

WE NEVER SATISFIED FOR A HAPPIER LIFE JOURNEY



NEVER BE
Satisfied 

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Abbreviations

- TB- Toyota Boshoku
- TBT- Toyota Boshoku Türkiye
- TBEU - EA Region
- TBSTR- TB Sewtech Turkey
- MTBP- Mid Term Business Plan





TB Way

For 10 years, we contribute to society by developing leading-edge technologies and manufacturing high-quality products.

We meet challenges with courage and creativity, to realize our dreams.

We carry out kaizen continuously, aiming to achieve higher goals.

We practice Genchi-Genbutsu by going to the source to analyse problems and find their root causes.

Once a decision is made, we move quickly to carry out the plan, with passion and a sense of mission.

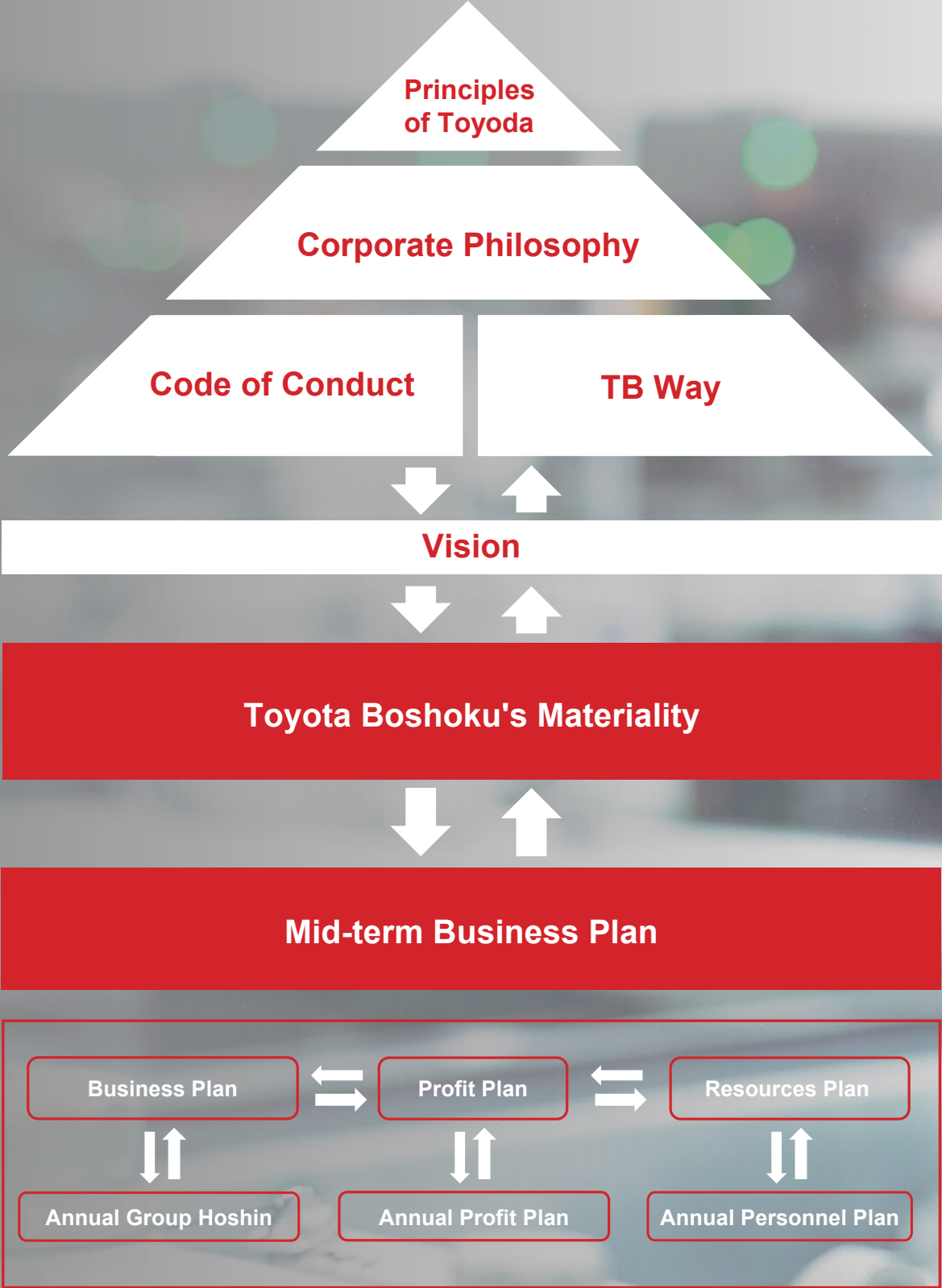
We seek to do our best, act professionally and take responsibility for our actions.

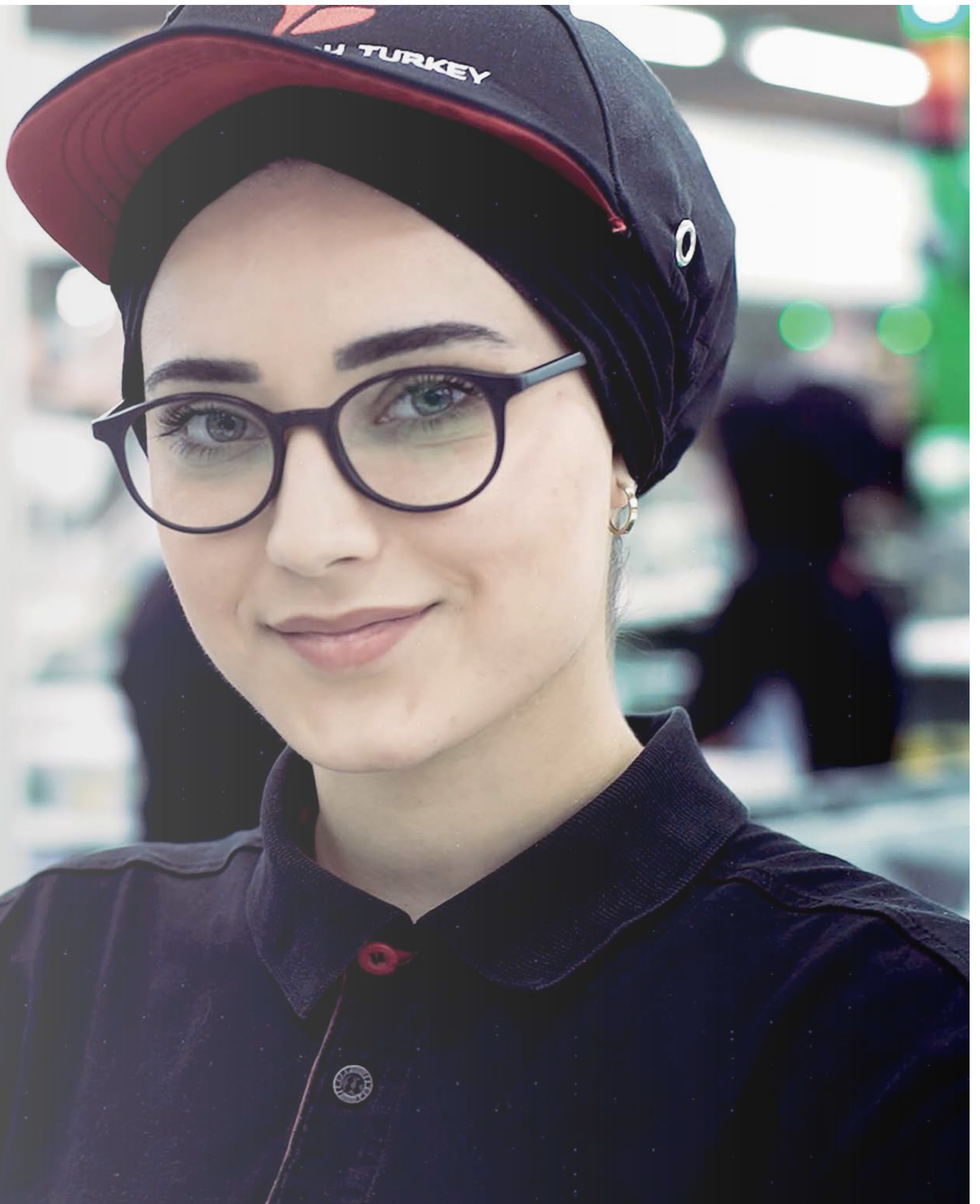
We respect the values of other cultures and accept differences, with an open mind and a global perspective.

As a good corporate citizen, we do what is right and contribute to society.

We respect the individual and use teamwork to produce the best result.

Management Concept







BETTER PRODUCTION

Although TB Sewtech Turkey was established in 2012, we have come a long way in a short time in terms of quality and performance approaches. The fact that we produce seat covers for Toyota and BMW vehicles, the world's largest and highest quality car brands, is the indicator of our success. We continue to prepare for the future in line with our principle of producing better for the sustainability of our production and success.

Vehicle cover set production capacity
500 thousand/year



BETTER GOVERNANCE

We strive to contribute to the industrial culture of both Türkiye and Düzce by applying the Toyota Production System (Lean Production) without compromise, which is based on the basic principles put forth by our founder Sakichi Toyoda 100 years ago. We are taking digital transformation steps such as receiving data from sewing machines to increase efficiency, and we continue to make a difference to our business and its results.



