

SUSTAINABILITY REPORT 2023 – 2024

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INTRODUCTION



ABOUT THE REPORT

The ATT Tekstil Sustainability Report 2023–2024 presents our social, environmental, and governance activities carried out between January 1, 2023 and December 31, 2024. This report reflects our continued commitment to integrating sustainability into every aspect of our business, highlighting our priorities, performance, and targets shaped with the participation of our valued stakeholders.

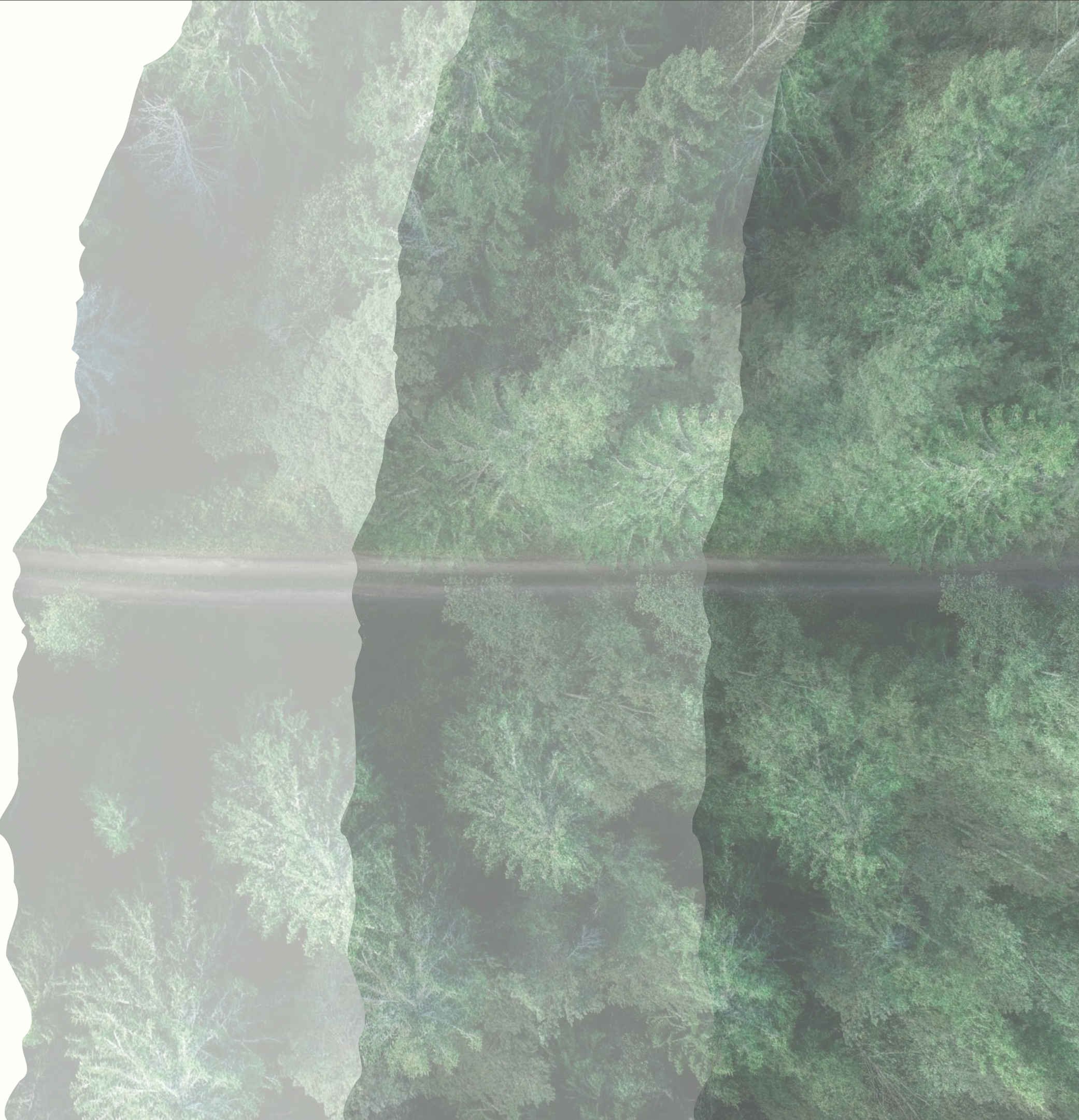
This report covers the operations of ATT Tekstil Sanayi ve Ticaret A.Ş., which carries out its activities through multiple production and office locations in Türkiye. The reporting boundary has been defined based on operational control under this single legal entity. No other legal entities are included in or excluded from the scope of this report.

We have prepared this report in alignment with the Core option of the GRI Standards and with reference to relevant United Nations Global Compact principles, which we continue to embrace as guiding frameworks for our sustainable growth.

All information and data are disclosed in line with our principles of transparency and accountability. The contents of this report have not been subject to external assurance.

For questions, comments, or suggestions regarding this report, or to request further information about our sustainability initiatives, please contact us at sustainability@atttekstil.com

“This report is our commitment to transparency, sharing where we stand today, and where we are determined to go tomorrow.”



EXECUTIVE MESSAGE

“Short-term acceleration and reactive growth may ease immediate pressure, but they can weaken long-term performance.”



Dear Stakeholders,

The 2023-2024 period presented a challenging and defining context for both our industry and our organization. It demanded disciplined decision-making, careful prioritization, and a deliberate focus on long-term resilience in an increasingly complex operating environment.

Recent years have brought significant changes in the operating environment for manufacturing businesses within global value chains. Economic uncertainty and shifting market dynamics continue to shape how companies plan and operate, while expectations around transparency and responsibility continue to rise. These developments are no longer peripheral; they are reshaping the core of responsible business practices.

We view this period not as a temporary disruption, but as a structural shift that requires a reassessment of how value is created and sustained. Sustainability is therefore no longer an optional commitment or a parallel agenda. It is an operational reality that must be integrated into everyday decision-making.

During this period, manufacturers in the Turkish textile and apparel sector operated under intense pressure. Cost increases, currency volatility, and inflation constrained operating conditions, while global demand weakened and competition intensified across export markets. At the same time, markets became increasingly cost-sensitive, even as expectations related to transparency, quality, and compliance continued to rise. For manufacturers operating in export-oriented value chains, this imbalance placed sustained pressure on both commercial decisions and operational discipline. Under these conditions, the sector recalibrated its priorities. Maintaining operational continuity and financial stability became more critical than short-term growth. For many manufacturers, including ourselves, this meant accepting slower momentum in order to preserve control and reliability. Despite these pressures, Türkiye's technical capabilities, operational flexibility, and proximity to key markets continue to reinforce its role within global value chains.

EXECUTIVE MESSAGE

ATT Tekstil responded to this period by making deliberate, long-term decisions rather than short-term adjustments. Instead of accelerating volumes or pursuing rapid growth, we chose to focus on resilience, fully aware that this would limit certain near-term opportunities. The 2023-2024 period therefore became a phase of consolidation, during which we strengthened management systems, improved data quality, and embedded sustainability considerations into core operational processes. This approach required restraint and difficult trade-offs. We remain convinced that durable progress depends on disciplined execution and informed decision-making. We recognize the environmental and social impacts of our operations and the responsibilities that come with operating across a complex value chain. We do not claim perfection, nor do we view transformation as ever complete. What we commit to is understanding our responsibilities and acknowledging areas for improvement. We do so by taking consistent and practical steps to reduce risks and strengthen performance across our operations and value chain. Transparency and accountability remain essential principles guiding this work.

ollaboration, and we remain firmly committed to advancing this work together.

Looking ahead, expectations around traceability, data integrity, and demonstrable outcomes will continue to shape our industry. We are integrating these expectations into our operating model from the outset. This reflects our intention to build readiness and consistency into how we work.

Regulatory developments are often approached primarily as compliance exercises. We take a more deliberate and strategic view, using alignment as a reference point to strengthen governance, structure decisions, and assess risk across our operations. By integrating readiness into core management processes, we strengthen consistency, credibility, and long-term resilience. We do not treat compliance as a reactive or isolated activity.

The transition toward more responsible manufacturing cannot be achieved in isolation. It requires active alignment across the value chain, from customers with clear expectations to partners and employees who translate shared principles into daily practice. We view sustainability as a shared responsibility, shaped through cooperation, learning, and continuous improvement.

This Sustainability Report reflects that perspective. It offers a transparent account of where we stand today and how we are preparing for the future, including both progress made and challenges ahead. Through this openness, we aim to remain accountable to our stakeholders and to contribute in a practical and credible way to a more responsible and resilient textile industry.

We thank our partners, employees, and stakeholders for their continued trust and collaboration, and we remain firmly committed to advancing this work together.

Yasemin Erdem

Chief Executive Officer

OUR CORPORATE RATE PROFILE

Att
Clothing

A first, at least not by the *l.*
Kneis generates the white, ad
Red if this does not happen
you have erred somewhere.
is a Sophic animated Φ , and
is red and becomes a running
you require upon Φ by the moon and in
at labours, the Φ , Φ of Φ or of Φ according
to you used for your sublimation at first,
with Φ with the Φ , Φ of Φ and must not
in oil then is a genuine Φ oil and true Φ
Ad per Venerem or Martem, which has imp
with the Sophic Φ , and this Φ is Φ of Φ
 Φ and unites them centrally.
can by means of this Φ be out of fine
of both with Φ , by digestion and pulveri-
Genuine Tincture or Lapis, for transmi-
to Φ and Φ , and this via Φ is the
is in Nature, and here you have all who
to be known to a sincere Lover of our Φ .
philosophy.
ineral to Φ , and Φ to Φ , and Φ is an age
Red Lapis cannot be obtained, without



OVERVIEW OF ATT

ATT, demonstrates its commitment to quality not only through the products it delivers, but also through its responsibility to the environment and respect for people.

Our vision is to contribute to daily well-being, generate meaningful value for society, and build partnerships with ethical and transparent business actors. In line with this vision, ATT continues to operate with sustainability principles at the core of its practices, ensuring accountability, transparency, and long term positive impact.

Turkmen Group has been active in Türkiye for more than 40 years, with diversified investments in the textile, retail, logistics, and technology sectors.

ATT Tekstil, part of Turkmen Group has expanded from a traditional manufacturing focus into a vertically integrated business model that covers all key steps of the textile and apparel value chain. Through its subsidiaries, ATT provides end to end solutions, from fabric development to garment design, production, and delivery. ATT headquarters are located in Istanbul, and it maintains production facilities in Çerkezköy, Erzincan and Kırklareli.

ATT Concorde operates as a fabric printing, dyeing, and finishing mill in Çerkezköy. With an annual capacity of 15 million meters, the facility keeps greige of woven and knitted fabrics such as silk, viscose, linen, cotton, and polyester. It also maintains a print archive of more than 50.000 designs, supported by rotary and digital printing technologies. ATT Clothing specializes in womenswear garment design and manufacturing, including dresses, tops, bottoms, jackets, blazers, and trench coats. Its monthly production capacity is 1 million garments, supplying contemporary collections to leading European and American fashion brands.

This vertically integrated structure, combined with a strategic location and flexible production methods, allows ATT to provide competitive lead times and reliable supply chain services to its customers.

In line with industry wide transitions toward more sustainable production and consumption patterns, ATT has developed a comprehensive sustainability strategy. This strategy emphasizes:

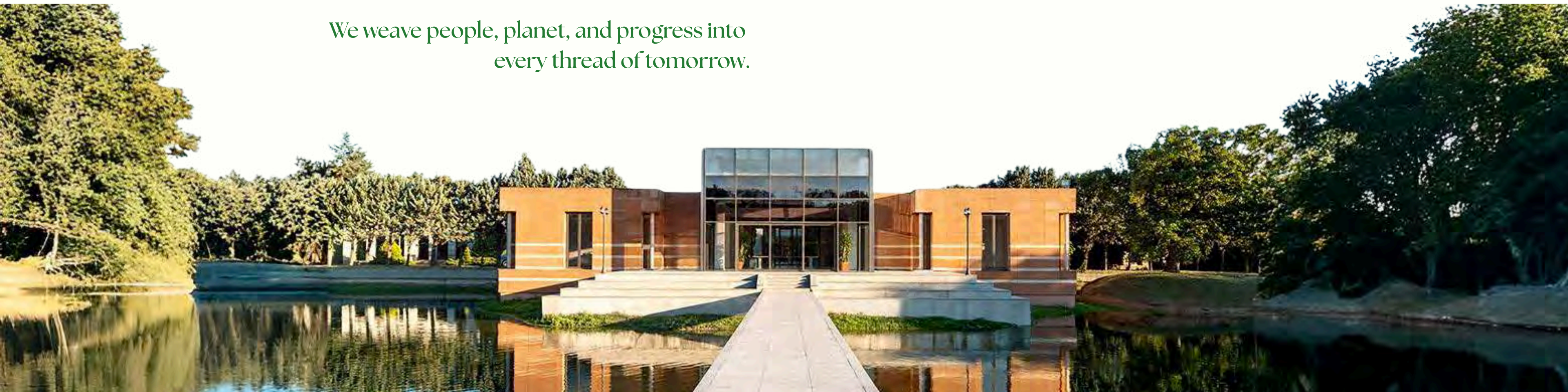
Environmental responsibility, through the adoption of eco conscious materials and resource efficient production methods.

Social responsibility, with respect for workers' rights, occupational health and safety, and community well being.

Governance and accountability, ensuring that business practices remain transparent, ethical, and aligned with international standards.

By embedding sustainability into its core operations, ATT seeks to contribute to raising industry standards and to create long term value for stakeholders, society, and the environment.

We weave people, planet, and progress into
every thread of tomorrow.



OUR MILESTONES



Türkmen Group's first company, Moda Kumaş, started operations in fabric design and supply chain management.

1977

ATT Concorde, one of Europe's leading fabric printing, dyeing and finishing factory, started production.

1995

Türkmen Group established its supply chain management company, GAAT, to manage the apparel supply chain for the UK's leading supermarket brand, Asda/George.

1999

The ATT London Office was established to support international operations.

2003

ATT Concorde became the first fabric printing factory in Türkiye to participate in the Première Vision trade fair in Paris.

2005

GAAT Sri Lanka Office was established, further expanding the group's international presence.

2010

ATT Clothing and ATT Concorde were officially granted "Design Center" status by the Ministry of Industry and Technology of the Republic of Türkiye.

2017

1981 ATT Clothing, formerly ACT Tekstil, initiated apparel production activities.

1981

1997 ATT Clothing began in-house garment production in Kırklareli Factory.

1997

2001 GAAT launched its supply chain management software, GOGAAT Online.

2001

2003-2009 Türkmen Group provided consultancy services to Walmart for the establishment of its apparel supply chain operations in Mexico and Brazil.

2003-2009

2006 GAAT Egypt Office was established.

2006

2012 GAAT was acquired by Walmart/Asda.

2012

2020 ATT Clothing invested in a new factory in Erzincan to increase its production capacity.

2020

OUR MISSION

Through our integrated and innovative structure, we design and manufacture high quality garments and fabrics that empower leading fashion brands to recognize their vision. We do so with an unwavering commitment to sustainability, ethical standards, and respect for human values.

