator refers to the ratio of female and male employees to the total number of employees for campuses included in the workforce demographics within the scope of social indicators, as tracked using the Human Resources data module and reported to the Social Security Institution in the Employment Notification Form.
	Accident Severity Rate (-)	During the reporting period, for the company assessed under the occupational health and safety heading within the scope of social indicators, the Injury Severity Rate is a metric that measures the seriousness of work-related accidents. It is calculated by dividing the total number of lost workdays resulting from accidents by the total number of hours worked during the reporting period, and multiplying the result by 200,000. This rate reflects the extent of workforce loss experienced by the company due to incidents that caused employee incapacity and were reported to the Social Security Institution.
	Lost Time Accident Rate (-)	In the reporting period, for campuses included in occupational health and safety within the scope of social indicators, it is the ratio of the number of accidents that occur during activities defined by occupational safety laws and regulations and prevent the employee from coming to the workplace on the next shift or the next working day, causing lost days to the injury, which is monitored by notifications made to the Social Security Institution, multiplied by 200,000 to the total working hours in the reporting period.
	Occupational Disease Rate (-)	The Occupational Disease Rate is an indicator used to measure the frequency of occupational diseases developed due to workplace conditions to which employees are exposed during the reporting period and reported to the Social Security Institution. It is calculated by multiplying the number of confirmed occupational disease cases within a specific period by 200,000, and dividing the result by the total number of hours worked during the same period.
	Total Recordable Accident Rate (-)	The Total Recordable Accident Rate, monitored under the occupational health and safety heading within the scope of social indicators during the reporting period, is an indicator that measures the frequency of all work-related incidents that are legally required to be reported. These include fatal accidents, lost time injuries, cases resulting in work restrictions, and incidents requiring medical treatment beyond first aid. The rate is calculated by multiplying the total number of recordable incidents during the reporting period by 200,000 and dividing the result by the total number of hours worked in the same period.
	Total Training Hours (hours)	It refers to the total number of internal, external and compulsory training hours provided to its own employees for the companies included in the scope of social indicators during the reporting period.

GRI Content Index

Statement of Use	DowAksa has prepared its report covering the period of 1 January 2024 to 31 December 2024 in accordance with GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
GRI 2: General Disclosures 2021	2-1 Organizational details	Corporate Profile	8
	2-2 Entities included in the organization's sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report	3
	2-4 Restatements of information	About the Report	3
	2-5 External assurance	During the reporting period, third-party external audit services were not utilized.	
	2-6 Activities, value chain and other business relationships	Value Chain Management Supply Chain Management Customer Relations Management Stakeholder Relations Management Corporate Memberships	29 30 33 34 36
	2-7 Employees	People and Society	69
	2-8 Workers who are not employees	Occupational Health and Safety	81
	2-9 Governance structure and composition	Governance Organization	25
	2-10 Nomination and selection of the highest governance body	Committees	27
	2-11 Chair of the highest governance body	Governance Organization	25
	2-12 Role of the highest governance body in overseeing the management of impacts	Committees	27
	2-13 Delegation of responsibility for managing impacts	Committees	27

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance	47
	2-15 Conflicts of interest	Risk and Opportunity Management	54
	2-16 Communication of critical concerns	Risk and Opportunity Management	54
	2-17 Collective knowledge of the highest governance body	Committees	27
	2-18 Evaluation of the performance of the highest governance body	Governance Organization	25
	2-19 Remuneration policies	Employee Engagement	79
	2-20 Process to determine remuneration	Employee Engagement	79
	2-21 Annual total compensation ratio	Privacy Restrictions: DowAksa cannot share salary and compensation information due to confidentiality.	
	2-22 Statement on sustainable development strategy	Sustainability Strategy	48
	2-23 Policy commitments	Dowaksa Sustainability Policy Business Ethics and Legal Compliance	28
	2-24 Embedding policy commitments	Dowaksa Sustainability Policy Business Ethics and Legal Compliance	28
	2-25 Processes to remediate negative impacts	Dowaksa Sustainability Policy	50
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Legal Compliance	28
	2-27 Compliance with laws and regulations	Business Ethics and Legal Compliance	28
	2-28 Membership associations	Corporate Memberships	36
	2-29 Approach to stakeholder engagement	Stakeholder Relations Management	34
	2-30 Collective bargaining agreements	Employee Engagement	79