BETTER SOCIAL LIVING

We add value to Düzce's young, talented and high-quality labour force. With the awareness that the products we produce are used in all continents of the world, we focus on raising broad-visioned and open-minded people as well as production of high quality. We contribute to social development with our high rate of female employees and the local employment we create.

Female employee ratio
50%



BETTER FUTURE

We care about providing benefits for society and nature. With the hybrid transformation of our fleets, we aim to minimise the carbon footprint. We are continuously improving our performance related to waste management. We produce teddy bears from our eco-friendly waste fabrics and bring them together with children. We promote corporate social responsibility projects together with our employees and giving our all to do everything within our power.

Amount of waste recycled
358 tons/year

About the Report

We hope that our first sustainability report that is published will strengthen the sense of trust between us and our shareholders.

As TB Sewtech Turkey, we are pleased to share with our shareholders the values we create for our shareholders as a result of our operations in the sector in which we operate including our company performance with our environmental, social and governance effects in the first sustainability report we will publish within the principles of accountability and transparency.

Our 2021 Sustainability Report has been prepared in accordance with the GRI Standards “Core” option. You can find in the “GRI Content Index” table where the GRI Standards were used in our report.

In this first sustainability report, you can find about our activities, areas of responsibility, and the strategy, management, and performance details of our group. We hope that this report, in which we explain our social, environmental and governance practices between April 1, 2021 - March 31, 2022 (fiscal year), will strengthen the sense of trust between us and our shareholders.

The data in our first sustainability report, which we aim to share every year from now on, has not been subjected to external audit. Unless otherwise stated, the data shared in our report reflects the TB Sewtech Turkey's performance for the 2021 fiscal year.

Our report has been prepared in consultation with the KPMG Sustainability Services Team, and the data we shared in the report has not been externally audited.

As TB Sewtech Turkey, we are pleased to share the value we create for our shareholders as a result of our operations and our company performance with our environmental social and economic impact through our first sustainability report. We are happy to share the report with our stakeholders.



Message from the President

We work hard to create a sustainable value together with our national and international shareholders.

As TB Sewtech Turkey, since the year of 2012 when we first started our activities in our country, we have been working to create a sustainable value together with our local, national and international shareholders. We act with the awareness of our responsibilities towards the environment and society while contributing to the automotive sector of our country with the seat covers we produce for Toyota and BMW vehicles which are two of the world's largest car manufacturers. With the growth we have achieved in the first ten years of our operations in Turkey, we have not only brought our brand to a position where it is respected for its quality and competency in the world, but also put sustainability at the centre of our business in order to make our performance permanent. In these decades, we have increased the number of our employees tenfold, our facility area threefold and our annual production capacity fivefold. FY21 is important for us as it was the year when these growths started to be sustainable and stabilised.

We have taken steps to improve our Environmental, Social and Governance (ESG) performance with the significant advances we have made in terms of sustainability in our company in recent years. We strive to make our future more liveable with the actions we implemented at TB Sewtech Turkey in line with the

sustainability framework drawn by the Toyota Boshoku Group, which we work under the umbrella of, and in line with the UN Sustainable Development Goals. With our corporate culture built on the basic principles set forth by our founder Sakichi Toyoda, we have the mission of being a company that respects people, favours diversity and completely under compliance with the laws while contributing to our national economy. Especially in the year of 2020, TB Group's sustainability efforts at TB Group companies and TB Sewtech Turkey accelerated as TB Group shifted its sustainability paradigm from Corporate Social Responsibility to Creating Shared Value and identified its materiality subjects within the framework of the 2025 MidTerm Business Plan. The ESG issues to become an important part in our business model with the 2025 MidTerm Business Plan and the identification of the Human Resources Transformation (HRX) and Digital Transformation (DX) as supporting areas have enabled sustainability to enter our agenda intensively.

At TB Sewtech Turkey, we are working with our senior management and more than thousand employees to realise our vision of sustainable growth with the motto "Never be Satisfied" and the purpose of "We craft happier Journeys with All Our Stakeholders". We continue

kaizen, non-stop improvement activities on sustainability and ESG issues, which we have included among the strategic targets of the company. With our local employment policies, we benefit from the high quality and competent labour force of Düzce, where our production facility is located, and create new works in our region. Within the scope of HRX, while being an institution where inspiring and open-minded people are trained, we also consider empowering our woman employees as an important issue to contribute to gender mainstreaming. On the other hand, as a manufacturing company, we carry out the necessary processes to minimise our environmental impact and carbon footprint. We act in parallel with the TB Group's 2050 Environmental Vision with the greenhouse gas reduction, waste management, energy efficiency, water management and bio-diversity practises we have implemented within our company. As TB Sewtech Turkey, we act with the vision of being a responsible company towards the future with the value we create on the path of sustainable growth. We are including our Sustainability Report, which we published for the first time this year, to the important works carried out by our company in terms of sustainability. As a company that has always adopted transparency and accountability as its motto, we present our Environmental, Social and Governance performance to our shareholders in our report prepared in accordance with GRI standards.

We respond to the trust of our shareholders with an innovative management approach that go towards to forward-looking growth.

The happiness of all our shareholders, who are in cooperation with us, is our priority. Thus, we care about long-term, peaceful co-operations based on mutual trust.

Hakan Konak



About TB Sewtech Turkey

Toyota Boshoku Group manages its global operations by dividing them into five regions.

Toyota Boshoku Group, the world's and Turkey's leading automotive parts manufacturer, was established in Japan in the year of 1918. The Group manufactures all vehicle interior parts, including seats, interior door panels, headliners and floor carpets. Using the technologies developed through the enhancement and production of automobile seats, they have expanded their field of operation by operating in the fields of railway and aircraft seats.

It manages its global operations by dividing them into five regions: Japan, Europe & Africa, America, Asia & Oceania and China. Toyota Boshoku Group has designated administrative centres for each region with the purpose of optimum management and organisation. Global general management is provided by the head office in Japan in coordination with the administrative centres in each region.

THE AMERICAS

TOYOTA BOSHOKU AMERICA, INC. United States

Technical Center
Silicon Valley Office

TOYOTA BOSHOKU ARGENTINA S. R. L. SEWTECH ARGENTINA S. R. L.	Argentina
TOYOTA BOSHOKU DO BRASIL LTDA.	Brazil
TOYOTA BOSHOKU CANADA, INC.	Canada
TB SEWTECH DE MEXICO, S. DE R. L. DE C. V. TB KAWATEX DE MEXICO, S. A. DE C. V.	Mexico
SYSTEMS AUTOMOTIVE INTERIORS, LLC TBDN TENNESSEE COMPANY TOYOTA BOSHOKU AKI USA, LLC TOYOTA BOSHOKU ILLINOIS, LLC TOYOTA BOSHOKU INDIANA, LLC TOYOTA BOSHOKU KENTUCKY, LLC TOYOTA BOSHOKU MISSISSIPPI, LLC TOYOTA BOSHOKU TENNESSEE, LLC TB KAWASHIMA USA, INC.	United States



● Global Mainstay Hub
■ Regional Management & Collaboration Hub

Global Network



EUROPE & AFRICA

TOYOTA BOSHOKU EUROPE N.V.	Belgium
└ Munich Branch	Germany
└ Adapazari Branch	Turkey
TOYOTA BOSHOKU FRANCE S.A.S.	
TOYOTA BOSHOKU SOMAIN S.A.S.	France
MILAN DESIGN BRANCH	Italy
TOYOTA BOSHOKU LEGNICA SP. Z O.O.	
TOYOTA BOSHOKU POLAND SP. Z O.O.	Poland
TOYOTA BOSHOKU LLC	Russia
TRIM LEADER, A.S.	Slovakia
TOYOTA BOSHOKU SOUTH AFRICA (PTY) LTD.	South Africa
TOYOTA BOSHOKU TURKEY INC.	
TB SEWTECH TURKEY LTD.	Turkey

CHINA

TOYOTA BOSHOKU (CHINA) CO.,LTD.	China
└ Beijing Office	
└ Guangzhou Branch	
└ Tianjin Branch	
CHENGDU TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
GUANGZHOU INTEX AUTO PARTS CO., LTD.	
HEYUAN TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
KUNSHAN TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
NINGBO TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
QINGDAO INJELIC MOULD CO., LTD.	
SHANGHAI TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
SHENYANG TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
TIANJIN INTEX AUTO PARTS CO., LTD.	
TIANJIN KAHOU AUTOMOBILE DECORATION CO., LTD.	
TIANJIN TOYOTA BOSHOKU AUTOMOTIVE PARTS CO., LTD.	
TOYOTA BOSHOKU FOSHAN CO., LTD.	
TOYOTA BOSHOKU (GUANGZHOU) AUTOMOTIVE PARTS CO., LTD.	
TOYOTA BOSHOKU (TIANJIN) AUTOMOTIVE PARTS CO., LTD.	
KAWASHIMA AUTOMOTIVE PARTS JIANGSU CO., LTD	
KAWASHIMA TEXTILE MANUFACTURERS (SHANGHAI) LTD.	
SEIWA SEAT COVERS (BENGBU) CO., LTD.	China