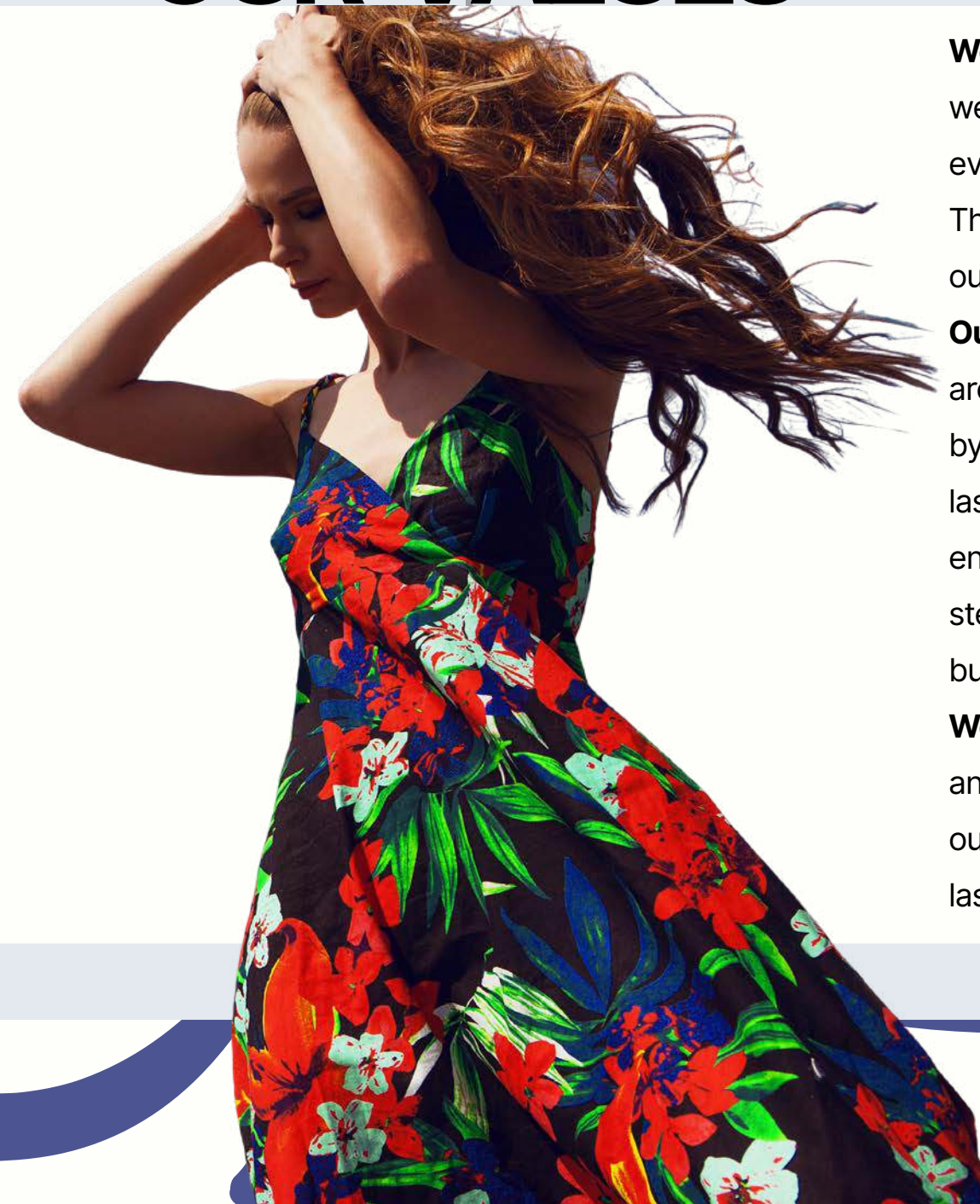
OUR VISION

To be the global partner of choice for best-in-class sustainable fashion design and manufacturing services.

OUR VALUES

At ATT, our values are the foundation of how we think, act, and grow. They are embedded in our daily operations and guide our relationships with stakeholders. We foster creativity and innovation, approaching challenges with a responsible and solutions-oriented mindset. Integrity, respect for people, and environmental responsibility underpin these values, ensuring that our growth is aligned with ethical practices and sustainable development.

Excellence is never optional. Delivering exceptional quality is a shared responsibility embedded in every layer of our organization from the design studio to the production floor. Our dedication ensures us to achieve the highest standards, consistently and confidently.

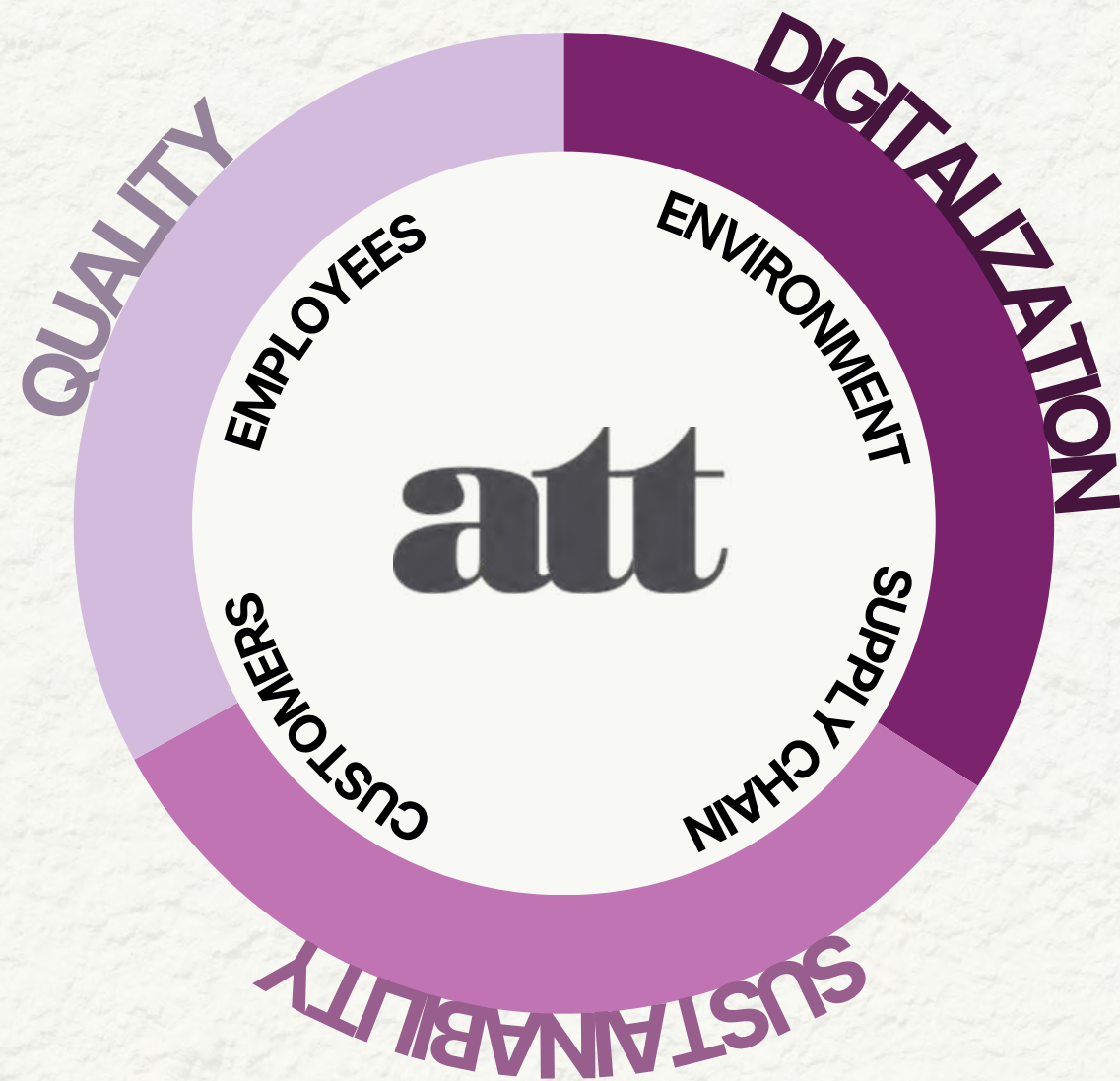


We believe that success is built together. That's why we cultivate a culture rooted in collaboration, where every voice matters and teamwork drives progress. Through mutual trust and shared purpose, we empower our people to bring forward their best selves every day.

Our work is guided by the impact we leave behind. We are deeply committed to shaping a sustainable future by ensuring that our operations and products generate lasting value for people, communities, and the environment. Responsibility, ethics, and environmental stewardship are integral to the way we conduct our business.

We operate with integrity. Honesty, fairness, respect, and transparency are non-negotiable values that shape our decisions, define our relationships, and ensure lasting trust with our stakeholders.

OUR STRATEGIC FOCUSES



QUALITY

We strengthened our quality approach by ensuring every product meets customer expectations in design, durability, and compliance. Our aim is to maintain excellence through continuous improvement, audits, and training while acting as a reliable solution partner.

SUSTAINABILITY

We advanced our sustainability practices by reducing waste, improving resource efficiency, and focusing on fair working conditions. Our aim is to create shared value with stakeholders while minimizing environmental impact and driving circular solutions.

DIGITALIZATION

We expanded digital tools across design, production, and supply chain processes to increase efficiency and traceability. Our aim is to strengthen transparency and agility, making our operations smarter and more responsive to customer needs.

1

EMPLOYEES

We place our employees at the center of our strategy, as their skills, wellbeing, and engagement directly shape the quality of our products. By investing in training, fair working conditions, and continuous development, we ensure a workforce that is empowered to adapt to digital tools and sustainability practices.

2

ENVIRONMENT

Protecting the environment is one of our main responsibilities. We focus on reducing waste, emissions, and resource use while exploring circular approaches across our operations. Through digitalization, we track and improve environmental performance, and through quality management, ensuring durable products that minimize impact over their lifecycle.

3

CUSTOMERS

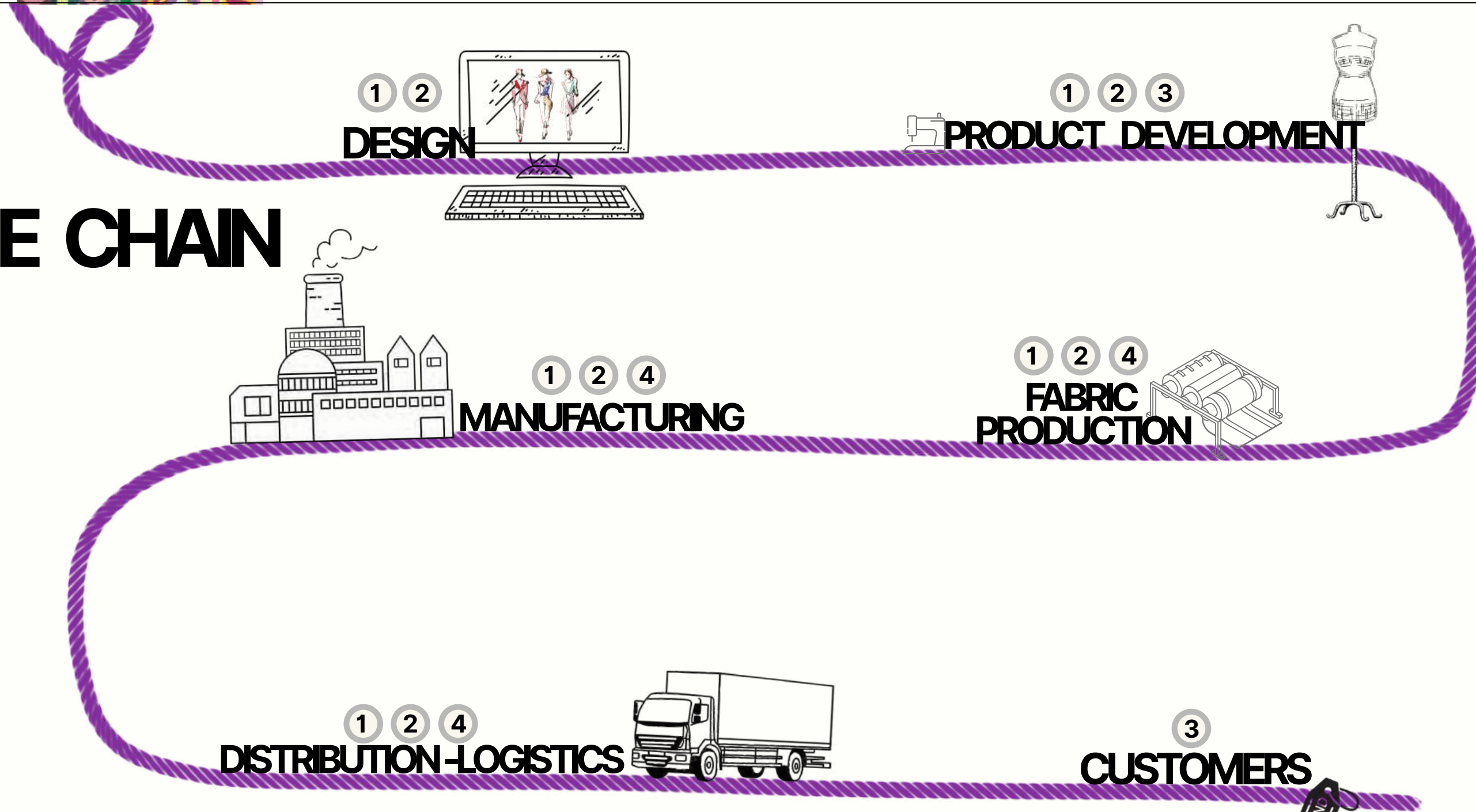
Meeting customer expectations is at the heart of our quality commitment. We design and deliver reliable products on time, while integrating sustainability and transparency into every step of the process. By using digital systems, we respond faster, share clearer data, and build trust with customers who increasingly value ethical and environmentally responsible solutions.

4

SUPPLY CHAIN

Our supply chain is the link that connects all our strategic focuses. By working closely with suppliers, we ensure quality materials, uphold sustainability standards, and increase traceability through digitalization. This integrated approach allows us to manage risks, strengthen partnerships, and align our entire value chain with the expectations.

OUR VALUE CHAIN



DESIGN

Our design stage shapes fashion concepts that follow trends while encouraging continuous learning and creative growth. From the start, we integrate climate-conscious thinking to reduce future impact.



PRODUCT DEVELOPMENT

In product development, we move ideas into production-ready items through careful planning, material choices, and quality control. We emphasize fair work, efficient resource use, and collaboration with partners to create responsible products.



FABRIC PRODUCTION-MANUFACTURING

Manufacturing focuses on efficiency, quality, and precision. We promote inclusivity and safe working conditions, adopt cleaner energy use, and reduce waste and emissions to lower our footprint.



DISTRIBUTION-LOGISTICS

Logistics ensures products move smoothly from factories to customers. By optimizing storage and transport, we improve resource efficiency and provide training that strengthens skills and accountability.



CUSTOMERS

The customer stage is where we deliver products and ensure satisfaction. Through transparent communication, innovative solutions, and sustainable options, we build trust and encourage responsible choices.



MEMBERSHIPS AND INITIATIVES

ATT maintains memberships in selected industry associations and sustainability initiatives to support sector engagement, knowledge sharing, and alignment with relevant standards.



CERTIFICATES



ACHIEVEMENTS

- Türkiye's Second Top 500 industrial enterprises (2021-2022).
- Istanbul Apparel Exporters' Associations (ITHIB) Gold Award for export worth between 25-50 million dollars (2021)
- A plaque in the "Women's Entrepreneurship Event" program with our contribution to the increase in woman employment (2021).
- Istanbul Textile and Apparel Exporters' Associations (ITKIB) Platinum Achievement Award for export worth over 50 million dollars (2022)
- Ranked among Türkiye's top 1000 exporters in the Turkish Exporters' Assembly (TIM) list (2021-2022)

SUSTAINABILITY MANAGEMENT





SUSTAINABILITY JOURNEY

Concorde was designed with an architectural approach that prioritizes the use of natural daylight, contributing to reduced reliance on artificial lighting within production areas.

1995

Kırklareli Factory received the Eco-Factory Certificate from Marks & Spencer, becoming the first facility in Türkiye to achieve this certification.

2011

Kırklareli Factory obtained ISO9001 and ISO27001 certifications, extending standardized management systems across operations.

2016

Kırklareli Factory expanded its certified material scope through the addition of GRS and RCS certifications.

2020

Kırklareli Factory obtained its first RWS Scope Certification, further expanding certified material coverage.

2022

During the same period, renewable energy use was initiated at the Erzincan Factory through on-site solar energy investments.

The SCADA system was fully implemented, enabling continuous monitoring of water and energy consumption across operations.

2024

2001 Concorde obtained ISO9001 Quality Management System certification, formalizing its quality management practices.

2015 Concorde obtained ISO27001 Information Security Management System certification, establishing structured information security management practices.

2019 Kırklareli Factory and Concorde obtained their first OCS and GRS scope certifications, respectively, supporting the use of certified materials.

2021 2021 was a turning point in ATT Tekstil's sustainability journey.