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Material Topics			
GRI 3: Material Topics 2021	3-1 Management of material topics	Double Materiality Analysis	51
	3-2 List of material topics	Double Materiality Analysis	51
Economic performance			
GRI 3: Material Topics 021	3-3 Management of material topics	Double Materiality Analysis Risk and Opportunity Management	51 54
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Confidentiality Constraints: DowAksa does not disclose the direct economic value distributed due to confidentiality.	
	201-2 Financial implications and other risks and opportunities due to climate change	Risk and Opportunity Management Sustainability and Climate Related Risk and Opportunity Management	56
	201-3 Defined benefit plan obligations and other retirement plans	Confidentiality Constraints: DowAksa does not disclose defined benefit plan obligations and other pension plans for confidentiality reasons.	
	201-4 Financial assistance received from government	Confidentiality Constraints: DowAksa does not disclose information about financial assistance received from the government for confidentiality reasons.	
Market presence			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Equality, Diversity Inclusion	74
	202-2 Proportion of senior management hired from the local community	Equality, Diversity Inclusion	74
Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Corporate Social Responsibility	83
	203-2 Significant indirect economic impacts	Corporate Social Responsibility	83

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management	30
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Legal Compliance	28
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Legal Compliance	28
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Legal Compliance	28
Tax			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 207: Tax 2019	207-1 Approach to tax	Confidentiality Constraints: DowAksa does not disclose tax-related details due to confidentiality.	
	207-2 Tax governance, control, and risk management	Confidentiality Constraints: DowAksa does not disclose tax-related details due to confidentiality.	
	207-3 Stakeholder engagement and management of concerns related to tax	Confidentiality Constraints: DowAksa does not disclose tax-related details due to confidentiality.	
	207-4 Country-by-country reporting	Confidentiality Constraints: DowAksa does not disclose tax-related details due to confidentiality.	
Materials			
GRI 3: Material Toıpics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Circular Economy and Waste Management	63
	301-2 Recycled input materials used	Circular Economy and Waste Management	63
	301-3 Reclaimed products and their packaging materials	Circular Economy and Waste Management	63

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency	66
	302-2 Energy consumption outside of the organization	Energy Efficiency	66
	302-3 Energy intensity	Energy Efficiency	66
	302-4 Reduction of energy consumption	Energy Efficiency	66
	302-5 Reductions in energy requirements of products and services	Energy Efficiency	66
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management	61
	303-2 Management of water discharge-related impacts	Water and Wastewater Management	61
	303-3 Water withdrawal	Water and Wastewater Management	61
	303-4 Water discharge	Water and Wastewater Management	61
	303-5 Water consumption	Water and Wastewater Management	61
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not Applicable: DowAksa does not have any disclosed biodiversity-related practices.	
	304-2 Significant impacts of activities, products and services on biodiversity	Not Applicable: DowAksa does not have any disclosed biodiversity-related practices.	
	304-3 Habitats protected or restored	Not Applicable: DowAksa does not have any disclosed biodiversity-related practices.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Applicable: DowAksa has no interaction with species on the IUCN Red List or national protection lists.	