JAPAN

TOYOTA BOSHOKU CORPORATION Japan

ASIA & OCEANIA

TOYOTA BOSHOKU ASIA CO., LTD.	Thailand
TOYOTA BOSHOKU AUTOMOTIVE INDIA PRIVATE LIMITED	
└ Gurgaon Office	
TOYOTA BOSHOKU RELAN INDIA PRIVATE LIMITED	
TB KAWASHIMA AUNDE (INDIA)	India
PT. TOYOTA BOSHOKU INDONESIA	
PT. ATEJA KAWASHIMA AUTOTEX	Indonesia
TOYOTA BOSHOKU LAO CO., LTD.	Laos
TOYOTA BOSHOKU UMW SDN. BHD.	Malaysia
THAL BOSHOKU PAKISTAN (PRIVATE) LIMITED	Pakistan
TOYOTA BOSHOKU PHILIPPINES CORPORATION	Philippines
SHIN SAN SHING CO., LTD.	Taiwan
BOSHOKU AUTOMOTIVE (THAILAND) CO., LTD.	
S.K. AUTO INTERIOR CO., LTD.	
STB TEXTILES INDUSTRY CO., LTD.	
THAI SEAT BELT CO., LTD.	
TOYOTA BOSHOKU FILTRATION SYSTEM (THAILAND) CO., LTD.	
TOYOTA BOSHOKU GATEWAY (THAILAND) CO., LTD.	
TOYOTA BOSHOKU SIAM METAL CO., LTD.	
TB KAWASHIMA (THAILAND) CO., LTD.	Thailand
TOYOTA BOSHOKU INOAC VIETNAM CO., LTD.	
TOYOTA BOSHOKU HAIPHONG CO., LTD.	
TOYOTA BOSHOKU HANOI CO., LTD.	Vietnam

The Toyota Boshoku Group has identified administrative centers for each region for optimum management and organization.

TB Sewtech Turkey in 2021

With an annual capacity of approximately 500,000 of vehicle/trim cover set, our plant supplies products to the major European market.

Our company was established in 2012 by transferring the sewing and cutting processes in TBT to Düzce. In addition, although we are a separate legal entity, TBT still holds the position of a shareholder.

There are extensive relations between our company and TBT. TBT is not only the shareholder, but also the main customer of our company. Some organisational functions, such as Total Quality Management (TQM), Information Technologies (IT) and Sustainability, are performed by co-partner units. In addition, our company ensures its direct commercial relations with TBT as well as its commercial relations with other customers through TBT.

Although our company communicates and shares information with all plants in Europe and Africa, it is the only plant in the region whose product range is only seat covers. With an annual capacity of approximately 500,000 of vehicle/trim cover set, our plant supplies products to the major European market. Even though we are established in the year of 2012, we have achieved tremendous growth in a very short time and proved that our quality and competence are recognised worldwide. Our company, which received a four-star recognition certificate in 2021, aim for the fiscal year of 2026 in MTBP to have the Turkey Excellence Award and the EFQM Europe award.

Our company, which received a four-star recognition certificate in 2021, aim for the fiscal year of 2026 in MTBP to have the Turkey Excellence Award and the EFQM Europe award.

Purpose/Vision

Our Purpose;
We craft happier journeys
with our stakeholders

Our Vision;
To be “Trim Cover
Centre” of Toyota
Boshoku Europe &
Africa Region

Our Slogan;
Never be satisfied!



Our Sustainability Strategy and Targets

As TBSTR, we consider our environmental and social impacts in all processes of our business structure.

As TB Sewtech Turkey, we consider our environmental and social impacts in all processes of our production activities and business structure. We carry out all of our operational processes within the basic Sustainability Management framework by Toyota Boshoku Global. As TB Sewtech Turkey, we create our sustainability structure aligned with TB Global.

Together with our Corporate Social Responsibility (CSR) and Creating Shared Value approaches, we continue to provide our services under the topic of sustainability, which is also among the materiality topics of TB Global.

We have identified three transformation areas as ESG to catch the trends by supporting ESG transformation, DX to be resilient to change and HRX to realise human resources transformation together with our goals in the business plan regarding the governance structure. We carry out projects to realise the works we have identified for these transformation areas and continue our improvement processes.

TB Global's management approach consists of the concepts of **materiality** and **targeted management structure**. Within the scope of this understanding, sustainability policies are developed every year to improve performance with the focus on environmental, social and governance topics. For this reason, every member of the Toyota Boshoku Group embraces sustainability subjects and makes them a part of their business.

Our midterm business plan also includes our targets on governance structure, which is one of the building blocks of ESG (Environmental, Social and Governance)



Every member of the Toyota Boshoku Group embraces sustainability subjects and makes them a part of their business.

Stakeholders	Main Subject	Key Performance Indicators	Target	Evaluation
Society	Environment	Number of environmental complaints	Zero	○
		CO ₂ emission reduction	8%	◎
		Waste reduction	0.5%	◎
		Water use reduction	0.25%	◎
		Tree planting activity (Number of trees)	700 trees	◎
	Fair and Transparent Transactions	Number of bribery cases	Zero	○
	Compliance	Number of cases of antitrust law violations	Zero	○
		Number of important law violation cases	Zero	○
	Confidentiality management	Practice of Code of Conduct	95%	○
	Social Contribution	Number of confidential information leaks	Zero	○
	Safety and Health	Number of volunteer activity participants	1/person	○
		Number of fatal accidents (Permanent, temporary, subcontractor)	Zero	○
Customers	Customer first	Number of fatal accidents (Permanent, temporary, subcontractor)	Zero	○
		Medical examination rate	100%	○
Customers	Customer first	Number of cases of market actions Target: Zero market Incidence Result: Zero market Incidence	Zero	○
		Quality Cost Reduction	Reduction 10% improvement	◎
Shareholders	Timely and Appropriate Info Disclosure	Observe timely & appropriate info disclosure	100% Compliance	○
Employees	Respect for Employee	Employment rate of disabled employee	3%	△
		Turnover ratio (permanent)	1.5%	○
		Annual Leave Usage Ratio	Usage of 100% of the earnings	◎
		Overtime hours	Over 270 hours exceeding: Zero Member	×
Business Partner/Supplier	Safety and Health	Number of fatal accidents (Subcontractor, Visitor)	Zero	○

Legend: ◎ > 120% ○ :119~100% △ :99~70% × :<69%

Sustainability KPIs

#	Category	KPI	FY2022 Target
1	Safety	Work Accident	0
2		Co ₂ Emission	8% Reduction
3		Water Usage	0.5% Reduction
4		Waste Amount	1% Reduction
5	Quality	Customer PPM	Average: 8.5
6		Internal Defects	Average: 0.5
7	Delivery	Customer Line Stop	0
8		Customer DPM (Breakdowns per million)	0
9		MTTR (Mean time to repair)	3.4
10		LTTR (Longest time to repair)	18 minutes
11	Cost	Operating Profit	4.4 m€ / 7.9%
12		PEFF (production efficiency)	1,047
13		(Scrap) Status	0.25 €/Set
14		Cost trend per meter (Costs for sewing 1 meter)	Fixed cost: 0.11 / Variable cost: 0.32
15		Break Even Point Ratio (BEP-%)	54%
16		Inventory Status (days)	25 days
17		Premium Freight (Freight Premium)	0
18		Transportation Cost	0.54 € / set
19	Human Resources	Moral Survey	LFY (Last Fiscal Year)+/-5 Points
20		LEAP Score Overall (%)	60%
21		Office HC ratio (%)	0.056
22		Production Indirect HC Rate	11.0%
23		Employee /Turnover	1.5%
24	Sustainability	EFQM External Assessment Score	5 Stars
25		CSR Score (ÇSY -ESG Score)	4.2 / 5
26		Cyber Security Incidents	0
27		D/X Maturity Level	1
28		PMR Level (Plant Management Requirement of Toyota Boshoku)	1-Mnf (Production), Quality (Quality), PP (Project Preparation), Env (Environment), HR (Human Resources), Cost (Cost): min3.2 2-Safety (Occupational Safety): min 3.8
29		Number of SoP Issue (Problems of Commencing Mass Production)	0
30		Line stops - unplanned	0
31	ATSG status (All Toyota Security Guide)	179	
32	Kaizen Average Score	13	
33	Shop Axis	100% (Criteria Compliance Rate)	
34	IATF External Audit Major Number of Non-Conformities	0	



The Toyota Boshoku group has always focused on HITOZUKURI (the art of educating people) and MONOZUKURI (the art of manufacturing) from the customer's point of view, based on the concept that "the development of human resources is at the centre of production."