During this year, the Erzincan Factory obtained its first RCS and OCS Scope Certificates, while ATT Concorde achieved its first GOTS certification.

In parallel, sustainability practices moved beyond certification focused actions and transitioned into an integrated, organization wide approach. This transition was supported by the establishment of an Integrated Management System, including ISO 14001 and ISO 45001 certifications across all locations and ISO 50001 certification at Concorde, the sourcing of renewable electricity through I-REC certificates, the first organizational carbon footprint calculation, and the publication of the first Sustainability Report.

2023 Organizational carbon emissions decreased by 40% compared to the previous year.

SUSTAINABILITY APPROACH



At ATT, sustainability is not a separate agenda, it is woven into every decision we make and every product we create. Guided by our values and responsibilities, we approach sustainability as a journey of continuous improvement, balancing the needs of people, communities, nature, and innovation.

People at the Heart reflects our belief that true progress begins with safe, fair, and inspiring workplaces where our employees can grow and thrive.

Beyond our walls, **Thriving Communities** emphasizes our role in supporting education, social development, and resilience, creating long-lasting positive impact.

Through **Design for Tomorrow**, we embed responsibility into every stage of product development, from the fabrics we choose to the innovations we pursue, ensuring our creations respect both people and planet.

Planet in Balance underscores our commitment to reduce emissions, protect natural resources, and preserve biodiversity for future generations.

Recognizing that our responsibility extends across the value chain, **Chains of Trust** captures our dedication to ethical sourcing, transparency, and accountability, ensuring that sustainability is carried through every link in our supply network.

Finally, **Digital Future** highlights how we leverage technology to enable smarter processes, greater traceability, and innovative solutions that drive sustainable transformation.

Together, these pillars form the foundation of our sustainability approach. They guide how we create value, how we work with our partners, and how we contribute to a better future, for our people, for our communities, and for the planet we all share.





CORPORATE GOVERNANCE

GOVERNANCE APPROACH

Corporate governance is the cornerstone of how we operate, ensuring that our values of transparency, accountability, and integrity are reflected in every decision. Strong governance enables us to align long-term business objectives with responsible practices, embedding ethical conduct into the way we create value and engage with society. It provides the framework that connects leadership to action and strengthens trust with all stakeholders. Potential conflicts of interest are addressed through internal ethical and governance standards, with disclosure expected from governance bodies and senior management. An executive team of 31 managers, led by the CEO, oversees operational and financial management across all four ATT Tekstil locations and supports goal-setting and implementation.

MANAGERS

	2023	2024
MALE	17	18
FEMALE	13	13
TOTAL	30	31

MANAGEMENT STRUCTURE

The responsibility for governance lies with our Board of Directors, which provides strategic oversight and ensures that sustainability is embedded into our corporate direction. The Board consists of 4 members in total, 3 men and 1 woman, holding the following positions:

- Chairperson of the Board of Directors
- Deputy Chairperson of the Board of Directors
- Board Member
- General Manager

The Board is supported by senior management, which manages the day-to-day operations and ensures that strategic decisions are translated into action. To strengthen oversight, specialized committees focus on areas such as audit, risk management, compliance, and sustainability. These committees provide in-depth analysis to help the Board make well-informed, balanced decisions that prioritize environmental and social responsibility.

Decision-Making and Stakeholder Engagement

Our decision-making process is designed to ensure that both business-critical and socially significant issues are addressed effectively. Topics are first considered by working groups and, where relevant, reviewed by the responsible committees. Matters with wider impact are escalated to senior management and ultimately to the Board of Directors for discussion and approval.

Stakeholder engagement is a central part of this process. We maintain open dialogue with top management, employees, customers, supply chain partners, civil society, and universities. Their perspectives help shape our governance agenda, ensuring that decisions reflect not only compliance and performance expectations but also the values and needs of the communities we are part of.

Responsible Leadership

We see governance not only as a safeguard, but as a driver of transformation. By strengthening integrity, broadening accountability, and engaging stakeholders openly, we are building a governance model that looks ahead, anticipating challenges, enabling innovation, and creating solutions that extend beyond our business. Our ambition is clear: to ensure that responsible leadership today becomes the foundation for a more resilient, inclusive, and sustainable future.



COMMITTEE RESPONSIBILITIES

ATT assigns clear management and committee responsibilities for the implementation of its policy commitments. Roles, decisionmaking authority, and accountability are defined to ensure that responsibilities are clearly understood and effectively applied across the organization.

Policy commitments and related regulatory requirements are integrated into risk management procedures and operational processes. Identified risks and compliance requirements are subject to defined approval and control mechanisms.

Employees are regularly informed of relevant policies and responsibilities through structured training, briefings, and internal communication practices. Compliance and performance are monitored through internal controls, audits, and management evaluations. Identified gaps are addressed through corrective actions.

BOARD OF DIRECTORS

The Board ensures strategic direction, ethical conduct, and sustainable growth. Key duties include:

- Setting the company's vision and long-term goals
- Ensuring compliance with laws, policies, and governance standards
- Overseeing financial performance and resource allocation
- Reviewing risks and supporting mitigation strategies
- Guiding ESG priorities and stakeholder engagement

DISCIPLINARY COMMITTEE

Ensures compliance with company values, codes of conduct, and workplace policies. Reviews disciplinary matters transparently and fosters a culture of fairness and respect.

CORPORATE RISK MANAGEMENT COMMITTEE

Identifies, evaluates, and manages potential business risks. Develops mitigation measures, monitors emerging threats, and integrates risk awareness into decision-making and strategy.

SUSTAINABILITY TEAM

Drives ESG strategy and monitors progress.

ESG COMMITTEE AND WORKING GROUPS

Guides the company's ESG approach and integrates principles into strategy and operations through four teams: Sustainability Team, Environmental Impact Team, Social Impact Team, Economic Impact Team.

ENVIRONMENTAL IMPACT MANAGEMENT TEAM

Manages energy, water, waste, and emissions

SOCIAL IMPACT MANAGEMENT TEAM

Ensures employee well-being and community engagement.

ECONOMIC IMPACT MANAGEMENT TEAM

Promotes business resilience and value creation.



RISK MANAGEMENT

OUR APPROACH TO RISK MANAGEMENT

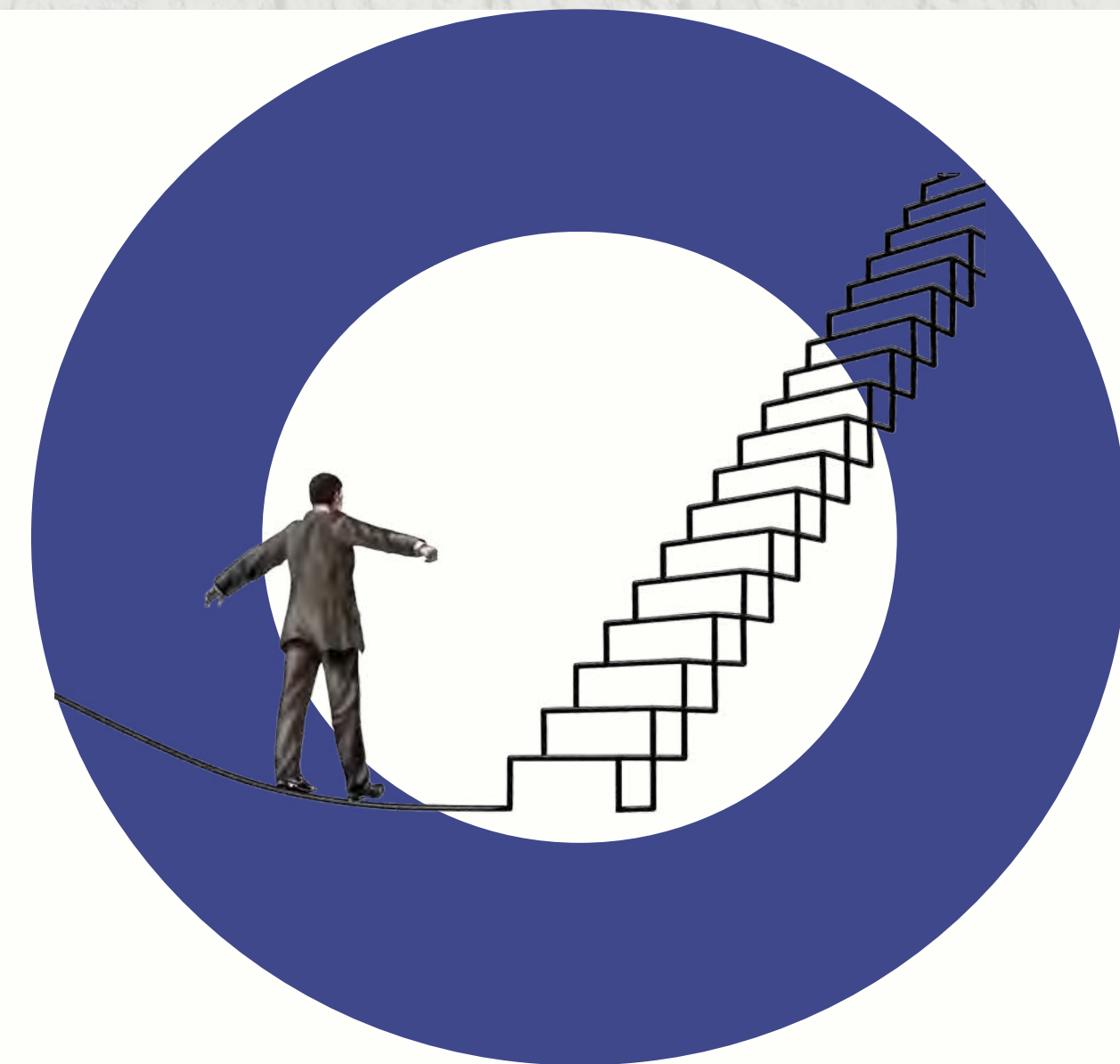
Risk management is a central element of our governance system and a key enabler of responsible growth. We recognize that our business is exposed to a range of operational, financial, environmental, and social risks, as well as broader sectoral and global challenges. By proactively identifying, assessing, and managing these risks, we safeguard business continuity, protect stakeholder interests, and strengthen long-term resilience.

As part of this approach, 100% of newly onboarded suppliers were evaluated against defined social compliance criteria, supporting risk-informed supplier selection and responsible supply chain management.

Oversight of risk management is led by the Corporate Risk Management Committee, which consists of the General Manager, Chief Financial Officer, and department managers.

The committee meets once a month to evaluate risks, review reports from working groups and audits, and agree on corrective and preventive measures. Meeting agendas regularly cover production and productivity, quality, fabric and product leftovers, workload imbalances, operational errors, social compliance, and audit outcomes.

In addition, the ESG Committee and the Disciplinary Committee provide specialized oversight in their respective areas, ensuring a coordinated and comprehensive approach to risk governance. Through this structure, all identified risks whether operational, financial, or ESG-related are systematically escalated, reviewed, and managed. This process enables proactive decision-making and continuous improvement across the organization.





RISK MANAGEMENT

Supply Chain & Traceability

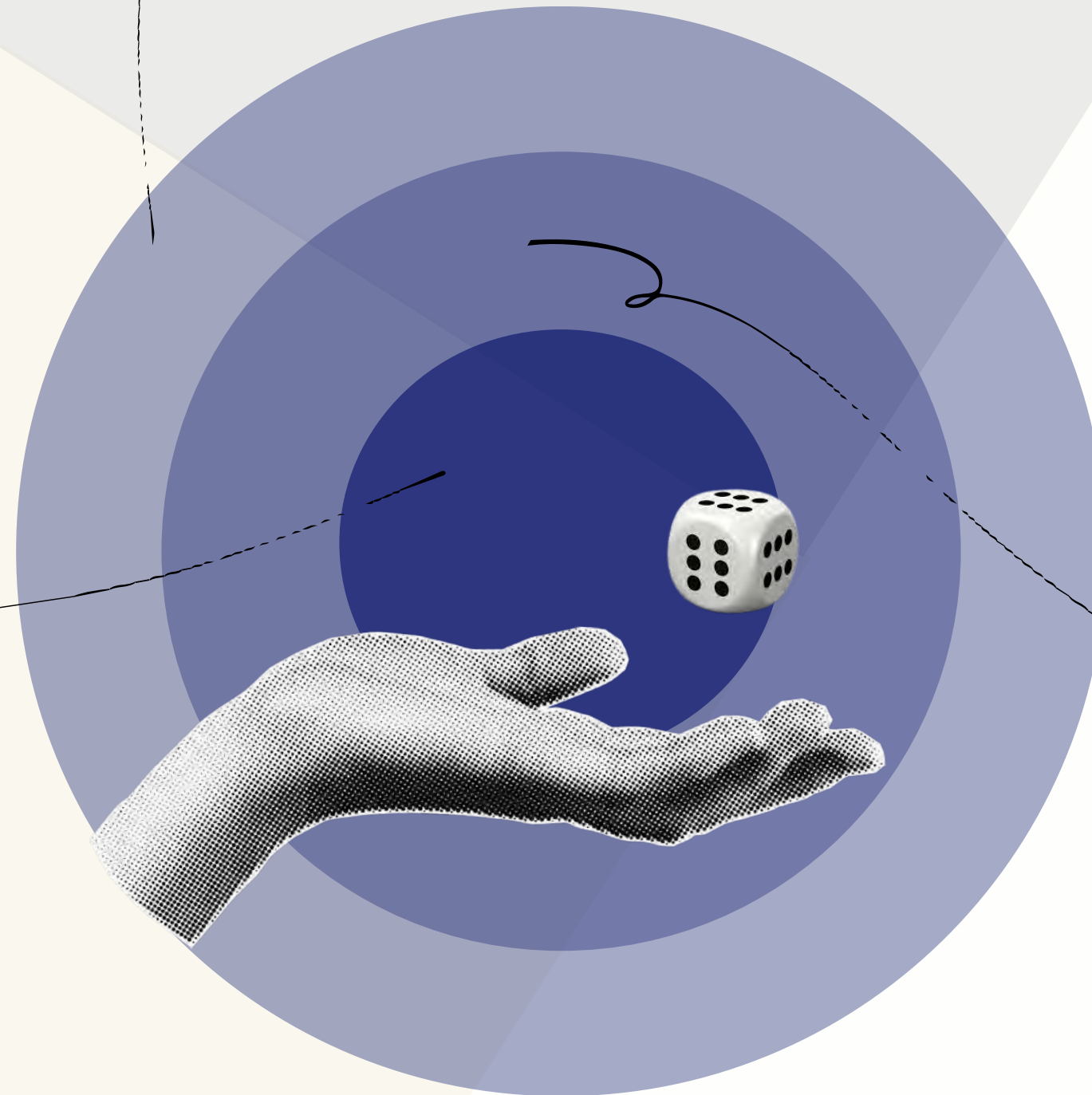
We recognize that our supply chain is a critical part of business performance and reputation. Our approach emphasizes transparency and accountability, ensuring that raw materials, production processes, and partnerships can be monitored and verified. Through traceability practices, we are able to identify risks at an early stage, reduce potential disruptions, and uphold the standards expected by our stakeholders.

Social Compliance & Audits

Social compliance is central to how we manage both internal operations and our wider value chain. We uphold fair labor practices, workplace health and safety, and respect for human rights across all facilities and supplier sites. To ensure alignment with these commitments, we conduct regular internal and external audits, supported by corrective and preventive action plans where needed.

Operational & Financial Risks

Managing operational and financial risks is essential to maintaining business continuity and long-term resilience. Risks such as productivity fluctuations, capacity challenges, quality concerns, and cost pressures are closely monitored and addressed. Financial risks, including market volatility and sectoral dynamics, are assessed alongside operational issues to ensure an integrated and timely response.



GLOBAL RISKS AND SECTORAL TRENDS

The global apparel industry in 2024 faces interconnected risks and transformative trends. Economic, environmental, societal, and technological pressures are reshaping global markets while driving fundamental changes in consumer expectations, supply chains, and competitiveness.

Environmental Risks

Global Context: Intensifying climate change is driving extreme weather events such as heatwaves, droughts, wildfires, and floods. These developments pose systemic risks to ecosystems, societies, and supply chains.