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions Management	67
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions Management	67
	305-3 Other indirect (Scope 3) GHG emissions	Emissions Management	67
	305-4 GHG emissions intensity	Emissions Management	67
	305-5 Reduction of GHG emissions	Emissions Management	67
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy and Waste Management	63
	306-2 Management of significant waste-related impacts	Circular Economy and Waste Management	63
	306-3 Waste generated	Circular Economy and Waste Management	63
	306-4 Waste diverted from disposal	Circular Economy and Waste Management	63
	306-5 Waste directed to disposal	Circular Economy and Waste Management	63
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management	30
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainability Strategy	48

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Acquisition and Management	76
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Engagement	79
	401-3 Parental leave	Equality, Diversity Inclusion	74
Labor/management relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 402: Labor/Management relations 2016	402-1 Minimum notice periods regarding operational changes	Business Ethics and Legal Compliance	28
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	81
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	81
	403-3 Occupational health services	Occupational Health and Safety	81
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	81
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	81
	403-6 Promotion of worker health	Occupational Health and Safety	81
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	81
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	81
	403-9 Work-related injuries	Occupational Health and Safety	81
	403-10 Work-related ill health	Occupational Health and Safety	81

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Acquisition and Management	76
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Acquisition and Management	76
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Acquisition and Management	76
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Resource Profile	72
	405-2 Ratio of basic salary and remuneration of women to men	Equality, Diversity Inclusion	74
Non-discrimination			
GRI 3: Öncelikli Konular 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 406: Ayrımclık Yapmama 2016	406-1 Incidents of discrimination and corrective actions taken	Equality, Diversity Inclusion	74
Freedom of association and cllective bargaining			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Equality, Diversity Inclusion	74
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	People and Culture Management	70
Forced or compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		

GRI Content Index

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION AND/OR DIRECT ANSWERS	PAGE
Security practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	People and Culture Management	70
Supplier social assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management	30
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	30
Customer privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Double Materiality Analysis	51
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Relations Management	33

ESRS Index

ENVIRONMENTAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS E1	**Climate Change**		
E1-1	Transition plan for climate change mitigation	Sustainability and Climate Risk and Opportunity Management Short, Medium and Long Term Sustainability Goals	56 57
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Sustainability and Climate Risk and Opportunity Management Value Chain Management	56 29
ESRS 2, IRO-1	Description of the processes to identify and assess material climate related impacts, risks and opportunities	Sustainability and Climate Related Risk and Opportunity Management	56
E1-2	Policies related to climate change mitigation and adaptation	Sustainability and Climate Risk and Opportunity Management Short, Medium and Long Term Sustainability Goals	48 56
E1-3	Actions and resources in relation to climate change policies	Sustainability Strategy Sustainability and Climate Related Risk and Opportunity Management	48 56
E1-4	Targets related to climate change mitigation and adaptation	Short, Medium and Long Term Sustainability Goals	57
E1-5	Energy consumption	Energy Efficiency	66
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Emission Management	67
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	There are no greenhouse gas transfer or greenhouse gas reduction projects financed by DowAksa's carbon credits.	
E1-8	Internal carbon pricing	DowAksa does not yet have any internal carbon pricing mechanism.	
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Sustainability and Climate Risk and Opportunity Management	56

ESRS Index

ENVIRONMENTAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS E2	**Pollution**		
ESRS 2, IRO-1	Description of the processes to identify and assess material pollution related impacts, risks and opportunities	Risk and Opportunity Management Environmental Strategy	56 59
E2-1	Policies related to pollution	Environmental Strategy	59
E2-2	Actions and resources related to pollution	Environmental Strategy Water and Wastewater Management Circular Economy and Waste Management Energy Efficiency Emissions Management	59 61 65 66 67
E2-3	Targets related to pollution	Short, Medium and Long Term Sustainability Goals	57
E2-4	Pollution of air, water and soil	Water and Wastewater Management Circular Economy and Waste Management Emissions Management	61 65 67
E2-5	Substances of concern and substances of very high concern	Information related to hazardous and highly hazardous substances is managed in accordance with the Material Safety Data Sheets (MSDS/SDS) obtained from suppliers as part of the ISO 45001 Occupational Health and Safety Management System. The relevant forms are kept in the work areas and the necessary training is provided to employees.	
E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Risk and Opportunity Management Short, Medium and Long Term Sustainability Goals	54 57