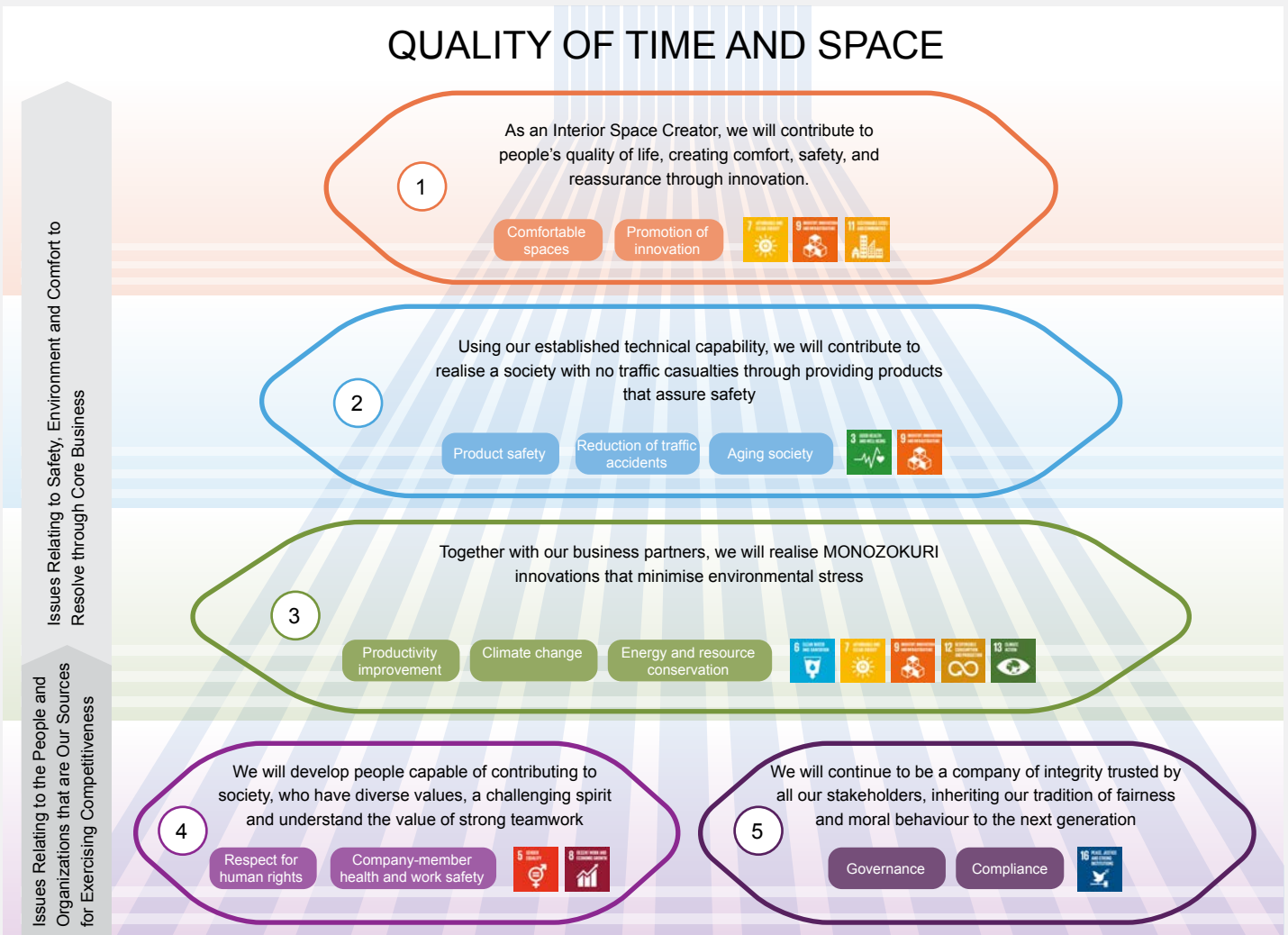
TB Sewtech Turkey

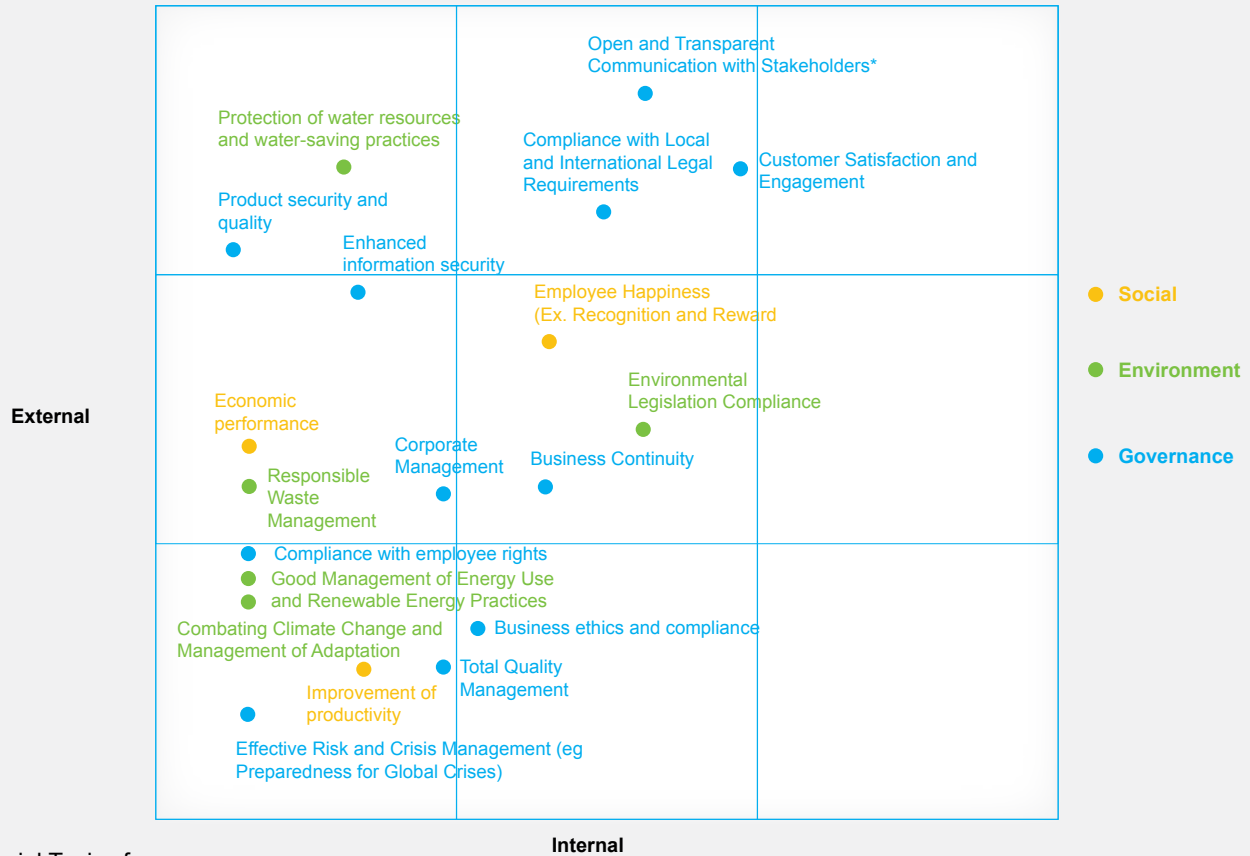
Material Issues and Stakeholder Engagement

We identified our material sustainability subjects together with the participation of our internal and external shareholders.

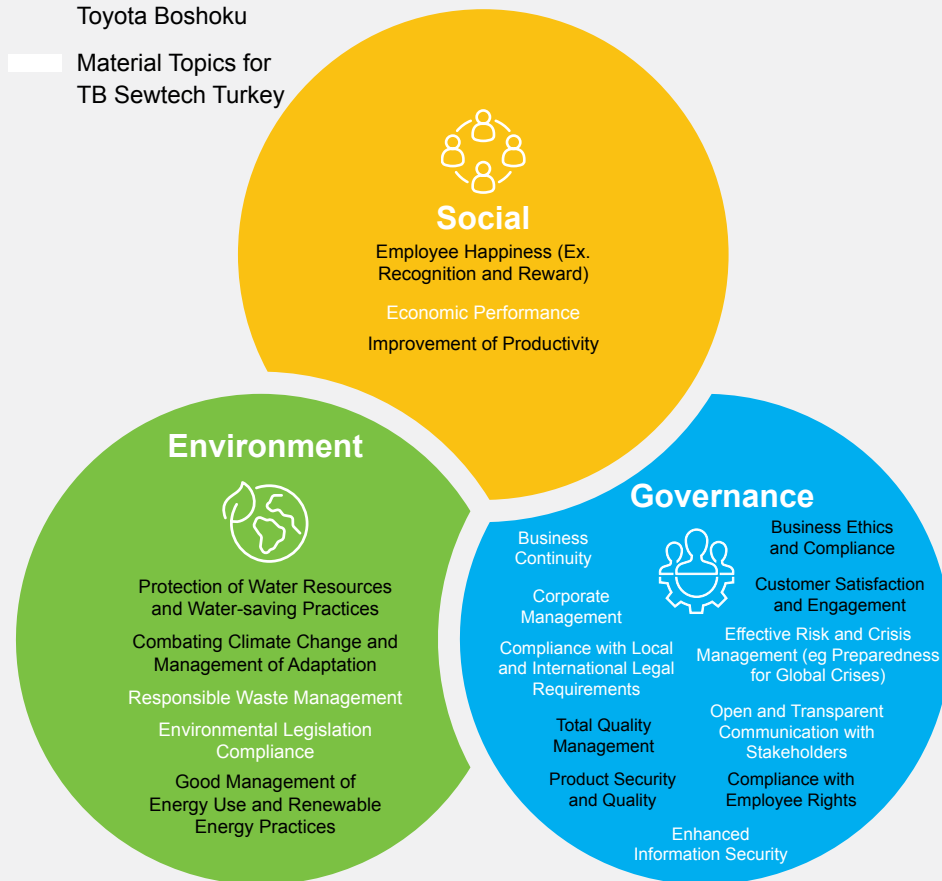
Toyota Boshoku Group's Materiality

QUALITY OF TIME AND SPACE





Material Topics for Toyota Boshoku
 Material Topics for TB Sewtech Turkey



In order to identify our material sustainability subjects, a Materiality Analysis practise was organised with the relevant participation of our internal and external shareholders. The Materiality Analysis is an important channel that includes the most important Environmental, Social and Governance subjects for our shareholders and TB Sewtech Turkey.