Sectoral Trends: In the apparel industry, sustainability has become a non-negotiable expectation. Consumers, regulators, and brands demand eco-friendly materials, transparent production processes, and traceability across the value chain. Technologies like blockchain are increasingly used to verify sustainable sourcing.

We recognize the urgency of climate and environmental challenges and align our strategy with sustainability and traceability expectations, positioning these issues as core material priorities.

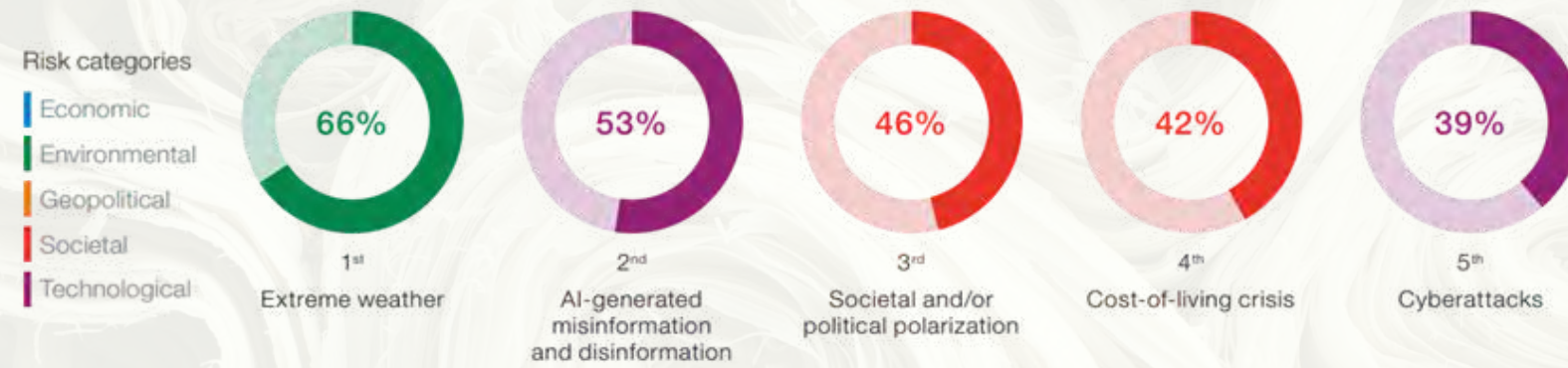
Social Risks

Global Context: Rising polarization, civil unrest, and inequality are affecting communities worldwide. Conflicts in multiple regions further deepen vulnerabilities, placing pressure on labor markets and human rights protections.

Sectoral Trends: Apparel consumers are reshaping demand through lifestyle changes. The rise of casual and athleisure wear reflects new patterns of remote work and wellness priorities. At the same time, stakeholders are calling for stronger social compliance, ethical labor practices, and community engagement throughout the supply chain.

We place people at the center of our business, emphasizing fair work, wellbeing, and social responsibility as key drivers of resilience and long-term value creation.





2 years



10 years



Source
World Economic Forum Global Risks
Perception Survey 2023-2024.

GLOBAL RISKS AND SECTORAL TRENDS

Economic Risks

Global Context: Economic volatility, inflation, and shifting demographics are creating uncertainty for global trade. Long and complex supply chains remain vulnerable to disruptions from geopolitical tensions and natural disasters.

Sectoral Trends: Apparel exporters are diversifying their markets to reduce dependency on the US and EU, while exploring opportunities in Asia, Africa, and Latin America. Reshoring and nearshoring strategies are becoming common tools to reduce lead times, costs, and risks.

We focus on strengthening resilience and competitiveness through adaptability and responsible production, ensuring our approach reflects broader material risks and opportunities.

Governance and Political Risks

Global Context: Geopolitical power shifts, trade disputes, and evolving regulatory frameworks continue to reshape global markets. Trade agreements, tariffs, and compliance standards can directly impact cost structures and market access.

Sectoral Trends: Apparel exporters are under pressure to remain agile in the face of changing trade policies and regulatory standards, particularly in relation to sustainability disclosures and product traceability.

We integrate governance, transparency, and regulatory awareness into our risk framework, reinforcing accountability and stakeholder trust as central material topics.

Across environmental, social, economic, and governance risks, we recognize that sustainability, resilience, and accountability are no longer optional but essential. These themes shape our priorities and define the material topics that guide our strategy, ensuring that our actions remain aligned with stakeholder expectations and global standards.



STAKEHOLDER ENGAGEMENT

Stakeholder engagement is a cornerstone of our sustainability approach, ensuring that our strategy reflects the expectations and needs of those who influence and are impacted by our operations. We actively engage with a wide range of stakeholders including top management, employees, customers, supply chain partners, civil society organizations, and acadeperspectives and insights. Their feedback provides critical input to our materiality assessment, shaping our priorities and guiding us in aligning our sustainability efforts with both global standards and local realities. By systematically incorporating stakeholder views, we strengthen accountability, enhance transparency, and ensure that our actions generate value for all parties involved.

INTERNAL STAKEHOLDERS

EXTERNAL STAKEHOLDERS

Stakeholder Group	Top Management	Employees	Customers	Supply Chain	Civil Society	Universities
Engagement Method	<ul style="list-style-type: none"> Senior management evaluation meetings Annual operating reports Feedback Sustainability Report Stakeholder Survey 	<ul style="list-style-type: none"> Emails Annual employee satisfaction surveys Employee expectations surveys Trainings, workshops Face-to-face meetings Company social events Employee volunteering activities Sustainability Report Stakeholder Survey 	<ul style="list-style-type: none"> Meetings Emails Customer satisfaction surveys Sales Marketing team communication Social media Website Sustainability Report Stakeholder Survey 	<ul style="list-style-type: none"> Supplier and subcontractor assessments Trainings Inspections Emails Surveys Sustainability Report Stakeholder Dialogue 	<ul style="list-style-type: none"> Projects Social media Emails Meetings Trainings Sustainability Report Stakeholder Dialogue 	<ul style="list-style-type: none"> University-Industry Cooperation Face-to-face interview Emails Internship Factory tour Sustainability Report Stakeholder Dialogue
Frequency	Monthly	Constantly	Constantly	Constantly	Project Based	As Needed / Project Based
Key Topics Raised	Driving strategic resilience through strong governance, compliance, and risk management.	Valuing fairness, safety, and continuous opportunities for professional growth.	Expecting sustainable products, transparent supply chains, and uncompromised quality.	Concentrating on efficiency, compliance, and operational reliability.	Advocating for ethical practices, social justice, and environmental stewardship.	Advancing innovation, digitalization, and forward-looking sustainability solutions.

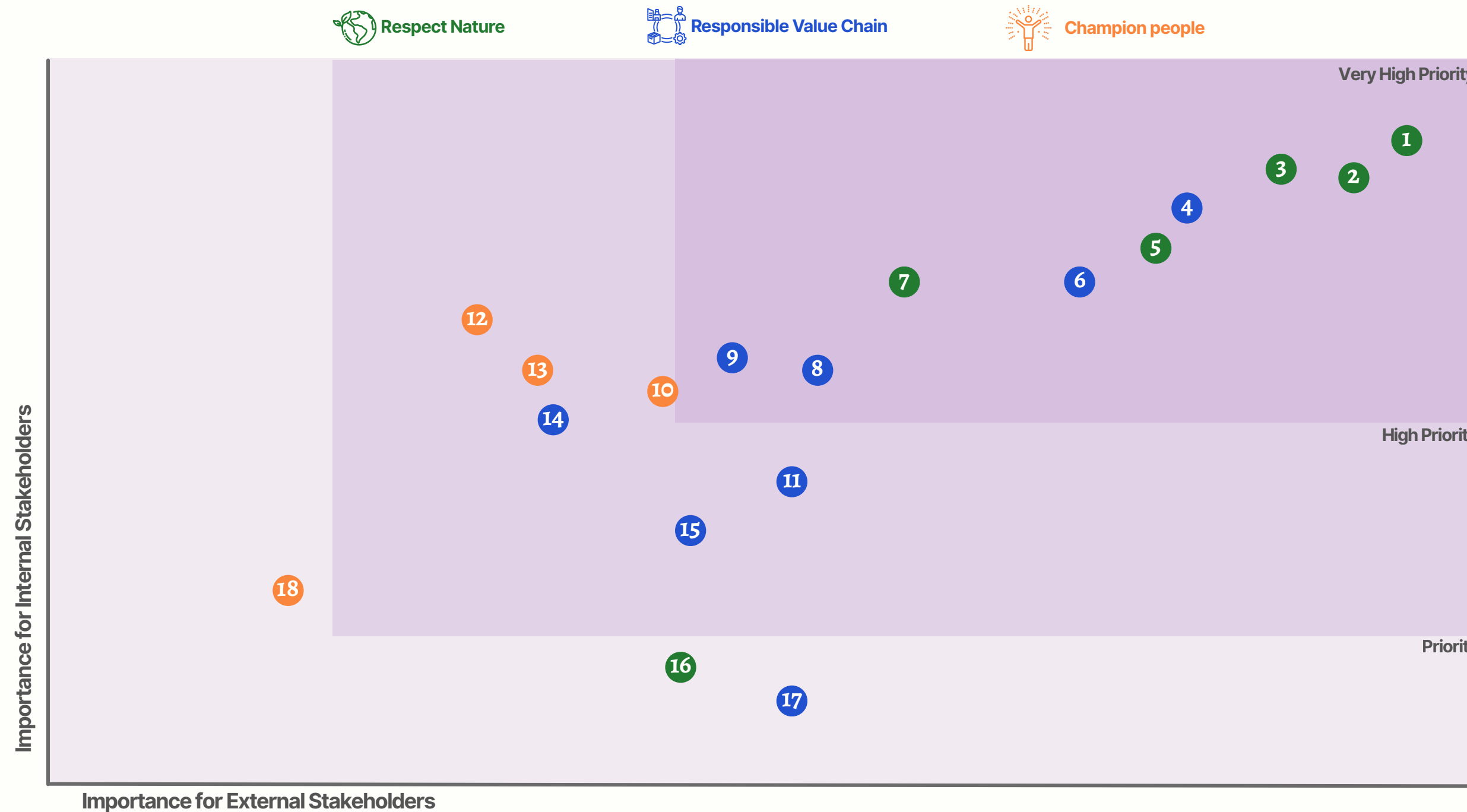
MATERIALITY MATRIX

- 1. Climate Targets & Carbon Reduction
- 2. Water management
- 3. Energy management
- 4. Supply Chain Traceability
- 5. Waste & Chemical Management

- 6. Cybersecurity & Data Privacy
- 7. Sustainable & Recycled Materials
- 8. Circularity
- 9. Child Labor Prevention
- 10. Equal Opportunity

- 11. Digitalization
- 12. Employee Growth & Development
- 13. Ethical Principles & Practices
- 14. Product Quality & Durability
- 15. Legal & Regulatory Compliance

- 16. Biodiversity Protection
- 17. Sustainable Packaging
- 18. ESG Governance & Oversight



Our materiality matrix ranks sustainability topics into priority, high priority, and very high priority based on their significance to stakeholders and impact on our business.

To ensure clarity and accountability, we provide detailed responses only to the high and very high priority issues, as these represent the most critical challenges and opportunities for our future.













These topics are organized under three strategic categories:

- Champion People**
- Respect Nature**
- Responsible Value Chain**

As ATT, we place great importance on these pillars across all aspects of our operations and sustainability strategy, ensuring that our actions remain transparent, focused, and aligned with our core values and long-term commitments.
















MATERIAL TOPICS & STRATEGIC RESPONSES

Priority Level	Material Topic	Why It Matters	Our Strategic Response	Related SDGs	Linked Strategic Area
Very High Priority	1 Climate Targets & Carbon Reduction	Decarbonization is a defining challenge for textiles. As a company with energy-intensive operations, setting measurable targets and reducing emissions is central to our competitiveness and our contribution to climate action.	Addressing climate change is central to ATT's environmental strategy and long-term competitiveness. The company actively measures and manages Scope 1, 2, and 3 emissions, implementing efficiency upgrades, renewable energy investments, and low-impact process innovations to reduce its footprint. Going forward, ATT aims to set measurable reduction targets aligned with international frameworks and enhance value-chain collaboration for deeper decarbonization.	  	Respect Nature
	2 Water management	Textile processes rely heavily on water. Managing consumption and treatment is essential for safeguarding resources and for maintaining compliance with global brand requirements.	Water stewardship is a key operational and environmental priority, given the textile industry's high water intensity. ATT invests in advanced dyeing systems, closed-loop water circuits, and process optimization to reduce freshwater consumption and discharge impact. Future focus will include increased water reuse, continuous monitoring, and supplier engagement to promote shared water responsibility.	  	Respect Nature
	3 Energy management	Efficient energy use reduces both cost and environmental impact, strengthening resilience against volatile energy markets while lowering emissions. We continue to invest in renewable energy sources and efficiency measures to future-proof our operations.	Energy efficiency drives both cost reduction and emission mitigation. ATT has implemented high-efficiency boilers, LED lighting retrofits, heat-recovery systems, and real-time energy monitoring to optimize energy use and performance. The company continues to expand renewable energy generation and integrate energy data into strategic decision-making for long-term resilience.	  	Respect Nature
	4 Supply Chain Traceability	Transparency is no longer optional in today's global apparel industry. Our traceability systems safeguard compliance, strengthen customer trust, and secure long-term partnerships by ensuring full visibility of materials and processes.	Transparency across the supply chain ensures compliance, customer trust, and ethical sourcing. ATT operates a digital ERP system that tracks material flows from raw material to finished product, supported by certification schemes such as BCI, OCS, GRS, and RCS. Next steps include extending traceability to Tier 2 suppliers and adopting digital traceability tools for end-to-end visibility.	   	Responsible Value Chain
















MATERIAL TOPICS & STRATEGIC RESPONSES

Priority Level	Material Topic	Why It Matters	Our Strategic Response	Related SDGs	Linked Strategic Area
Very High Priority	5 Waste & Chemical Management	Safe handling of chemicals and reducing waste are vital for protecting ecosystems and ensuring worker and consumer safety. Through continuous improvement programs, we aim to minimize hazardous substances and increase recycling and valorization.	Effective waste and chemical control protects ecosystems, workers, and consumers. ATT manages waste streams through segregation, recycling, and licensed disposal while adhering to MRSL and ZDHC guidelines for chemical safety. ATT aims to expand chemical substitution programs and circular waste partnerships to further reduce its environmental footprint.	   	Respect Nature
	6 Cybersecurity & Data Privacy	As digitalization accelerates, protecting data is both a business necessity and a trust requirement for our partners. Robust security systems and strict privacy protocols ensure the integrity of our digital operations and the confidence of our stakeholders.	Safeguarding data integrity and digital systems is essential to maintain operational continuity and stakeholder confidence. ATT enforces strict IT security protocols, access controls, and employee awareness training to mitigate cyber risks. Continuous system upgrades and compliance with global data standards will ensure resilient digital governance as digitalization advances.	  	Responsible Value Chain
	7 Sustainable & Recycled Materials	Transitioning to innovative and circular materials positions us to meet the rising demand for sustainable products. By expanding the use of recycled fibers and certified materials, we reduce our footprint while delivering value to customers and end-consumers.	Material innovation is key to reducing resource dependency and meeting customer expectations for sustainable fashion. ATT expands the use of organic cotton, recycled polyester, and bio-based fibers through close supplier collaboration and certification assurance. Future direction focuses on scaling next-generation fibers and integrating sustainability criteria into all material sourcing decisions.	  	Respect Nature
	8 Circularity	Closing the loop in production is key to minimizing environmental impact and unlocking future growth opportunities. We are committed to designing processes that reuse resources, extend product life cycles, and reduce dependency on virgin raw materials.	Circular production models minimize waste and unlock new value streams. ATT advances circularity by increasing digital sampling via CLO3D, reusing production leftovers, and exploring textile-to-textile recycling partnerships. Future initiatives target product design for recyclability and collaboration with industry platforms to close material loops.	  	Responsible Value Chain