ESRS Index

ENVIRONMENTAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS E3	**Water and Marine Resources**		
ESRS 2, IRO-1	Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Risk and Opportunity Management Environmental Strategy Water and Wastewater Management	54 59 61
E3-1	Policies related to water and marine resources	Environmental Strategy Water and Wastewater Management	59 61
E3-2	Actions and resources related to water and marine resources	Water and Wastewater Management	61
E3-3	Targets related to water and marine resources	Short, Medium and Long Term Sustainability Goals	57
E3-4	Water consumption	Water and Wastewater Management	61
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	Risk and Opportunity Management Water and Wastewater Management	54 61
ESRS E4	**Biodiversity and Ecosystems**		
E4-1	Transition plan and consideration of biodiversity and ecosystems in strategy and business model	As a result of the double materiality analysis, no specific work has been carried out in this area as biodiversity and ecosystems are considered to be of low priority and have no significant impact.	
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model		
ESRS 2, IRO-1	Description of processes to identify and assess material biodiversity and ecosystem-related impacts, risks and opportunities		
E4-2	Policies related to biodiversity and ecosystems	DowAksa Sustainability Policy	50
E4-3	Actions and resources related to biodiversity and ecosystems	As a result of the double materiality analysis, no specific work has been carried out in this area as biodiversity and ecosystems are considered to be of low priority and have no significant impact.	
E4-4	Targets related to biodiversity and ecosystems		
E4-5	Impact metrics related to biodiversity and ecosystems change		
E4-6	Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities		

ESRS Index

ENVIRONMENTAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS E5	**Resource and Circular Economy**		
ESRS 2, IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	Risk and Opportunity Management Circular Economy and Waste Management	54 63
E5-1	Policies related to resource use and circular economy	Environmental Strategy Circular Economy and Waste Management	59 63
E5-2	Actions and resources related to resource use and circular economy	Circular Economy and Waste Management	63
E5-3	Targets related to resource use and circular economy	Short, Medium and Long Term Sustainability Goals	57
E5-4	Resource inflows	Circular Economy and Waste Management	63
E5-5	Resource outflows	Circular Economy and Waste Management	63
E5-6	Anticipated financial effects from resource use and circular economy related impacts, risks and opportunities	Risk and Opportunity Management Circular Economy and Waste Management	54 63

ESRS Index

SOCIAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS S1	**Own Workforce**		
ESRS 2, SBM-2	Interests and views of stakeholders	Stakeholder Relations Management	34
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Value Chain Management	29
S1-1	Policies related to own workforce	Business Ethics and Legal Compliance Quality Management Sustainability Policy Environmental Strategy People and Culture Management	28 32 50 59 70
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Business Ethics and Legal Compliance People and Culture Management	28 70
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Business Ethics and Legal Compliance	28
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	People and Culture Management	70
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	People and Culture Management	70
S1-6	Characteristics of the undertaking's employees	Human Resource Profile	72
S1-7	Characteristics of non-employees in the undertaking's own workforce	Human Resource Profile Occupational Health and Safety	72 81

ESRS Index

SOCIAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS S1	**Own Workforce**		
S1-8	Collective bargaining coverage and social dialogue	People and Culture Management	70
S1-9	Diversity metrics	Human Resource Profile Equality, Diversity Inclusion	72 74
S1-10	Adequate wages	Equality, Diversity Inclusion	74
S1-11	Social protection	People and Culture Management Corporate Social Responsibility	70 83
S1-12	Persons with disabilities	People and Culture Management	71
S1-13	Training and skills development metrics	Talent Acquisition and Management	76
S1-14	Health and safety metrics	Occupational Health and Safety	81
S1-15	Work-life balance metrics	Employee Engagement	79
S1-16	Remuneration metrics (pay gap and total remuneration)	People and Culture Management Equality, Diversity Inclusion	70 74
S1-17	Incidents, complaints and severe human rights impacts	Business Ethics and Legal Compliance	28