Considering the material issues of Toyota Boshoku Global, competitors in TBSTR and in similar sectors were analysed and a list of subjects that could be materialised for TBSTR was prepared. Questionnaires with the specified subjects were delivered to internal and external shareholders. In line with the answers received, we observed that “Customer Satisfaction and Engagement”, “Compliance with Local and International Legal Requirements”, “Compliance with Environmental Legislation”, “Clear and Transparent Communication with Shareholders” and “Business Continuity” became prominent in the Materiality Analysis.

Our Contributions to the United Nations Sustainable Development Goals (SDGs)

We aim to continuously improve our egalitarian approaches in our processes based on human rights.






As TBSTR, we care about the demands of our shareholders and continue to improve our services in the light of TB Way. We have mapped our materiality subjects in line with the United Nations Sustainable Development Goals and thus had the opportunity to see our contributions in a concrete way.

We consider the Sustainable Development Goals set by the United Nations as a guide to create a sustainable future and to continuously improve our egalitarian approaches in our processes based on human rights in all of our field of operation.








Material Topic	Related SDG	Contents
Customer Satisfaction and Engagement  		16.6. Develop effective, accountable and transparent institutions at all levels
Compliance with Local and International Legal Requirements  		16.10. Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements
Compliance with Environmental Legislation  		13.2. Integrate climate change measures into national policies, strategies and planning
Open and Transparent Communication with its stakeholders  		17.16. Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries
Business Continuity   	 	9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries 9.4. By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities 12.2. By 2030, achieve the sustainable management and efficient use of natural resources








Our Contributions to the United Nations Sustainable Development Goals (SDGs)

Material Topic	Related SDG	Contents
<p>Employee Happiness (Ex. Appreciation and Reward)</p>	  	<p>5.1.1. Implementation and reinforcement of non-discrimination and equality on gender related subjects and whether encouraging legal frameworks are in force or not,</p> <p>8.2. Increasing economic efficiency to higher levels by focusing on sectors with high added-value and labour-intensive and through diversification, technology development and innovation</p> <p>8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>10.2. By 2030, empowerment and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.</p> <p>10.4. Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.</p>
<p>Corporate Management</p>		<p>13.3. Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</p>
<p>Business Ethics and Compliance</p>	   	<p>5.5. Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life</p> <p>8.5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>9.2. Promote inclusive and sustainable industrialization and, by 2030, significantly raise industry’s share of employment and gross domestic product, in line with national circumstances, and double its share in least developed countries</p> <p>17.14. Enhance policy coherence for sustainable development</p>

Material Topic	Related SDG	Contents
<p>Improving Productivity</p> <p>S</p>	 	<p>7.a. By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology</p> <p>8.3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services</p>
<p>Protection of Water Resources and Water Saving Practices</p> <p>E</p>		<p>6.3. By 2030, improve water quality by reducing pollution, eliminating tipping, minimising the release of harmful chemicals and substances, halving the rate of untreated wastewater and significantly increasing recycling and safe reuse globally</p>
<p>Total Quality Management</p> <p>G</p>		<p>9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p>
<p>Strengthened Information Security</p> <p>G</p>		<p>16.10. Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements</p>

Our Contributions to the United Nations Sustainable Development Goals (SDGs)

Material Topic	Related SDG	Contents
Responsible Waste Management E	  	<p>6.3. By 2030, improve water quality by reducing pollution, eliminating tipping, minimising the release of harmful chemicals and substances, halving the rate of untreated wastewater and significantly increasing recycling and safe reuse globally</p> <p>11.6. By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management</p> <p>12.4. By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.</p>
	E	
Product Safety and Quality G	 	<p>12.b. Develop and implement tools to monitor sustainable development impacts for sustainable tourism that creates jobs and promotes local culture and products</p> <p>15.7. Take urgent action to end poaching and trafficking of protected species of flora and fauna and address both demand and supply of illegal wildlife products</p>
	G	
Economic Performance G	 	<p>8.1. Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries</p> <p>8.4. Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead</p> <p>9.1. Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p>
	G	

Material Topic	Related SDG	Contents
Good Management of Energy Use and Renewable Energy Practices E		<p>7.a. By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology</p>
Effective Risk and Crisis Management (eg. Being Prepared for Global Crises) E	  	<p>3.8. Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.</p> <p>11.b. By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels</p> <p>13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>
Compliance with Employee Rights G		<p>8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>
Combating Climate Change and Management of Adaptation E	 	<p>11.b. By 2020, substantially increase the number of cities and human settlements adopting and implementing integrated policies and plans towards inclusion, resource efficiency, mitigation and adaptation to climate change, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, holistic disaster risk management at all levels</p> <p>13.1. Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>



Milestones from 2012 to 2022



2013

January
Trial Production

April
Final Trial Production

May
Dr. Shuei Toyoda Visit

June
Toyota Corolla – Mass Production
Opening

2012

May
The agreement is signed.
The company is established.

November
The personnel training for
the first Corolla production
was completed.

December
Line installation



2016

April
BMW i3 and i8
mass production is
transferred from TBT
to TB Sewtech Turkey.

September
Toyota CHR –
Mass Production

2014
April
Safety Gold Award TBJ

September
ISO TS
16949 Certificate

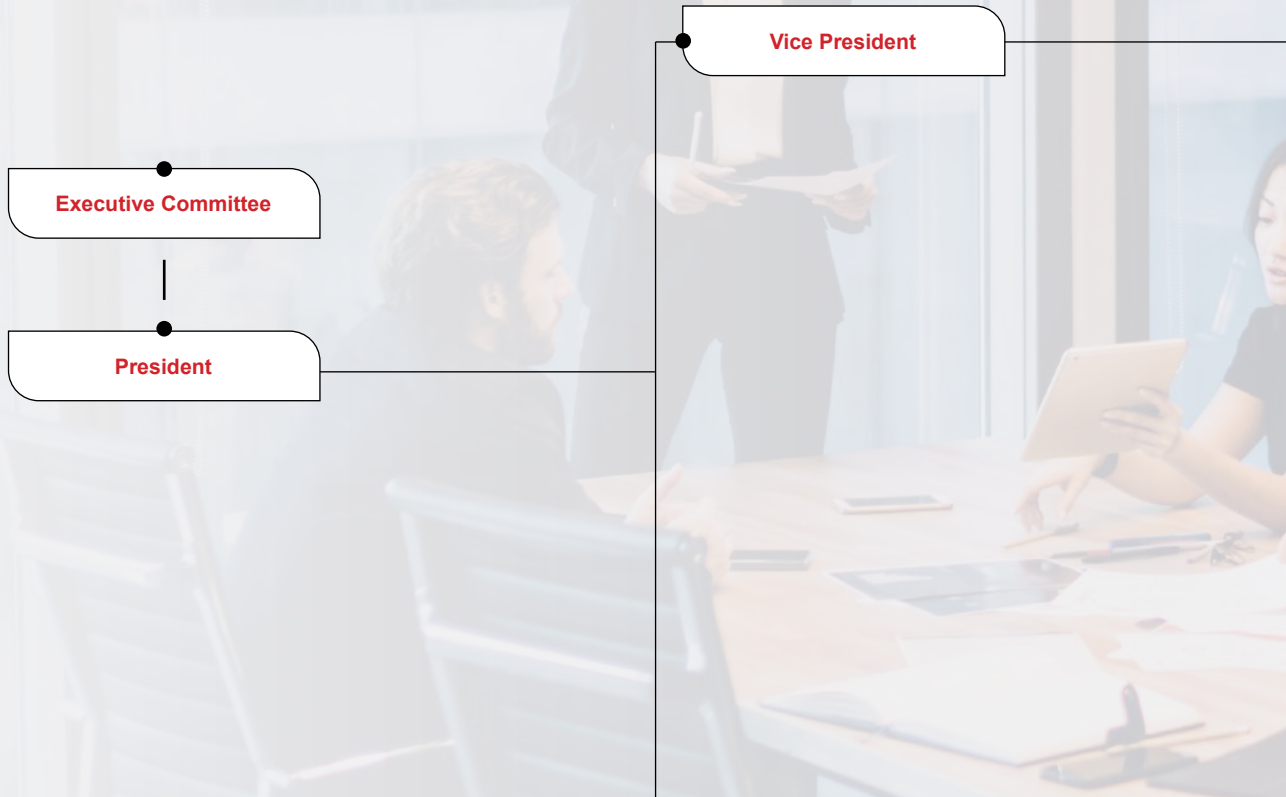
December
ISO 14001 Environmental
Management Certificate