MATERIAL TOPICS & STRATEGIC RESPONSES

Priority Level	Material Topic	Why It Matters	Our Strategic Response	Related SDGs	Linked Strategic Area
Very High Priority	9 Child Labor Prevention	Upholding human rights in every part of our supply chain is fundamental, and strict prevention of child labor remains non-negotiable. Through rigorous monitoring, training, and supplier engagement, we work to ensure ethical standards are met at every stage.	Protecting children’s rights is a non-negotiable social standard across all operations and supply chains. ATT enforces zero-tolerance policies, conducts regular audits, and requires supplier compliance with international labor conventions. Ongoing efforts include training programs, grievance mechanisms, and continuous risk assessments to maintain child-labor-free production.	  	Responsible Value Chain
High Priority	10 Equal Opportunity	Providing fair and inclusive opportunities is essential for a strong and diverse workforce. We foster gender equality and equal treatment at every level of our organization and across our value chain.	Equity and inclusion underpin ATT’s human resources philosophy and organizational culture. The company promotes diversity in hiring, provides fair treatment in all employment practices, and empowers women through targeted development programs. ATT will continue to strengthen inclusivity metrics and leadership pathways to ensure equal opportunities at every level.	   	Champion People
	11 Digitalization	Embracing digital tools drives efficiency, transparency, and innovation in our operations. From supply chain management to product development, digitalization enables smarter decisions and more sustainable outcomes.	Digital transformation enhances efficiency, traceability, and decision-making across the value chain. ATT utilizes integrated ERP systems, digital quality control tools, and CLO3D sampling to reduce waste and accelerate product development. Future focus includes automation in planning, AI-driven efficiency analysis, and expanded digital collaboration with suppliers.	  	Responsible Value Chain
	12 Employee Growth & Development	Continuous learning and skills development empower our employees and strengthen our long-term resilience. We invest in training, mentoring, and career opportunities to support both personal and organizational growth.	Continuous learning supports innovation and workforce retention. ATT provides structured training, mentoring, and internship programs that enable career growth and skill advancement. Future plans prioritize digital learning tools, leadership development, and cross-functional training to nurture a future-ready workforce.	  	Champion People



MATERIAL TOPICS & STRATEGIC RESPONSES

Priority Level	Material Topic	Why It Matters	Our Strategic Response	Related SDGs	Linked Strategic Area
High Priority	13 Ethical Principles & Practices	Integrity, fairness, and accountability are the foundations of how we conduct business. By embedding ethical practices into every decision, we ensure trust with stakeholders and compliance with international standards.	Integrity and accountability guide ATT's business conduct. The company maintains a formal Code of Ethics, conducts anti-corruption risk assessments, and provides periodic ethics training for all employees. Continuous improvement in governance mechanisms ensures transparency and trust across all stakeholder relationships.	  	Champion People
	14 Product Quality & Durability	High quality and durable products minimize waste and increase customer satisfaction. Our commitment to excellence ensures that garments last longer, contributing to both sustainability and brand reputation.	Quality and durability are central to ATT's value proposition and sustainability performance. The company applies rigorous testing, process controls, and supplier audits to ensure product consistency and longevity. Future emphasis will be placed on eco-design principles and customer collaboration to extend product life cycles.	  	Responsible Value Chain
	15 Legal & Regulatory Compliance	Adhering to laws and regulations is the baseline of responsible business. Through proactive monitoring and strong internal systems, we minimize risks and uphold our license to operate.	Compliance forms the foundation of responsible business operations. ATT systematically monitors legal developments, implements internal controls, and audits its operations to meet national and international standards. The company will continue to strengthen compliance capacity through digital tools, training, and proactive stakeholder engagement.	  	Responsible Value Chain



**CHAMPION
PEOPLE**

ETHICAL GOVERNANCE & FAIR WORK

“We champion people because sustainability begins with those who bring our purpose to life.”

At ATT, our people are the driving force behind our success and the foundation of our sustainability journey. We are committed to creating a safe, respectful, inclusive, and empowering work environment where every employee can thrive personally and professionally. Through strong governance structures, fair and transparent labor practices, continuous learning opportunities, and a culture that prioritizes well-being, we aim to protect, support, and elevate every individual connected to our operations. We build our teams with a long-term perspective, fostering continuity, trust, and shared growth across the organization.

RESPONSIBLE GOVERNANCE & COMPLIANCE

Our approach to responsible governance ensures that human rights, ethical business conduct, and regulatory compliance are embedded in every aspect of our operations. We maintain robust governance structures, including ESG and risk management committees, to monitor performance, uphold accountability, and support continuous improvement. Across our facilities and supply chain, we conduct internal and external social compliance audits, implement corrective action plans, and maintain transparent grievance channels to identify, evaluate, and resolve operational risks.

Number of Social Compliance Audits	Internal Audits		External Audits	
	2023	2024	2023	2024
In-House Factories	12	12	16	14
Subcontractors	48	44	71	68

We recognize our responsibility toward local communities and assess community-related risks to ensure our operations respect local rights, well-being, and social, environmental, and regulatory contexts.

Through alignment with international labor standards, customer expectations, and national legislation, we strengthen the foundation of trust among employees, customers, suppliers, and communities.

ATT Clothing SLCP Scores	2023		2024	
	Self Assessment	Verification	Self Assessment	Verification
Kırklareli	99%	99,90%	99%	99,90%
Erzincan	98,30%	99,60%	98,30%	99,60%

ATT Concorde HIGG FSLM Scores	2023		2024	
	Self Assessment	Verification	Self Assessment	Verification
Çerkezköy	0,988	0,949	0,954	0,988





ETHICAL GOVERNANCE & FAIR WORK

SAFE & FAIR WORKPLACE

The health, safety, and fair treatment of our employees are fundamental priorities. We implement preventive occupational safety practices supported by regular risk assessments, structured occupational health and safety training, emergency drills, and continuous monitoring systems.

We uphold fair working hours, equitable wage policies, transparent employment practices, and an environment where respect and dignity are non-negotiable. Our vision is to achieve zero accidents through proactive engagement and safety awareness at every level. All new starters receive occupational health and safety training at least 8 hours at garment manufacturing sites and 12 hours at fabric manufacturing facilities. Emergency drills are carried out twice a year across all units.

Total Training Hours	2023	2024
ATT Clothing	16.264	9.978
ATT Concorde	5.660	8.051

Our OHS management system is fully aligned with ISO 45001. The principles of the standard are systematically

integrated into our daily practices, decision-making processes, and continuous improvement approach, ensuring a proactive and preventive safety culture. Within this framework, we conduct regular risk assessments, implement preventive control measures, and continuously monitor workplace conditions to identify and mitigate potential hazards. Our operational sites are subject to periodic internal audits, management reviews, and corrective action processes to ensure ongoing compliance and effectiveness. Safety is not negotiable; it is the foundation of our culture. We operate in line with policies covering fair working conditions, prevention of child and forced labor, freedom of association, zero tolerance to violence and harassment, human rights, gender equality, prevention of bribery and corruption, and occupational health and safety, including protections for pregnant and nursing employees.

Number of Technical Audits	Internal Audits		External Audits	
	2023	2024	2023	2024
In-house Factories	8	10	5	6
Subcontractors	16	13	10	8

The Company reviews potential risks related to freedom of association, collective bargaining, and forced or compulsory labour within its operations and selected parts of the supply chain. This review considers relevant legal requirements, employment practices, and working conditions. During the reporting period, no issues were identified through these reviews. The topics continue to be addressed as part of ongoing social compliance and monitoring activities.

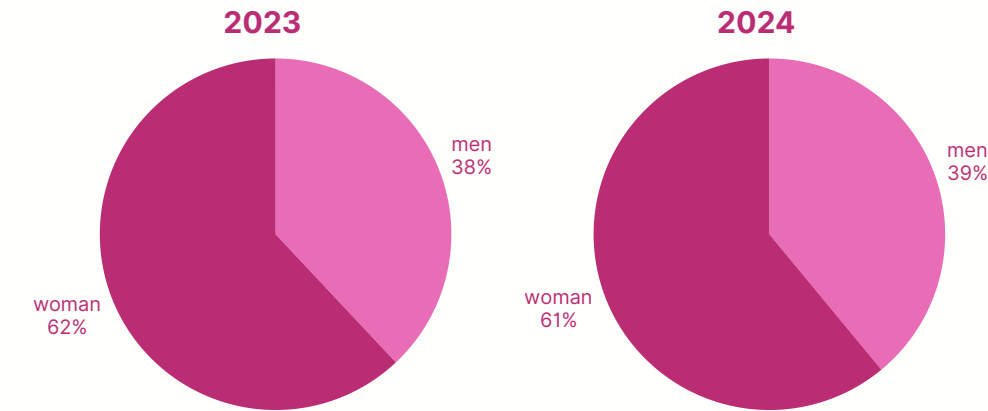
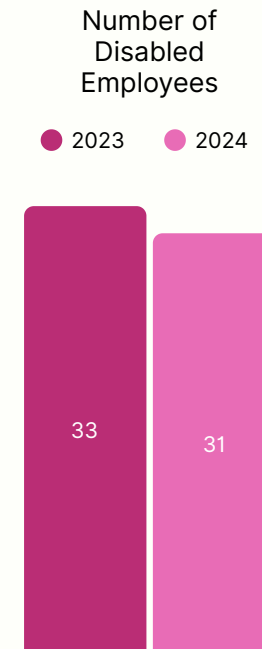


EMPLOYEE GROWTH & EMPOWERMENT

DIVERSITY, EQUITY & EMPOWERMENT

We believe that diversity enriches our culture and drives innovation by enabling different perspectives, skills, and experiences to contribute to shared success. We offer equal access to recruitment, promotion, and professional development opportunities, and actively encourage the advancement of women in leadership roles as well as the development of young talent through structured internship programs and defined career pathways. Decisions are guided by competence and merit, supported by transparent practices that enable fair and meaningful growth.

Number of Employees	2023			2024		
	Women	Men	Total	Women	Men	Total
Çerkezköy	64	222	286	60	210	270
Kırklareli	271	89	360	155	58	213
Erzincan	361	74	435	306	48	354
İstanbul	72	78	150	64	63	127
Total	1.231			964		



In line with our 2030 targets, we deliver regular awareness and learning initiatives that promote gender equality and foster a respectful and inclusive workplace culture, supporting employees to participate, develop, and progress with confidence.

Age of Employees	2023		2024	
	Women	Men	Women	Men
>50	44	71	41	77
30-50	541	300	420	231
<30	183	92	123	72

GROWTH, LEARNING & WELL-BEING

Developing our people through continuous learning and well-being initiatives is essential to long term success. We provide extensive training programs including technical upskilling, leadership development, digital transformation through CLO3D education, and sustainability learning such as Higg FEM and ESG topics. Alongside professional development, we support the physical, psychological, and social well-being of our teams through community building activities, well being programs, and an open communication culture. Our goal is to cultivate a workplace where employees feel heard, supported, and inspired to grow. ATT fosters an open and respectful working environment where employees feel comfortable seeking advice and raising concerns. Support is available through managers, Human Resources, or internal grievance channels, and all concerns are addressed confidentially and without retaliation.



RESPECT NATURE





ENERGY MANAGEMENT

ATT continues to enhance its energy performance through a structured and comprehensive transition toward renewable and efficient energy systems, with the objective of minimizing environmental impact and reinforcing long-term operational resilience.

Building upon the earlier adoption of I-REC certified renewable electricity, the company expanded its renewable energy portfolio in 2023 through the installation of solar panels at the Erzincan facility, representing a significant advancement toward energy self-sufficiency. These panels meet the facility’s electricity demand, while surplus solar energy generated is transferred back to the national grid. ATT maintained a renewable electricity share exceeding 40% in both 2023 and 2024. In 2023, the renewable electricity share was 44.7%, while in 2024 it stood at 43.2%. Building on this strong baseline, we aim to further increase our renewable electricity share and exceed 50% in the coming years, underscoring ATT’s commitment to decarbonization and continuous improvement in energy management.

At the same time, substantial progress has been achieved in enhancing energy efficiency across operations. The replacement of conventional boilers with modern steam generators resulted in an 18% technical improvement and 8-10% percent realized fuel savings, contributing to lower energy intensity and reduced greenhouse gas emissions. The complete conversion to LED lighting across all facilities has decreased electricity consumption for lighting by approximately 30% while improving workplace safety and visual comfort. Within dyeing and finishing operations, waste-heat recovery systems have been integrated to capture and reuse process heat, thereby reducing natural gas consumption by 10-15% and improving overall thermal efficiency.

These initiatives are supported by systematic performance monitoring and preventive maintenance practices to ensure sustained efficiency gains over time. ATT’s approach to energy management is founded on the principle of continuous improvement, integrating renewable sourcing, technological advancement, and operational optimization to strengthen both environmental stewardship and business performance.

Looking ahead, the company aims to further expand its on-site renewable generation capacity, implement advanced real-time energy monitoring systems, and deepen employee engagement in energy efficiency initiatives. Through these measures, ATT continues to enhance operational resilience, cost effectiveness, and long-term competitiveness while contributing to a more sustainable textile industry.

“Sustainability cannot exist without deep respect for nature.”

KIRKLARELİ	2023	2024
Energy Consumption (kwh)	873.187,56	863.599,59
Natural Gas Consumption (sm3)	56.762,62	57.466,09
Solar Energy Systems (kwh)	0	0
ERZİNCAN	2023	2024
Energy Consumption (kwh)	716.115,49	733.946
Natural Gas Consumption (sm3)	35.480,24	40.992
Solar Energy Systems (kwh)	1.258.966,49	1.326.305
ÇERKEZKÖY	2023	2024
Energy Consumption (kwh)	3.802.890	3.702.340
Natural Gas Consumption (sm3)	2.367.982	2.460.796
Solar Energy Systems (kwh)	0	0



WATER MANAGEMENT

ATT manages water as a shared resource and a material sustainability topic across all operations. We closely track water consumption at Concorde as well as water use per product at our Erzincan and Kırklareli facilities, ensuring responsible use and operational efficiency throughout the value chain.

At Concorde, focused interventions and process improvements have delivered significant reductions in water consumption per meter over the past three years: from 45.28 L/m in 2022 to 35.01 L/m in 2023, and further to 27.42 L/m in 2024. These improvements reflect the actions implemented during 2023–2024, including machinery upgrades, optimized liquor ratios, standardized dyeing processes, and enhanced rinsing efficiency. All critical water points are monitored through the SCADA system, enabling real-time visibility, rapid anomaly detection, and informed decision-making. These measures collectively strengthened operational efficiency and supported continued reductions in water intensity.

Across our Erzincan and Kırklareli factories, water consumption is monitored at product level, allowing us to identify high-impact processes, adjust machine parameters, and continuously reduce the amount of water used per garment. While product level intensity values may vary from year to year due to changes in production volume and product mix, these fluctuations reflect operational dynamics rather than a shift in our efficiency performance. This data-driven approach supports our broader water stewardship strategy and ensures alignment with customer expectations and regulatory requirements.

To further decrease freshwater demand, Concorde has expanded water recycling and treatment capacity, enabling the reuse of process water and reducing discharge volumes. Continuous employee training reinforces responsible water use across departments, supporting long-term efficiency gains.

The decommissioning of the coal-fired boiler and transition to steam generators eliminated steam supply to stenters and drying machines, significantly lowering the water required for steam generation. In 2023, cooling water from the dyehouse was redirected to the hot water tank for reuse, reducing reliance on freshwater resources. In 2024, reverse osmosis wastewater began to be collected in dedicated 30 ton tanks and reused for internal cleaning processes, and cooling water from the stenter was recovered and returned to the soft water system.

Through technological investment, operational discipline, and transparent performance monitoring, ATT strengthens resilience against water scarcity risks and advances a more sustainable textile value chain.

KIRKLARELİ	2023	2024
Water Consumption (liter/product)	14,92	6,73
ERZİNCAN	2023	2024
Water Consumption (liter/product)	8,15	10,26
ÇERKEZKÖY	2023	2024
Water Consumption (L/m)	35,01	27,42



EMISSION MANAGEMENT

ATT manages greenhouse gas emissions through an integrated approach that covers Scope 1, Scope 2, and Scope 3. Our efforts centre on improving operational efficiency, expanding renewable-energy use, and strengthening data monitoring. Through these actions, carbon emissions per product decreased in 2023 and 2024, reflecting progress in lowering our emissions intensity.