ESRS Index

SOCIAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS S2	**Workers in the Value Chain**		
ESRS 2, SBM-2	Interests and views of stakeholders	Stakeholder Relations Management	34
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Stakeholder Relations Management	34
S2-1	Policies related to value chain workers	People and Culture Management	70
S2-2	Processes for engaging with value chain workers about impacts	Business Ethics and Legal Compliance Value Chain Management People and Culture Management	28 29 70
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	Business Ethics and Legal Compliance	28
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Business Ethics and Legal Compliance	28
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Short, Medium and Long Term Sustainability Goals	57

ESRS Index

SOCIAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS S3	**Affected Communities**		
ESRS 2, SBM-2	Interests and views of stakeholders	Stakeholder Relations Management	34
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Stakeholder Relations Management	34
S3-1	Policies related to affected communities	Business Ethics and Legal Compliance	28
S3-2	Processes for engaging with affected communities about impacts	Business Ethics and Legal Compliance	28
S3-3	Processes to remediate negative impacts and channels for affected communities to raise concerns	Business Ethics and Legal Compliance	28
S3-4	Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	Business Ethics and Legal Compliance	28
S3-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Business Ethics and Legal Compliance Short, Medium and Long Term Sustainability Goals	28 57

ESRS Index

SOCIAL STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS S4	**Consumers and End-Users**		
ESRS 2, SBM-2	Interests and views of stakeholders	Stakeholder Relations Management	34
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Stakeholder Relations Management	34
S4-1	Policies related to consumers and end-users	Customer Relations Management	33
S4-2	Processes for engaging with consumers and end-users about impacts	Customer Relations Management	33
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Business Ethics and Legal Compliance Customer Relations Management	28 33
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Business Ethics and Legal Compliance Customer Relations Management	28 33
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Business Ethics and Legal Compliance Customer Relations Management Short, Medium and Long Term Sustainability Goals	28 33 57

ESRS Index

GOVERNANCE STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS 2, BP-1	General basis for preparation of sustainability statements	Sustainability Governance Sustainability Strategy	47 49
ESRS 2, BP-2	Disclosures in relation to specific circumstances	Sustainability Governance Sustainability Strategy	47 49
ESRS 2, GOV-1	The role of the administrative, management and supervisory bodies	Sustainability Governance Committees	47 26
ESRS 2, GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Sustainability Governance Committees	47 26
ESRS 2, GOV-3	Integration of sustainability-related performance in incentive schemes	Sustainability Governance Committees	47 26
ESRS 2, GOV-4	Statement on due diligence		
ESRS 2, GOV-5	Risk management and internal controls over sustainability reporting	Sustainability Governance Committees	47 26
ESRS 2, SBM-1	Strategy, business model and value chain	Sustainability Strategy Value Chain Management	48 29
ESRS 2, SBM-2	Interests and views of stakeholders	Stakeholder Relations Management	34

ESRS Index

GOVERNANCE STANDARDS			
ESRS STANDARD	**INDICATOR**	**EXPLANATIONS/RELEVANT SECTIONS OF THE REPORT**	**PAGE**
ESRS 2, SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Stakeholder Relations Management	34
ESRS 2, IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	Risk and Opportunity Analysis	54
ESRS 2, IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	About the Report	3
G1-1	Business conduct policies and corporate culture	Business Ethics and Legal Compliance Quality Management Sustainability Policy Environmental Strategy People and Culture Management	28 32 50 59 70
G1-2	Management of relationships with suppliers	Business Ethics and Legal Compliance Supply Chain Management	28 30
G1-3	Prevention and detection of corruption and bribery	Business Ethics and Legal Compliance	28
G1-4	Incidents of corruption or bribery	Business Ethics and Legal Compliance	28
G1-5	Payment practices	Business Ethics and Legal Compliance	28

The Power
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