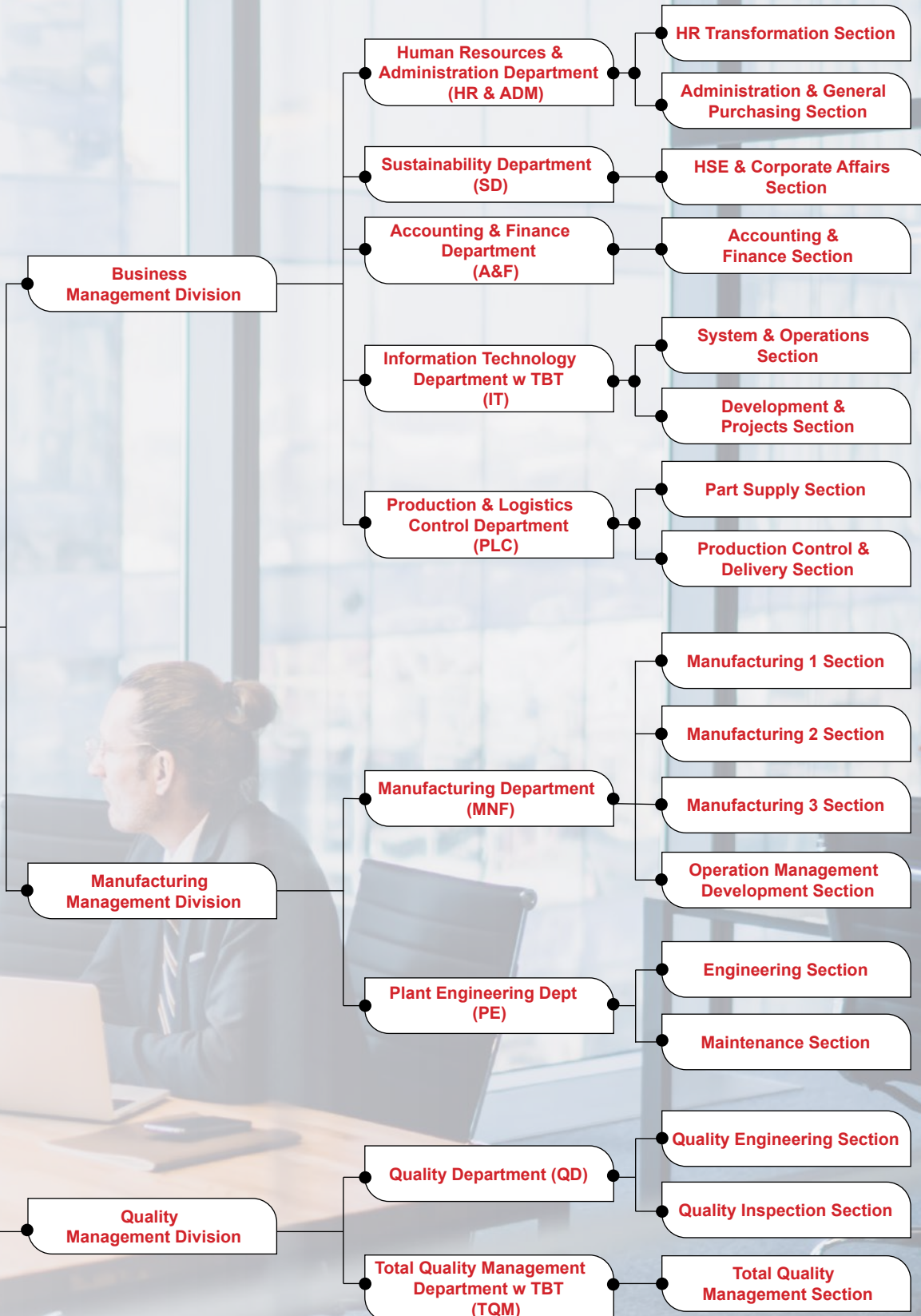




Our Organizational Structure

As TB Sewtech Turkey, we create our sustainability structure alinged with TB Global.







Our Quality and Management System Practices

In 2021, the automotive industry's Information Security Management System TISAX was acquired.

We benefit from various international management system standards in order to meet the expectations of all our shareholders, especially our customers, to establish our corporate structure and to develop our corporate capacity. Our compliance with management systems is regularly audited by external audit.

The table below shows the management systems we have implemented within our company.

Year	Management System
2014	ISO 14001
2014	ISO/TS 16949
2018	IAFT 16949
2020	ISO 50001
2021	TISAX
2022	ISO 45001

In addition, capabilities and competences are regularly updated and evaluated companywide according to approaches such as PMR (Plant Management Requirement) requirements, J-SOX audits, product audits, process audits and customer audits. In addition, management systems such as IATF 16949, ISO 14001, ISO 50001 and ISO 45001, which promote these capabilities and competences, have been implemented in their most up-to-date form. In addition to all existing approaches, internal and external evaluations based on the EFQM model have been performed as of 2021 to provide a wider overview.

Management review meetings address the functionality of all management systems and the results of internal and external audits. In addition to KalDer feedback reports, Internal Perception Analysis (IPA) was implemented as an improvement method to measure the perception of all managers. In 2021, the automotive industry's Information Security Management System TISAX was commissioned.

The J-SOX process in Japan, in which publicly traded companies are subjected to compulsory audits, is also carried out by TBSTR. While TB Global is a publicly traded company, TBSTR, despite not being a publicly traded company, is audited by J-SOX. Unlike the audits conducted in Japan, TBSTR is audited with a filtered content. Audits are conducted out in the field with auditors who came from Japan and also report to the TB Global Board of Directors. Reports are made to the Board of Directors and the auditors are obliged to inform the government transparently if any violations of the law are detected. TBSTR performs well above the expected value within the scope of J-SOX audits.

We benefit from various international management system standards in order to meet the expectations of all our shareholders to establish our corporate structure and to develop our corporate capacity.



As TBSTR, we started to implement the EFQM model in the year of 2021 and we were awarded with the 4 Star certificate from EFQM in the same year.

In addition, as TBSTR, we started to implement the EFQM model in the year of 2021 and we were awarded with the 4 Star certificate from EFQM in the same year. As a result, TBT, our main shareholder and main customer, is an exemplary establishment that has successfully implemented the EFQM model, awarded with the 2020 Turkey Excellence Award and has a significant share of the model income. We have established a “self-evaluation structure” to ensure the sustainability of EFQM model practices in TBT and in our company. Within this framework, EFQM evaluation training was provided and a total of 8 evaluators from TBT and TBSTR managers and employees participated in the self-evaluation process.

In addition, our company has TBEU SQAM, standard work instructions, procedures defined by TBEU for each production line and production is controlled accordingly. While our company carries out activities such as quality, production, pre-production, safety, environment, HR, cost estimation with PMR according to TBJ standards, at the same time it is certified by IAFT to meet the needs of customers in the global automotive industry. Thus, it is ensured that sustainable quality and supply are secured.



Our Environmental Approach

Happy World

We place ESG at the centre of our business and ensure sustainability.

ESG: Environment, Social, Governance

As TB Sewtech Turkey, which carries out its activities as the only plant in the region whose product range is only seat covers and tafnel, we place ESG at the centre of our business and ensure sustainability. Our KPIs on Environment, Health and Safety are monitored by the HSE team under the Sustainability Department.

E

Our Environmental Policy

As TBSTR, we established our Sustainability Department in the year of 2022.

As TBSTR, we create various policies in order to realise the set company targets and we carry out these policies with great care.

As TBSTR, we create various policies in order to realise the set company targets and we carry out these policies with great care. In necessary cases, policies are reviewed by the management and we provide policy announcements to our employees through tools such as the website, QDMS (Quality Document Management System), e-mail, intercompany boards, electronic boards, on-the-job trainings, etc.

Until the end of 2021, environmental issues were carried out separately by the HSE unit and community issues were carried out separately by the Corporate Affairs Unit under the title of CSR (Corporate Social Responsibility), but as of 2022, the Sustainability Department was established and gathered them under a single department. All activities were organised under the title of ESG and the CSR (Corporate Social Responsibility) perspective was updated as CSV (Creating Shared Value) by TBJ, by global trends taken into account.

Our Policies

Quality Policy

Health and Safety Policy

Environmental and Energy Policy

Green Purchasing Policy

Personal Data Protection (KVKK) Policy

Reporting Unethical Behaviour Policy

Human Rights Policy

Sustainability Policy

As TB Sewtech Turkey, we received TISAX 3 Star Certificate and EFQM 4 Star Certificate in the year of 2021.