Scope 1 emissions, generated from natural gas, generators, and company vehicles, were 5,409.3 tCO₂e in 2023 and 5,744.11 tCO₂e in 2024. These emissions are managed through upgrades to equipment, process improvements, and targeted initiatives that support more efficient energy use across facilities.

Scope 2 emissions are addressed by reducing electricity demand and increasing the share of renewable energy. Market-based Scope 2 emissions decreased from 808.46 tCO₂e in 2023 to 491.46 tCO₂e in 2024, driven by higher renewable-electricity sourcing. In 2024, ATT used 3,702,340 kWh of I-REC-certified electricity and generated 1,326,305 kWh of solar power at the Erzincan facility, significantly lowering reliance on grid electricity from fossil sources.

Scope 3 emissions, which represent the largest share of our footprint, totalled 35,158.55 tCO₂e in 2023 and 39,819.58 tCO₂e in 2024. These emissions reflect upstream and downstream activities across materials, logistics, waste, and product use. ATT manages Scope 3 impacts by sourcing more certified and lower-impact fibers, working closely with suppliers to improve data quality, and enhancing logistics efficiency through route optimisation and shipment consolidation. Packaging reductions and higher recycled content further support lower-impact operations, while collaboration with customers on circularity and end-of-life considerations helps address emissions beyond our direct control.

All emissions are calculated in line with recognised international standards, and the detailed location and year-based results are presented in the accompanying emissions table, ensuring clarity and consistency in how our climate performance is reported.

	SCOPE 01 (tons CO ₂ eq)		SCOPE 02 (tons CO ₂ eq)		SCOPE 03 (tons CO ₂ eq)	
	CLOTHING	CONCORDE	CLOTHING	CONCORDE	CLOTHING	CONCORDE
2023	769,85	4.639,45	808,46	0	9.288,72	19.652,40
2024	685,70	5.058,41	491,46	0	14.050,32	19.533,69





WASTE MANAGEMENT

ATT manages waste through a structured and compliance-focused approach that prioritizes reduction, segregation, and responsible disposal to safeguard natural resources and minimize the environmental impacts associated with production.

Across our facilities, 17 distinct waste types are separated and directed to appropriate recovery or disposal channels, ensuring systematic control and proper handling. We separate non-hazardous production waste including fabric offcuts, nylon, paper, and other recyclable materials from hazardous waste streams such as vegetable oil, machine oil, chemical residues, and e-waste. All waste is handled exclusively through licensed and certified recycling partners, ensuring that recovery, treatment, and disposal follow legal standards. These activities are supervised by our environmental engineers, who work closely with the Environmental Impact Management Team to ensure consistent and compliant implementation across all units.

Operational practices continue to evolve to support waste minimization. Source-level segregation, improved material planning, and digital cutting technologies help reduce fabric loss, while ongoing efforts to limit single-use materials contribute to lower overall waste volumes. Employee awareness and routine internal monitoring reinforce consistent implementation across departments.

This year, ATT began collaborating with new partners on a circular textile initiative aimed at ensuring that fabric waste is properly segregated, systematically monitored, and reintegrated into a controlled circular system with enhanced traceability. This work reflects our broader intention to expand reuse, recycling, and upcycling practices within our operations. As the initiative progresses, its outcomes and contribution to circularity objectives will be disclosed in future reporting periods.

KIRKLARELİ	2023	2024
Recycled Textile Waste (post-industrial) (kg)	47.320	79.910
Recycled Non-Textile Waste	36.968	19.337
ERZİNCAN	2023	2024
Recycled Textile Waste (post-industrial) (kg)	65.550	85.600
Recycled Non-Textile Waste	42.382,5	15.802,5
ÇERKEZKÖY	2023	2024
Recycled Textile Waste (post-industrial) (kg)	122.973	114.459
Recycled Non-Textile Waste	88.756	87.493



CHEMICAL MANAGEMENT

ATT Tekstil maintains a rigorous chemical management system aligned with REACH / ECHA, Türkiye's KKDIK Regulation, and global brand MRSL/RSL requirements. All chemical inputs are evaluated through SDS verification, CAS number checks, and GHS/CLP hazard classification before approval for use. Chemical approval and oversight follow defined internal procedures that consider product characteristics, environmental considerations, and workplace safety requirements. On-site storage and handling follow strict protocols, supported by digital inventory systems that ensure full traceability. In line with ZDHC expectations, hazardous inputs are progressively replaced with safer, more responsible alternatives to reduce risks for employees and the environment.

Chemical inventories and SDS records are managed through Hive, which supports MRSL/RSL screening, SDS version control, and the inventories are additionally tracked through physical controls within the facility. Facility inspections confirm correct labeling, storage compatibility, and containment practices. Additional upstream assurance is provided through the ZDHC Gateway, which verifies supplier chemical conformity with MRSL requirements.

Process improvements and the use of cleaner formulations in dyeing and finishing have contributed to lower overall chemical intensity while maintaining product performance and color quality. Effluent from wet processes undergoes advanced treatment to ensure legal compliance and alignment with customer expectations for responsible water and chemical stewardship.

Supplier engagement promotes adherence to chemical safety standards, while regular independent testing aligned with OEKO-TEX® Standard 100 ensures product safety. Continuous employee training on handling procedures, PPE, and emergency response further reinforces a strong safety culture. Through regulatory alignment, safer chemical substitution, digital oversight, supplier monitoring, and workforce training, ATT Tekstil upholds a chemical management system that protects people, minimizes environmental impact, and meets global compliance expectations.



THE PATHWAY:

FROM SEED TO SYSTEM

We structure our sustainability efforts through a three-stage approach that reflects how initiatives evolve over time. This perspective moves beyond isolated actions and frames sustainability as a continuous process shaped by readiness, learning, and increasing maturity. It supports a transparent view of how practices are developed and embedded in operations, without overstating progress or outcomes.

PREPARING THE GROUND

Work at this stage focuses on establishing the conditions required for future sustainability initiatives. Efforts concentrate on developing reliable data foundations, defining methodologies, strengthening internal knowledge, and reviewing regulatory and operational requirements. Thus, a structured basis is created that supports consistency, scalability, and informed project design in later phases.

- **Digital Product Passport:** DPP requirements are followed closely, with internal evaluations undertaken to assess data gaps, system readiness, and future compliance implications.
- **Life Cycle Assessment:** LCA is being examined to identify data requirements and assess whether existing data structures can support future assessments.
- **Value Chain Traceability Beyond ERP System:** Value chain traceability requirements are being examined in light of emerging regulations, acknowledging the limitations of existing ERP systems and guiding preparations for potential multi-system solutions.
- **Wastewater Recycling System:** Following recent water management regulations in Türkiye, industrial zones have initiated wastewater recycling efforts. In this context, wastewater recycling options are being examined through ongoing discussions to assess feasibility and site-specific requirements.



THE PATHWAY:

FROM SEED TO SYSTEM

TESTING & EVALUATING

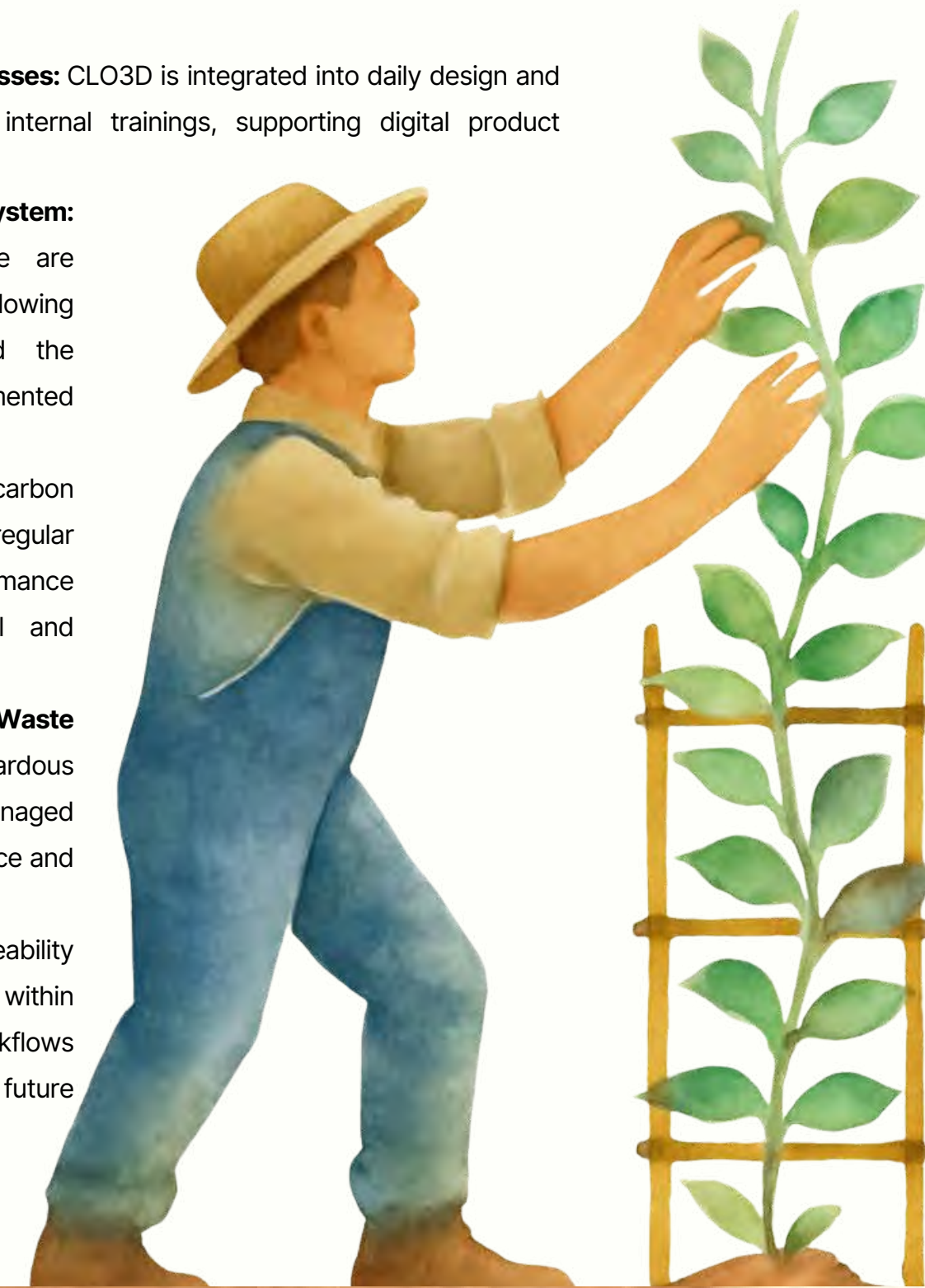
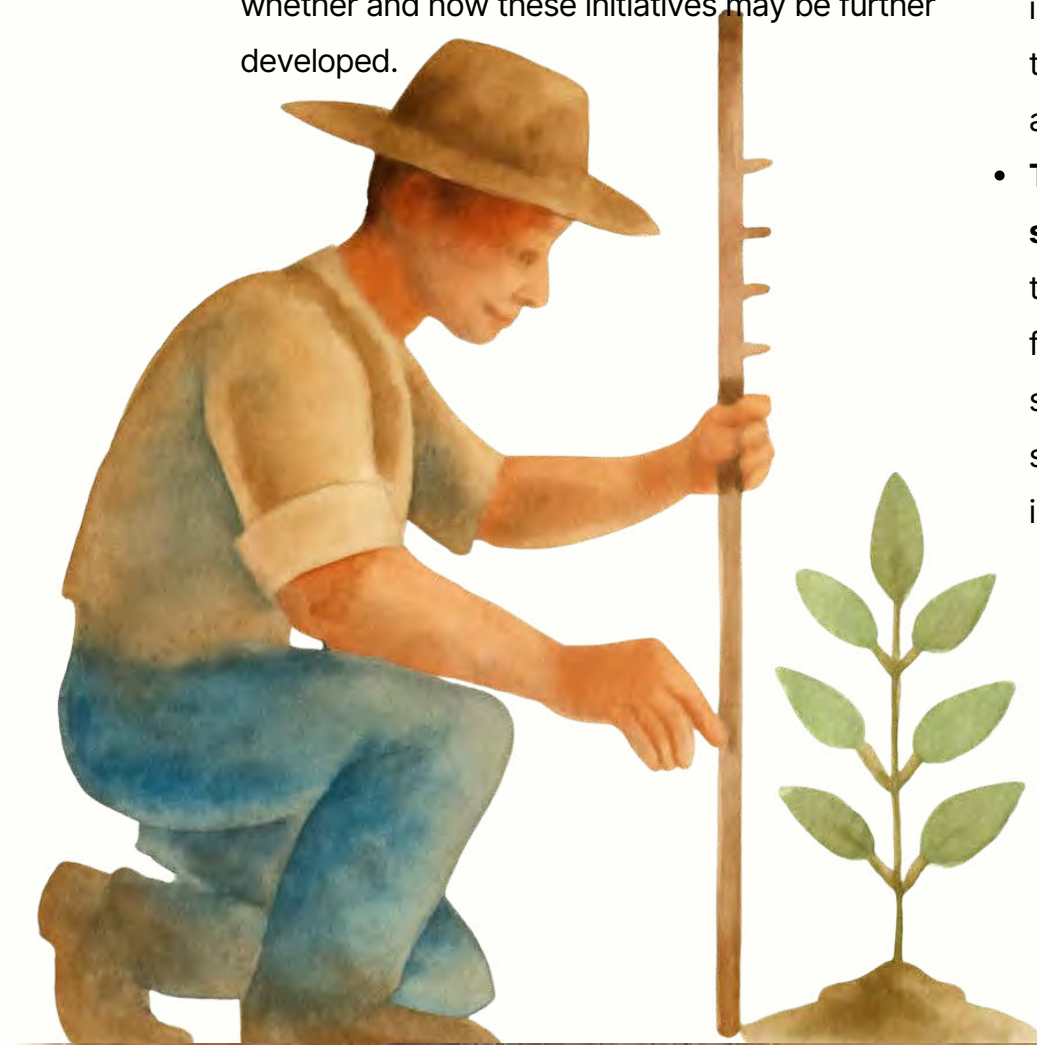
At this stage, sustainability actions have progressed into limited-scope application and are actively examined in practice. Pilot implementations generate operational data that is used to assess feasibility, data robustness, and practical implications. Learnings from this process support the refinement of approaches and inform evidence-based decisions on whether and how these initiatives may be further developed.

- **Water Consumption Reduction Initiatives:** Process-level improvements and consultancy-supported actions are being tested to reduce water consumption and evaluate their effectiveness under operational conditions.
- **Post-Industrial Textile Waste Recycling:** Post-industrial textile waste is being separated and recorded through a newly introduced system, supporting waste tracking, controlled transfers to recyclers, and the monitoring of recycling processes.
- **Traceability Improvements within ERP system:** ERP-based improvements are being tested with a specific focus on enhancing fabric TC and garment TC processes, strengthening traceability and evaluating system performance prior to broader implementation.

MATURING CAPABILITIES

These practices represent sustainability actions that have moved beyond initial implementation and are now embedded within regular operations. Supported by defined procedures, trained teams, and integrated systems, they enable consistent application and sustained performance. As a result, improvements achieved through these established practices can be reliably maintained over time.

- **CLO3D Integration into Design and Fit Processes:** CLO3D is integrated into daily design and fit workflows following the completion of internal trainings, supporting digital product development as a standard part of operations.
- **Performance Monitoring Through SCADA System:** Energy, water, and process performance are monitored through SCADA systems, allowing continuous oversight of operations and the validation of outcomes from previously implemented efficiency initiatives.
- **Carbon Footprint Reporting:** Organizational carbon footprint calculations are conducted on a regular basis, with results reviewed to monitor performance trends and support informed operational and strategic decision making.
- **Hazardous and Non-Hazardous Waste Management:** Hazardous and non-hazardous wastes are systematically segregated and managed through licensed recyclers, ensuring compliance and consistent waste management practices.
- **Traceability as Part of Daily Operations:** Traceability data is consistently recorded and managed within operational processes, establishing stable workflows and a digital-ready foundation to support future transparency and traceability requirements.