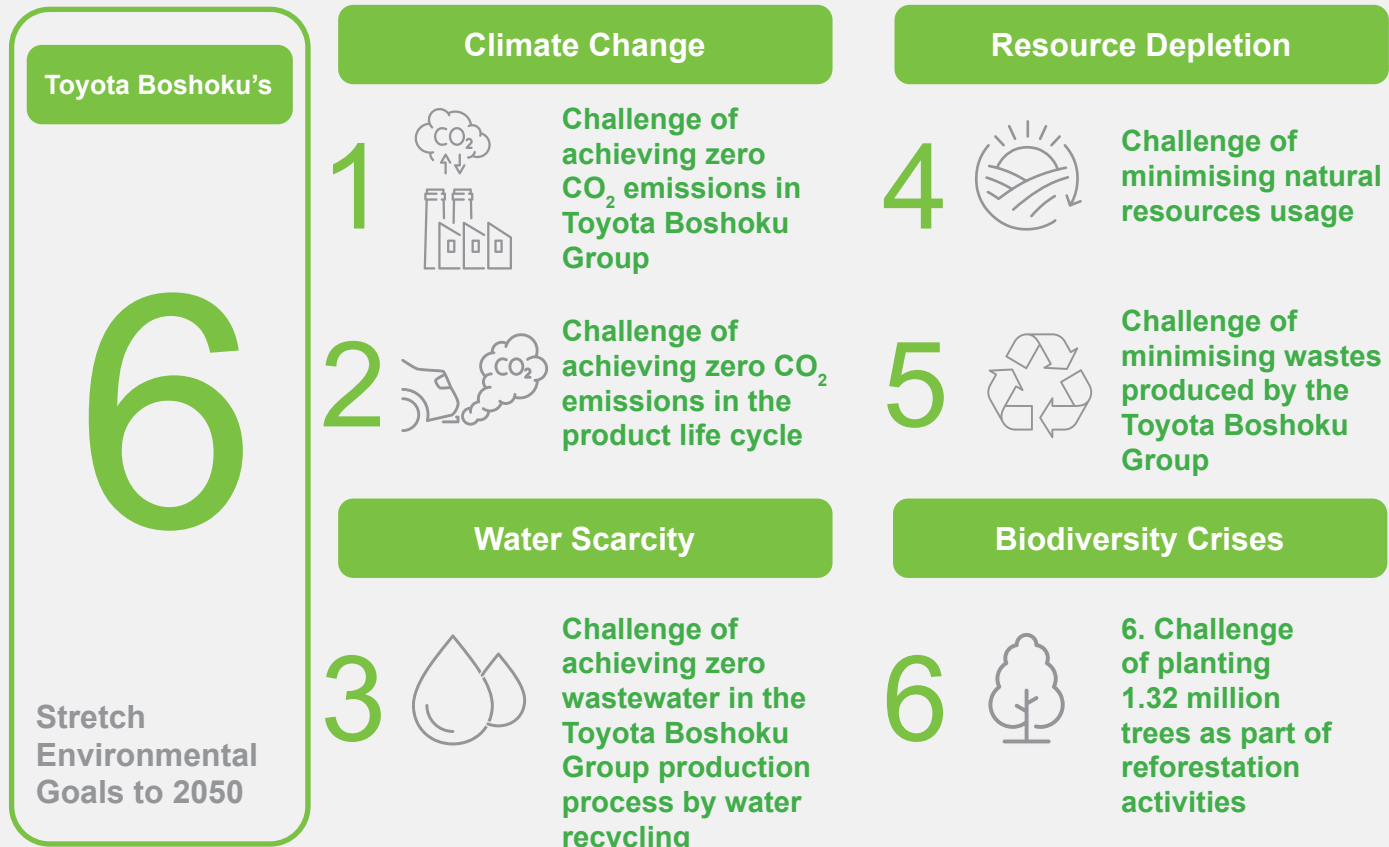


Our Environmental Impact

Happy Environment
 As TBSTR, we notice
 our environmental
 impact.

#	Priority Score	KPI	KPI, PI, DATA	Responsible Department	Unit	FY21 Result	FY22 Target
1	5	CSR Score (ESG Score)	KPI	SD	Point	4.1	4.2 / 5
2	4	Number of Environmental Complaints	PI	SD	Number of Case	0	0
3	4	CO ₂ Emission	KPI	SD	Tonne	800.9	876
4	4	CO ₂ Reduction	PI	SD	Ratio	10.80%	8%
5	0	Natural Gas Consumption	DATA	SD	m ³	82,329 m ³	86,550
6	0	Electricity Consumption	DATA	SD	MWh	1,143.8	1,264.24
7	4	Water Usage	KPI	SD	m ³	6,817	7,282.4
8	4	Waste Amount	KPI	SD	Tonne	241.2	511.4
9	3	Waste Recycling Rate (%)	DATA	SD	Ratio	65%	72%
10	3	TreePlanting	PI	SD	Number of TreePlanted	1,000	1,200

2050 Environmental Vision



As TBSTR, we notice our environmental impact. In order to measure our environmental impact, we have created performance indicators under each category. We have categorised these indicators as KPI (Key Performance Indicator), PI (Performance Indicator) and Data by monitoring our performance in this field and developments in related fields. At TBSTR, we carry out the calculation of carbon emissions as Scope 1, Scope 2 and Scope 3. Following these calculations, we aim to improve our environmental impact by creating improvement plans and reducing not only Scope 1 and Scope 2 emissions, but also Scope 3 emissions. While contributing to both society and the ecosystem with these practises, we are also making preparations for the European Green Deal and the accompanying legal regulations.

As TBSTR, we work on sustainability under titles such as “safety, health, environment and contribution to society”. We work for a sustainable world and focus on calculating our Carbon Footprint including all scopes, renewable energy resources, gender mainstreaming and quality education subjects in our projects. We top these works off by preparing our TBSTR Sustainability Report in the year of 2022. Within the scope of the 2050 Environmental Vision, we demonstrate the importance we give to the environment with concrete targets. In this part of the report, we mentioned the work we have done within the scope of the Environmental Vision. In our future plans, we aim to address the subject of Bio-diversity inclusively.

We comply with the Toyota Boshoku 2050 Environmental Vision together with all our shareholders for a sustainable world where children can live happily with a smile on their face.

E

Climate Change

Toyota Boshoku Group, by the year of 2050, will challenge itself to retain its target of retaining “0” CO₂ emission in all its plants.

We will make an effort to significantly reduce CO₂ emissions by means of innovative production technologies, product development, material technologies, plant enhancements and renewable/new generation energy.

Challenge of achieving zero CO₂ emissions in the Toyota Boshoku Group

Abnormal weather conditions have been observed in many parts of the world. According to the IPCC report conclusion, it is likely that by the year of 2100 global average temperature will increase by around 2.6 to 4.8°C compared to pre-industrial levels. Toyota Boshoku Group, by the year of 2050, will challenge itself to retain its target of achieving “0” CO₂ emission in all its plants. We will make an effort to significantly reduce CO₂ emissions by means of innovative production technologies, product development, material technologies, plant enhancements and renewable/new generation energy.



Challenge of achieving zero CO₂ emissions in the product life cycle

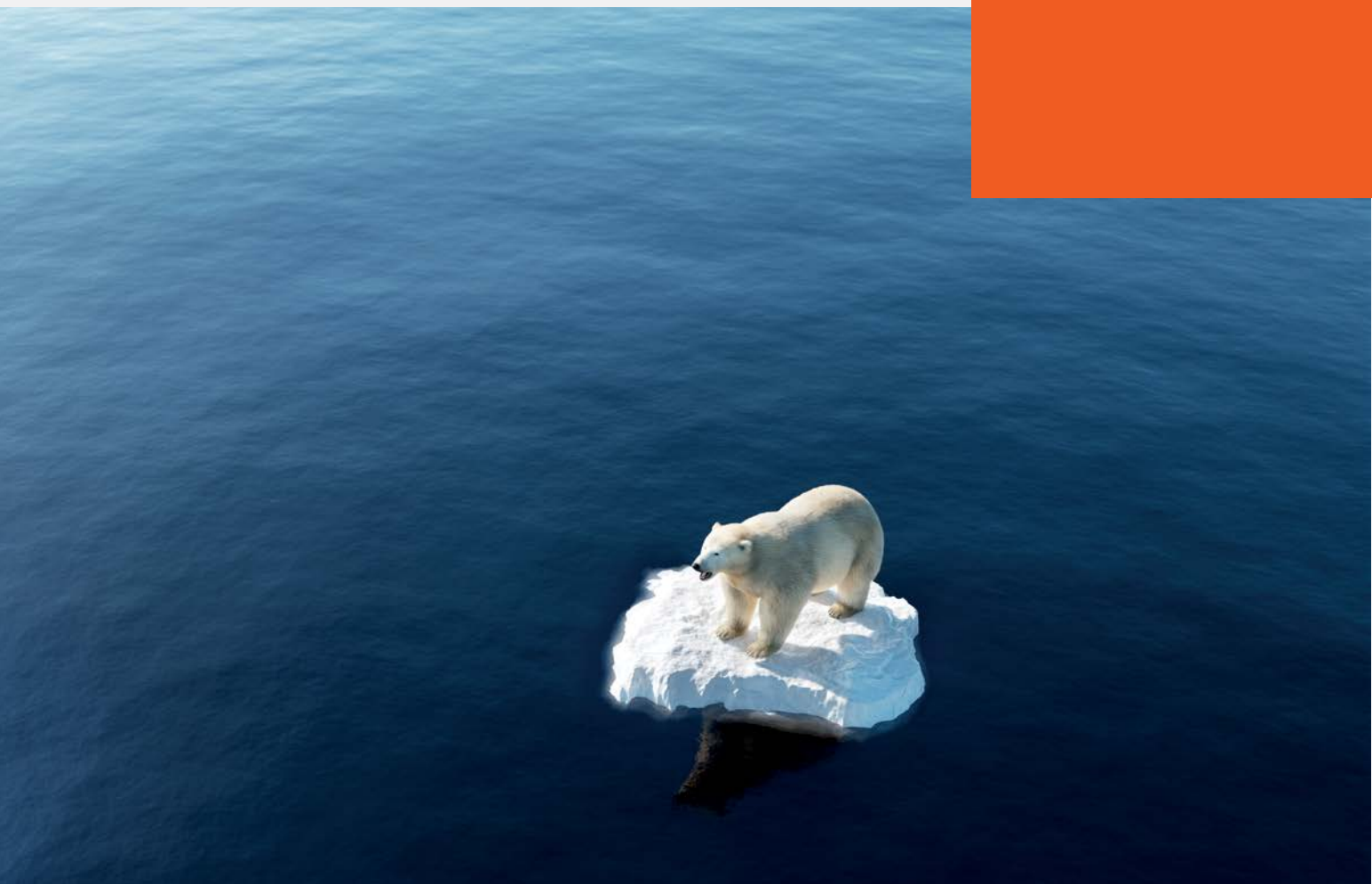
Toyota Boshoku will overcome the challenge by achieving the target of retaining “0” CO₂ emission at every stage in the production life cycle, from manufacturing to usage, from disposal to reuse of the products, rather than focusing solely on efforts to reduce