RESPONSIBLE VALUE CHAIN





TRANSPARENT SUPPLY CHAIN

SUPPLY CHAIN TRACEABILITY & CERTIFICATION

Traceability across both upstream raw materials and downstream end products is fundamental to building a responsible textile supply chain. Ensuring certified practices at every stage, from the origin of fibers to the garments delivered to customers, reduces environmental risks, strengthens compliance, and assures product integrity. We require our suppliers and subcontractors to work with recognized certification schemes RCS, OCS, GRS, BCI, European Flax and ECOVERO which verify the responsible sourcing of fibers at the raw material level and validate the sustainability of processing and finished products. By integrating certification requirements upstream and downstream, we confirm the credibility of material claims and provide customers with trusted assurance at the point of sale. In 2023 and 2024, 51% of our total fabric use and 48% of our finished goods were verified through recognized certification schemes.

Our target is to achieve 65% certified raw materials and 60% certified end products by 2030, further strengthening transparency and accountability across our value chain.

To support these efforts, we operate an integrated ERP system that connects all supply chain processes, enabling us to monitor material flows, track certified inputs, and ensure compliance with certification requirements. This integration strengthens transparency, enhances accountability, and positions us to meet both customer expectations and evolving regulatory demands in our key export markets.

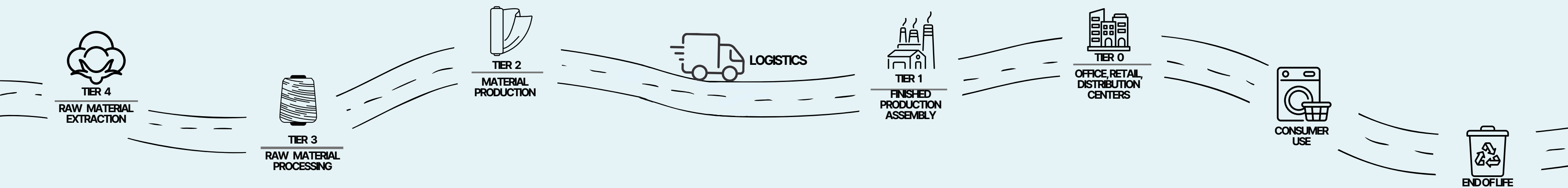
SOCIAL COMPLIANCE & HUMAN RIGHTS

Protecting human rights and ensuring ethical labor conditions are at the heart of our supply chain management. The textile industry, with its reliance on multi-tiered sourcing and labor-intensive processes, faces persistent risks related to working conditions, child labor, and forced labor. To address these, we operate a comprehensive social compliance and human rights due diligence framework. We require all suppliers to adhere to internationally recognized standards such as Higg FEM, BSCI, ISO45001, ISO14001, ISO9001 and conduct regular third-party and internal audits to verify compliance. Corrective action plans are issued when non-conformities are

identified, and we closely monitor their closure to drive continuous improvement. In parallel, we enforce a strict zero-tolerance policy for child and forced labor, embedding contractual requirements into supplier agreements and performing targeted risk-based assessments in high-risk geographies. Capacity-building programs and training sessions are also delivered to suppliers to strengthen awareness and implementation of human rights principles.

In 2023 and 2024, 145 audits were carried out, including 92 subcontractor audits, while all feedback was taken seriously, it was implemented in ways that delivered meaningful value to the company. This integrated approach ensures that social compliance is not treated as a one-time audit but as an ongoing process that protects people, enhances accountability, and strengthens the integrity of our value chain.

ATT addresses identified gaps through a structured remediation process aligned with evolving regulatory requirements. Identified improvement areas lead to corrective actions supported by training and awareness activities, followed by operational adjustments at factory level. Implementation is monitored through internal reviews and subsequent audits to ensure effective and sustained improvement.



TRANSPARENT SUPPLY CHAIN

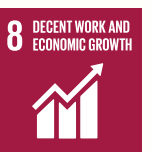
LEGAL & REGULATORY COMPLIANCE

Compliance with local and international laws is fundamental to operating a responsible value chain. As an export-oriented company trading extensively with the European Union, alignment with EU regulations and the EU Textile Strategy is essential to maintaining market access and ensuring business continuity. Beyond EU requirements, we also comply with the Turkish Labor Law and global export standards, which collectively shape the regulatory landscape in which we operate. Looking ahead, we are closely monitoring new legislative frameworks under the European Green Deal, which will introduce stricter requirements on supply chain transparency, circularity, and environmental performance.

By systematically tracking regulatory developments, integrating updates into supplier training, and assessing compliance across our supplier base, we ensure resilience to changing legal expectations. This proactive approach not only mitigates risks of non-conformance and trade restrictions but also positions us as a trusted and future-ready partner in international markets.

CYBERSECURITY & DATA PROTECTION

As digitalization reshapes the textile industry, the protection of sensitive supplier, customer, and production data has become a critical element of supply chain resilience. We recognize that data breaches or misuse can undermine trust and disrupt operations. Our approach includes regular penetration testing, strict IT governance protocols, and data privacy awareness measures to safeguard information across all business processes. By prioritizing cybersecurity, we ensure the integrity of digital systems, strengthen supply chain trust, and maintain continuity in our global operations.



INNOVATION FOR SUSTAINABLE GROWTH

PRODUCT QUALITY & DURABILITY

Quality is a crucial pillar of our production approach, ensuring that every garment meets the highest standards of performance, safety, and reliability. In the textile sector, where products are exposed to frequent use and washing, maintaining consistent quality is essential not only for customer satisfaction but also for sustainability. High-quality garments naturally last longer, reducing replacement needs and minimizing resource use and waste across the lifecycle. We implement comprehensive quality assurance processes, complemented by rigorous durability testing, to guarantee that each product reflects our commitment to excellence. This dedication ensures that we deliver safe, high-performing, and long-lasting garments that support more responsible consumption practices.

SUSTAINABLE & RECYCLED MATERIALS

The shift toward sustainable and recycled materials is becoming increasingly important in the textile sector, where reliance on natural resources has significant environmental implications. We are gradually expanding the use of organic cotton, recycled polyester, and bio-based fibers to reduce our impact and meet evolving market expectations. Collaboration with suppliers plays a key role in this process, helping us to explore next-generation fibers that balance sustainability with performance. By advancing material choices in this way, we contribute to reducing resource dependency and supporting more responsible production practices.

CIRCULARITY & RESOURCE EFFICIENCY

Resource efficiency and circularity are closely linked to how products are designed, produced, and managed at the end of their life. In the textile industry, addressing overproduction, fabric waste, and limited recycling infrastructure requires approaches that keep materials in use for as long as possible. At ATT, our focus is on reducing waste at the source through careful planning, optimized cutting techniques, and responsible sourcing practices, while creating opportunities to extend the life of fabrics and garments through reuse and recovery. By embedding circular thinking into our production processes, we minimize resource intensity, lower environmental impacts, and strengthen alignment with emerging expectations around traceability and circular production.

DIGITALIZATION & PROCESS INNOVATION

Digitalization and process innovation are central to strengthening efficiency, transparency, and sustainability across our operations. Through an integrated systems approach, we use advanced digital tools to enhance data accuracy, streamline workflows, and optimize resource use across all facilities. These capabilities enable faster, more informed decision-making, reduce operational waste, and support proactive compliance with evolving customer, traceability, and regulatory expectations. By embedding digital solutions into both production and product-development processes, we reinforce our long-term transition toward a more resilient, agile, and responsible value chain.



PRODUCT QUALITY & DURABILITY

Integrated controls and standardized protocols drive our consistent production performance.

ATT's production infrastructure is designed to ensure durability and quality through a fully integrated, system-based approach. Compliance with international regulations, destination-country requirements, and brand-specific technical standards is built directly into our processes, making it an inherent element of daily operations rather than an end-point activity. Quality assurance spans all stages of manufacturing from structured raw-material verification to continuous in-process monitoring and final product validation supported by digital tracking tools and standardized protocols applied consistently across our facilities. This disciplined approach is reflected in our 98% final pass rate across finished products, demonstrating the reliability of our processes and the stability of our performance. Operating under 17 globally recognized certifications, we maintain dependable quality outcomes, verify the consistency, safety, and compliance of our production systems and support high production volumes across multiple international markets.

Disciplined material and process controls ensure consistently durable garment performance.

Durability is a core indicator of product excellence at ATT. Fabrics produced at our Concorde facility regularly demonstrate performance that surpasses brand expectations in durability assessments, reflecting the strength of our material control practices and our disciplined approach to dyeing, finishing, and testing. The close collaboration between our quality, production, R&D, and sustainability teams ensures that product performance is continuously enhanced through data-driven improvements. With this integrated framework, ATT delivers long-lasting, high-performing garments while remaining prepared for emerging regulatory expectations focused on longevity, reparability, and circularity.

98%
final pass rate across finished products

17
certifications validating our global compliance
and quality systems



SUSTAINABLE & RECYCLED MATERIALS

55%

the share of sustainable fabrics
in our total material use

332

the number of TCs are issued
during the reporting period.

Raising our sustainable material share from 46% to 55% reflects a structural shift toward lower impact, mainstream fiber integration.

Between 2023 and 2024, the share of sustainable fabrics in our total material use increased from 46% to 55%, marking a meaningful progression in our shift toward lower-impact fiber sourcing. This transition is also reflected in absolute production volumes, with approximately 533 tons of sustainable fabrics produced in 2023 and 622 tons in 2024.

This growth reflects the intentional integration of certified organic fibers, recycled synthetics, and responsibly grown cotton into the core of our production not as isolated material options but as standard inputs across a significant portion of our product range. By embedding these fibers into mainstream manufacturing, we move toward a more resource-efficient raw-material profile that reduces reliance on virgin inputs, mitigates environmental pressure, and enhances long-term supply stability. The rise in sustainable content also aligns our material portfolio with global expectations, as regulatory frameworks and sustainability requirements advance toward higher transparency and increased recycled, certified, and responsibly sourced inputs. This transition strengthens our position within the evolving textile landscape, where material sustainability is becoming a decisive factor for competitiveness, compliance, and product differentiation.

Certification-backed sourcing and auditable chain-of-custody controls ensure verifiable material integrity and long-term sourcing reliability.

Our material sourcing framework is built on third-party certification systems that verify fiber origin, environmental attributes, and chain-of-custody integrity. Recycled inputs are procured under internationally recognized recycled-content standards, organic fibers are validated through approved organic-content schemes, and responsibly grown cotton is sourced through programs promoting improved agricultural practices. Together, these certifications act as a central control mechanism, reducing origin risks, ensuring consistent quality, and preventing non-compliant inputs from entering production. To maintain transparent and auditable material flows, accredited bodies issued 332 Transaction Certificates (TCs) during the reporting period. Each certificate documents certified quantities and supplier details, enabling traceability from raw fiber to finished product and supporting credible sustainability claims across our portfolio.

By combining certified inputs with robust chain-of-custody verification, we ensure that expanded use of sustainable materials does not compromise durability or performance. This data-driven approach enhances sourcing reliability, lowers compliance risks, and provides a strong foundation for transparent, verifiable material reporting.

235.843

Post-industrial fabric waste recycled in 2023 (kg)

279.969

Post-industrial fabric waste recycled in 2024 (kg)

We continue to enhance our operational systems, material data, and design frameworks to respond effectively to upcoming circularity and transparency requirements.

Minimizing waste begins long before production starts. ATT works systematically to prevent fabric waste at the source by enhancing cutting efficiency, improving marker accuracy, and staying closely aligned with ongoing developments from Lectra. Circular design considerations are increasingly incorporated into material planning, helping teams evaluate how resources will be used and retained throughout the product lifecycle. Through structured reviews of material utilization ratios and close cooperation among design, production, and cutting-room teams, we improve consumption accuracy and reduce discrepancies between projected and actual fabric use. Internal optimization efforts ensure that fabric yield is maximized for every style, reducing offcuts and improving overall material efficiency.

Resource efficiency also includes the careful management of trims, accessories, and partially used materials that can be reintegrated into production. These items are evaluated for quality and compliance, then directed into suitable product groups or internal developments. In addition, selected post-industrial textile scraps generated during production are reused through internal upcycling initiatives and community-based projects.



CIRCULARITY & RESOURCE EFFICIENCY

These practices support material efficiency, waste reduction, and circular value creation within the scope of our responsible value chain approach

By extending the usable life of existing inputs, we reduce the need for virgin resources and reinforce circular design approaches that keep materials circulating longer across the value chain. Recycling remains a key component of our strategy. Fabric scraps, paper, cardboard, waste oils, and other recoverable materials are segregated, collected, and transferred to licensed recycling partners for reintegration into new material streams.

As circularity expectations strengthen across global markets, we continue improving documentation and material visibility to support controlled, transparent waste-handling practices while reducing the environmental footprint of production.

Looking ahead, ATT aims to deepen circularity through design-focused approaches, enhanced traceability, and operational improvements that extend material life cycles. As upcoming regulations evolve particularly the Ecodesign for Sustainable Products Regulation (ESPR), Extended Producer Responsibility (EPR), and other elements of the EU Strategy for Sustainable and Circular Textiles we are preparing by strengthening data systems, exploring new reuse and recycling pathways, and integrating more circular design considerations into product development. These efforts will help ensure compliance readiness while advancing our transition toward a more circular, resource-efficient, and responsibly managed value chain.

Integrated digital workflows allow us to track materials, verify compliance, and operate with greater accuracy and accountability.

Our end-to-end operational workflow from fabric sourcing to shipment is managed through an integrated ERP system. We continuously update and enhance this digital infrastructure to meet new traceability, regulatory, and customer requirements, ensuring alignment with emerging industry standards.

Ongoing improvements strengthen transparency by linking material data, production steps, and compliance documentation across our garment factories, fabric mill, and certified subcontractors. This integrated structure supports consistent, verifiable data flows and enhances our ability to monitor performance and manage risks across the value chain.

Digital sampling replaces resource-intensive prototyping with a cleaner, low-impact approach to design.

In product development, CLO3D digital sampling continues to expand its role as a core design and sustainability tool. By increasing the use of virtual prototypes, we reduce the need for physical samples, minimize fabric offcuts and waste, and shorten development cycles. Across 2023–2024, 194 new models were developed through digital sampling, preventing the need for a considerably higher number of physical proto and buying samples. As 3D workflows advance, enhanced digital collaboration improves speed, precision, and flexibility while lowering the environmental footprint of the sampling phase.

As part of our broader digital transformation, we also collaborated with Istanbul Technical University to deliver a fully digital fashion show, enabling students to showcase 3D garments without physical samples. This partnership demonstrates the role of digital technologies in reducing environmental impact, building industry academia alignment, and accelerating the adoption of low-carbon design approaches. The digital show generated 254 kg CO₂, and compared with a traditional physical show, achieved a reduction of 1,287 kg CO₂, underscoring the potential of virtual platforms to substantially lower the carbon footprint of creative and presentation processes.



EMPOWER COMMUNITIES



EDUCATION PROGRAMS

At ATT, we believe that people are the heart of our success and the key to lasting sustainability. Empowering people begins with creating a workplace built on dignity, fairness, and equal opportunity. Our open office culture fosters transparency, collaboration, and dialogue, ensuring that every individual feels valued and connected. We place special emphasis on nurturing young talent. Interns are not only welcomed as part of our team but are given meaningful training opportunities, mentorship, and exposure to real projects. Many of them continue their journey with us after graduation, benefiting from long-term career opportunities. Beyond internships, we provide continuous training programs and educational

initiatives that enable our employees to strengthen their skills, embrace digital transformation, and grow with confidence. Health, safety, and fair working conditions remain our priority, alongside a strong stance against child labor, forced labor, or any form of exploitation. Diversity and inclusion guide our approach, with equal pay, equal rights, and increased opportunities for women across all levels. We also believe in creating connections beyond work. Through events, workshops, and team activities, we cultivate an environment of engagement, trust, and shared purpose. By empowering our people, we empower entire communities and build a more sustainable future together.



TOGETHER WE GROW & EVOLVE

Effective Communication Training

Employees participated in a program designed to strengthen interpersonal skills, improve collaboration, and support a more inclusive workplace culture. This initiative not only enhanced workplace harmony but also empowered employees to contribute more effectively to community-oriented projects by fostering open dialogue and mutual respect.



Higg FEM

Our teams received training on the Higg Facility Environmental Module, enhancing their capacity to measure, manage, and improve environmental performance. By equipping employees with tools to understand and act on sustainability metrics, this program supports collective responsibility and strengthens our ability to engage stakeholders in building a greener supply chain. The training also created a shared language within our teams and suppliers, enabling more transparent reporting and continuous improvement in sustainability practices.



Master Degree Support

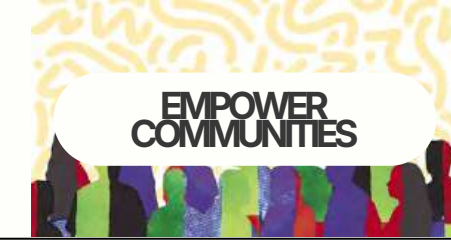
At our company, learning doesn't stop at the workplace, it grows with us. In 2023, 2 colleagues continued their academic growth through Master's-level studies, followed by 3 colleagues in 2024, turning curiosity into expertise. By supporting advanced education, we are not only investing in individual ambition but also in the collective intelligence that drives our company forward. Every course completed, every idea explored, feeds back into our shared purpose: to think bigger, act smarter, and build a future shaped by knowledge and collaboration. This commitment to higher learning strengthens both our people and the values we stand for.



Space 360

Our sustainability team explored Space 360, an immersive learning experience that fosters creativity, teamwork, and new perspectives in problem-solving. By inspiring innovative thinking and collaboration, the program empowers individuals to bring fresh solutions not only into the workplace but also into wider social and environmental challenges.





COMMUNITY IMPACT PROJECTS

At ATT, sustainability is not limited to responsible production or environmental management. It is equally about strengthening the communities we are part of. We see community impact as a two-way exchange: while we contribute resources, knowledge, and creativity, we also learn from the people and partners who inspire us to do better. Social inclusion, equal opportunities, and environmental awareness are at the heart of this commitment. By supporting education, empowering underrepresented groups, and encouraging volunteerism, we aim to create spaces where people feel valued and capable of shaping their future.

These initiatives also reflect our belief that collective action drives meaningful change. From encouraging young talents to explore design with donated fabrics, to participating in local cleanup campaigns, to joining sports events that raise awareness for inclusion, each project connects our employees and stakeholders around shared values. This is why community engagement is not an isolated activity for us. It is embedded into our sustainability vision as a way to build longterm trust, foster resilience, and inspire responsibility beyond our factory walls.



In this context, we actively design and participate in projects that reflect both our corporate values and the needs of society. These initiatives take many forms, from creative upcycling activities that promote circularity, to educational support that



opens new opportunities for young people, to inclusive programs that highlight the talents of individuals with Down syndrome.



Environmental volunteering, cultural partnerships, and donations of resources all play a role in extending our impact beyond our business. By embracing such a diverse set of projects, we aim not only to address immediate needs but also to



create lasting positive change in the communities we touch.

Inclusion. Empowerment. Collective action.

These principles guide how we design and participate in community projects from education and volunteering to circular creativity and social inclusion.

COMMUNITY IMPACT PROJECTS

New Year Upcycle

A New Year upcycling activity was organized, where materials were creatively repurposed into festive items. This initiative promoted circular thinking, reduced waste, and encouraged employees and community members to see value in resources that might otherwise be discarded. By showing how design and sustainability can go hand in hand, the activity inspired participants to adopt more conscious consumption habits in their own lives.



Coastal Cleanup Activity - Kinaliada

Employees volunteered to join a beach cleaning campaign along the Istanbul coastline, collecting plastic, packaging, and other waste materials harmful to marine life. The initiative directly contributed to the protection of local ecosystems while raising awareness about the impact of pollution on biodiversity. It also encouraged a spirit of collective responsibility, bringing together colleagues, families, and local residents around a shared commitment to preserving natural resources for future generations.



Run - Turkish Down Syndrome Association

In 2023, our team joined the annual charity run organized by the Turkish Down Syndrome Association, held on 15 October along the Istanbul's Bosphorus coast to city park. This event united employees, families, and community members in a visible show of solidarity, raising both awareness and funds for programs benefitting individuals with Down syndrome. Alongside the social impact, it enhanced community connection and reinforced our company's commitment to inclusion and social responsibility.

By participating, we supported the expansion of educational, therapeutic, and social services for people with Down syndrome, contributing to greater public awareness and empowerment of marginalized groups.



Mana - Fabric Swatch Donation

Through collaboration with Mana, we donated fabric swatches to support their educational and social initiatives. These resources helped provide learning materials and creative tools for communities that need them most. By extending our support beyond business operations, we amplified the reach of local organizations and reinforced our belief that partnerships are a key driver in empowering communities.



COMMUNITY IMPACT PROJECTS

Scholarships

We provide scholarships to the children of our employees who are enrolled in formal education, helping reduce financial barriers and supporting fair access to learning opportunities. Through this program, the company contributes to the educational development of students within employees' families and promotes equal opportunities for personal and academic growth. This initiative forms part of our broader social support commitments and strengthens the overall well-being of our employees.



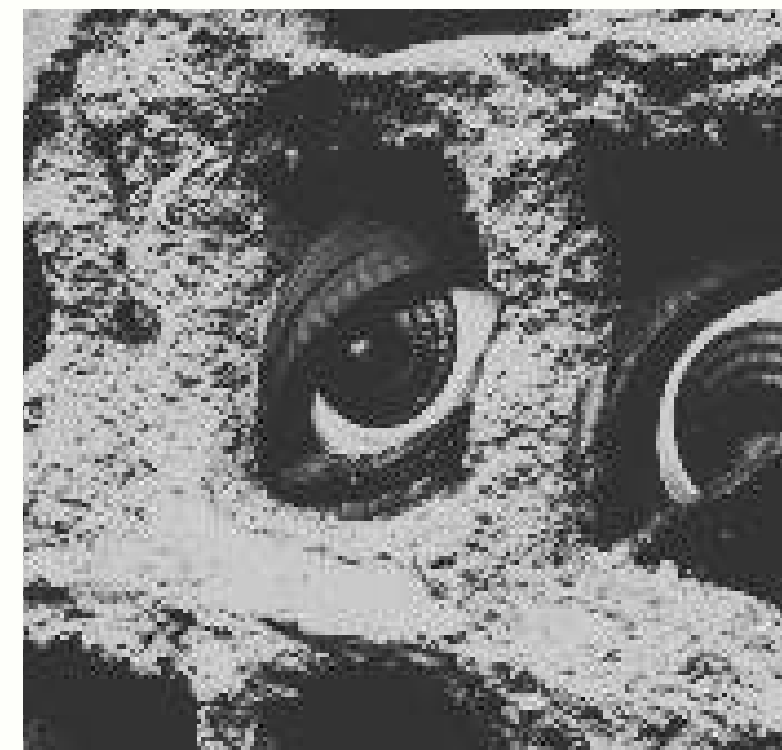
Lezzet +1 Workshop

In partnership with programs that promote social inclusion, we joined a culinary project where individuals with Down syndrome participated in creating and presenting new food concepts. This initiative nurtured creativity, built self confidence, and provided valuable skills development in a supportive environment. By combining gastronomy with empowerment, the program demonstrated the value of diversity and the strength of inclusive communities.



"Onaranlar Kulübü" Event

Through our engagement with Onaranlar Kulübü's Onaran Atölyeler (Repair Workshops), our employees participated in hands on sessions teaching repair, upcycling, and creative reuse of discarded materials. These monthly workshops take place at various community venues and foster practical skills in sustainability, circular economy thinking, and collective ownership. By collaborating in the repair of everyday objects, participants not only reduce waste and extend product life cycles but also build stronger social ties and a culture of shared resourcefulness. Through this initiative, we help empower individuals and communities to see potential in what's discarded and to act as custodians of a more sustainable material world.



Turgut Reis High School - Fabric Donation

We donated surplus fabrics from our production processes to high schools for use in design, art, and textile classes. This initiative not only reduced textile waste but also provided students with practical resources to develop their creativity and explore innovation. By linking circularity with education, the program encouraged young learners to understand sustainability in a hands-on way, fostering awareness and responsibility at an early age.





APPENDIX

GRI Standard	Standard Name	Standard Number	Page& Answers
GENERAL DISCLOSURES GRI 1,2,3 UNIVERSAL STANDARD 2023-24	Organization Details	Disclosure 2-1	About the Report p.4
	Entities Included in the Organization's Sustainability Reporting	Disclosure 2-2	About the Report p.4
	Reporting period, frequency and contact point	Disclosure 2-3	About the Report p.4
	Restatements of Information	Disclosure 2-4	Omitted. No restatements were made during the reporting period.
	External Assurance	Disclosure 2-5	About the Report p.4
	Activities & Value Chain & Other Business Relationships	Disclosure 2-6	Overview of ATT p.8 Our Value Chain p.12
	Employees	Disclosure 2-7	Employee Growth & Empowerment p.32
	Workers Who Are Not Employees	Disclosure 2-8	Ethical Governance & Fair Work p.30
	Governance structure and composition	Disclosure 2-9	Corporate Governance p.17 Committee Responsibilities p.18
	Nomination and selection of the highest governance body	Disclosure 2-10	Omitted.
	Chair of the highest governance body	Disclosure 2-11	Omitted.
	Role of the Highest Governance Body in Sustainability Reporting	Disclosure 2-12	Corporate Governance p.17 Committee Responsibilities p.18 Risk Management p.19
	Delegation of responsibility for managing impacts	Disclosure 2-13	Corporate Governance p.17 Committee Responsibilities p.18 Risk Management p.19
	Role of the highest governance body in sustainability reporting	Disclosure 2-14	Corporate Governance p.17 Committee Responsibilities p.18 Risk Management p.19
	Conflicts of interest	Disclosure 2-15	Corporate Governance p.17

GRI Standard	Standard Name	Standard Number	Page& Answers
	Communication of critical concerns	Disclosure 2-16	Corporate Governance p.17 Committee Responsibilities p.18 Risk Management p.19
	Collective knowledge of the highest governance body	Disclosure 2-17	Corporate Governance p.17
	Evaluation of the performance of the highest governance body	Disclosure 2-18	Omitted.
	Remuneration policies	Disclosure 2-19	Omitted.
	Process to determine remuneration	Disclosure 2-20	Omitted.
	Annual total compensation ratio	Disclosure 2-21	Omitted.
	Statement on sustainable development strategy	Disclosure 2-22	Executive Message p.5-6
	Policy commitments	Disclosure 2-23	Ethical Governance & Fair Work p.30-31
	Embedding policy commitments	Disclosure 2-24	Risk Management p.20 Ethical Governance & Fair Work p.30-31
	Processes to remediate negative impacts	Disclosure 2-25	Risk Management p.19-20 Ethical Governance & Fair Work p.30-31
	Mechanisms for seeking advice and raising concerns	Disclosure 2-26	Ethical Governance & Fair Work p.30-31 Transparent Supply Chain p.42
	Compliance with laws and regulations	Disclosure 2-27	Transparent Supply Chain p.42-43
	Membership associations	Disclosure 2-28	Certificates, Memberships and Achievements p.13
	Approach to stakeholder engagement	Disclosure 2-29	Stakeholder Engagement p.23
	Collective bargaining agreements	Disclosure 2-30	Omitted.
	Process to determine material topics	Disclosure 3-1	Global Risks and Sectoral Trends p.21-22 Stakeholder Engagement p.23

GRI Standard	Standard Name	Standard Number	Page& Answers
	List of material topics	Disclosure 3-2	Materiality Matrix p.24
	Management of material topics	Disclosure 3-3	Material Topics & Strategic Responses p.25-28
GRI 300: ENVIRON MENTAL	GRI 301-Materials 2016	301-1 Materials used by weight or volume	Innovation for Sustainable Growth p.46
		301-2 Recycled input materials used	Innovation for Sustainable Growth p.46
		301-3 Reclaimed products and their packaging materials	Innovation for Sustainable Growth p.47
	GRI 302-Energy 2016	302-1 Energy consumption within the organization	Energy Management p.34
		302-2 Energy consumption outside of the organization	Omitted.
		302-3 Energy intensity	Omitted.
		302-4 Reduction of energy consumption	Energy Management p.34
		302-5 Reductions in energy requirements of products & services	Omitted.
	GRI 303-Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management p.35
		303-2 Management of water discharge-related impacts	Water Management p.35
		303-3 Water withdrawal	Water Management p.35
		303-4 Water discharge	Omitted.
		303-5 Water consumption	Omitted.
	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	Omitted.
		304-2 Significant impacts of activities, products and services on biodiversity	Omitted.
		304-3 Habitats protected or restored	Community Impact Projects p.54
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Omitted.	

GRI Standard	Standard Name	Standard Number	Page& Answers
	GRI 305-Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management p.36
		305-2 Energy indirect (Scope 2) GHG emissions	Emission Management p.36
		305-3 Other indirect (Scope 3) GHG emissions	Emission Management p.36
		305-4 GHG emissions intensity	Emission Management p.36
		305-5 Reduction of GHG emissions	Emission Management p.36
		305-6 Emissions of ozone-depleting substances (ODS)	Omitted.
		305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emission Management p.36
	GRI 306-Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management p.37 Innovation for Sustainable Growth p.44-47
		306-2 Management of significant waste-related impacts	Waste Management p.37 Innovation for Sustainable Growth p.44-47 Community Impact Projects p.53-54
		306-3 Waste generated	Waste Management p.37 Innovation for Sustainable Growth p.44-47
		306-4 Waste diverted from disposal	Waste Management p.37 Innovation for Sustainable Growth p.44-47
		306-5 Waste directed to disposal	Waste Management p.37

GRI Standard	Standard Name	Standard Number	Page& Answers
GRI 400: SOCIAL	GRI 403-Occupational Health and Safety 2018	403-1 Occupational health and safety management system 403-2 Hazard identification, risk assessment, and incident investigation 403-3 Occupational health services 403-4 Worker participation, consultation, and communication on occupational health and safety 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 403-8 Workers covered by an occupational health and safety management system 403-9 Work-related injuries 403-10 Work-related ill health	Ethical Governance & Fair Work p.31 Ethical Governance & Fair Work p.30-31 Transparent Supply Chain p.42-43 Ethical Governance & Fair Work p.31 Ethical Governance & Fair Work p.30-31 Ethical Governance & Fair Work p.31 Omitted. Omitted. Ethical Governance & Fair Work p.31 Omitted. Omitted.
	GRI 404- Training and Education	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs 404-3 Percentage of employees receiving regular performance and career development reviews	Ethical Governance & Fair Work p.31-32 Employee Growth & Empowerment p.32 Education Programs p.50-51 Omitted.
	GRI 405- Diversity and Equal Opportunity	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	Corporate Governance p.17 Employee Growth & Empowerment p.32 Omitted.
	GRI 406- Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	Employee Growth & Empowerment p.32
	GRI 408- Child Labor	408-1 Operations and suppliers at significant risk for incidents of child labor	Transparent Supply Chain p.42
	GRI 414- Supplier Social Assessment	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	Ethical Governance & Fair Work p.30-31 Transparent Supply Chain p.42 Omitted.

To obtain more detailed information about ATT Group Integrated Operations, and to share your views and recommendations, please contact:

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Thank you!

We are pleased to present this report, which outlines the outcomes of our activities during the 2023 and 2024 operating years and reflects our approach to sustainability.

We would like to express our sincere appreciation to our Sustainability Team for their commitment and leadership throughout this process, as well as to all colleagues who contributed their expertise and insights to the preparation of this report. Their collective efforts have been instrumental in advancing our organization's transformation and strengthening the integration of sustainability into our operations.

As we progress in line with our strategic objectives, we recognize that meaningful transformation is achieved through consistent and deliberate action. Guided by this understanding, and together with our stakeholders who support and shape our journey, we remain focused on taking responsible steps that contribute to long-term value creation and our shared future.

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