CO₂ emissions from automotive parts manufacturing processes. We will make an effort to manufacture “green products”, to offer environmentally friendly interior parts made of low CO₂ emission materials, to develop heat insulated interior materials and filter powertrains with high-efficiency, to improve our production processes to a level suitable for minimum CO₂ emissions.

Within the scope of renewable energy resources investment, a solar panel field project was initiated in order to obtain 100% of the energy we use.

¹ IPCC: The Intergovernmental Panel on Climate Change is an intergovernmental body of the United Nations charged with advancing scientific knowledge about anthropogenic climate change. (5th report)

We will make an effort to improve our production processes to a level suitable for minimum CO₂ emissions.



E

Water Scarcity



Toyota Boshoku Group will overcome the challenge of achieving the target of “0” wastewater in the production processes.

Challenge of achieving “0” wastewater in the Toyota Boshoku Group production processes by water recycling

Due to the rapid increase in the world population (7.2 billion in the year of 2013 => 9.7 billion in the year of 2050) and climate change, it is estimated that by the year of 2050, the number of people suffering from water scarcity or water stress will reach 4 billion. Today at Toyota Boshoku, water is used for

product cleaning and painting processes. However, in the future, we will overcome the challenge of achieving the “0” wastewater target in Toyota Boshoku Group production processes through methods such as water recovery through a circulation system to be established by replacing existing processes with processes that require less water, water treatment, wastewater recovery, and the use of rainwater.

^{2*} High Water Concerns: Water consumption/Potential Water Consumption in Streams>1

E

Resources Depletion

As Toyota Boshoku Group, we will overcome the challenge of achieving the target of minimising the use of natural resources through the development of recycling technologies.



Challenge of minimizing natural resources usage

If the demand for natural resources and their use in very large quantities continues in parallel with global population growth, by the year of 2050, many existing reserves of resources, including fossil fuels and minerals, will be unable to meet the demand. As Toyota Boshoku Group, we will overcome the challenge of achieving the target of minimising the use of natural resources through the development of recycling technologies, the development of designs that are easily disassembled and recyclable, the realisation of material cycling, and the replacement of materials with plant-based materials suitable for a wider variety of products.

Challenge of minimizing wastes produced by the Toyota Boshoku

Toyota Boshoku very actively giving importance to the “3R” activities Reduce: Minimization, minimizing the amount of waste. Reuse: Re-use. Recycle: Recycling, (recycling of disposed materials as a usable resource) Since 2007, it has reached the target of reducing direct ‘solid waste’ to “0”. Henceforth, we will meet the challenge of minimizing the waste generated by the Toyota Boshoku Group by expanding our activities on a global basis through various methods, such as developing designs and methods that are convenient to the efficient use of resources, developing recycling technologies, and achieving 100% material recycling.

^{2*} High Water Concerns: Water consumption/Potential Water Consumption in Streams>1

E

Biodiversity Crisis

Our lives are supported by the many benefits of biodiversity.

Challenge of planting 1.32 million trees as part of reforestation activities

Our life and civilisation are supported by the many benefits of biodiversity. However, in our world, 13 million hectares of forest area, which is approximately one third of the surface area of Japan, are destroyed every year. Toyota Boshoku will overcome the challenge of achieving

the target of 'Planting 1.32 million trees as part of afforestation activities' by using its group network strength to preserve the habitat (growing environment) of endemic plant species in all regions and countries, and to protect forests and fertile areas.

* Global Forest Resources Assessment 2010: FRA 2010, United Nations Food and Agriculture Organisation (FAO)

Toyota Boshoku will overcome the challenge of achieving the target of Planting 1.32 million trees as part of afforestation activities.

Our Greenhouse Gases Management

#	Priority Score	KPI	KPI, PI, DATA	Unit	FY21 Result	FY22 Target
1	4	CO ₂ Emission	KPI	Tonne	800.9	876
2	4	CO ₂ Reduction	PI	Ratio	10.80%	8%

Environment and Mid-Term Business Plan

In order to promote ESG, one of the five base fields in the Mid-Term Business Plan (MTBP), we address Environment and Energy Management activities through ISO 14001 and ISO 50001 Management Systems. In parallel with the MTBP and by analysing global trends, we defined our 2050 Environmental Vision in this scope. We have defined our plant target to create zero emission by 2050 through the efficient use of energy sources, limiting or using alternative energy sources. We have also prepared the FY26 HSE Road Map in order to follow our HSE and Environment-oriented approaches more systematically by taking Global Trends, TBJ Environmental Vision and TBSTR MTBP into account. The HSE Road Map includes activities planned for Carbon Neutralisation, Water and Waste Reduction, Contribution to Recycling and promoting the circular economy.

ISO 50001

In the scope of ISO 14001 Environment and ISO 50001 Energy management, risks and opportunities are evaluated together with the department representatives of each department and

reviewed by the Environment Unit when it is necessary. We prepare action plans for the risks and opportunities that arise and systematically monitor improvements using the Risk and Opportunities Brochure.

At the same time, under the leadership of the TBSTR Maintenance and Environment Section, we are implementing energy reduction practises throughout the plant. All energy resources are listed in our company and the equipment that cause the highest energy consumption among these sources is defined as an "Important Energy Source". Plans for the reduction of major energy sources are being pursued in conjunction with the 2030 Carbon Dioxide reduction plan.

ISO 14001

Internal audits are carried out by ISO 14001 internal auditors assigned throughout TBSTR and in compliance with the environmental management system is evaluated at least once a year.

Audit findings are presented at management review meetings and non-conformities are secured through action plans. Energy-related activities carried out

are reported at the Management Review meeting held once every two months.

The CO₂ reduction target and its realisation status are reported at this meeting and compliance with the target is ensured. In addition, the 2030 carbon dioxide reduction scenario is reviewed annually with the Maintenance Section and compliance with the plan is monitored.

Carbon Obeya

The Carbon Obeya Room (Carbon Project Room) was established in FY22 to systematically monitor the reduction of carbon emissions. Here, pareto analyses were performed by taking the consumption values of the electricity meters as reference and maximum consumption targets were delivered to each department.

Monthly reviews are performed to monitor whether the departments have achieved their carbon emission reduction targets or not. The Kaizens performed are also reported at these regular meetings.

We have defined our plant target to create zero emission by 2050 through the efficient use of energy sources, limiting or using alternative energy sources.



We address Environment and Energy Management activities through ISO 14001 and ISO 50001 Management Systems. In parallel with the MTBP and by analysing global trends, we defined our 2050 Environmental Vision in this scope.

E

Biodiversity Crisis

We supply all of our electricity consumption from green energy (I-REC) sources.

Our Energy Management

#	Priority Score	KPI	KPI, PI, DATA	Unit	FY21 Result	FY22 Target
1	0	Natural Gas Consumption	DATA	m ³	82,329 m ³	86,550
2	0	Electricity consumption	DATA	MWh	1,143.8	1,264.24

We implement our environmental and energy management activities within the scope of 2050 Environmental Vision, TB Way, ISO 14001 and ISO 50001 system standards. We evaluate all environmental risks with a 5x5 risk matrix and realise our improvement activities.

At TBSTR, we supply all of our electricity consumption from green energy sources. In this scope, we zero out carbon emissions of our energy use by using TBSTR I-REC certified electricity. In the future, we plan to invest in solar panels to ensure our own power generation in our facilities.

We implement our environmental and energy management activities within the scope of 2050 Environmental Vision, TB Way, ISO 14001 and ISO 50001 system standards.



Our Water Management

#	Priority Score	KPI	KPI, PI, DATA	Unit	FY21 Result	FY22 Target
1	4	Water Usage	KPI	m ³	6,817	7,282.4

Our Waste Management

#	Priority Score	KPI	KPI, PI, DATA	Unit	FY21 Result	FY22 Target
1	4	Waste Amount	KPI	Tonne	241.2	511.4
2	3	Waste Recycling Rate (%)	DATA	Ratio	65%	72%

As TBSTR, we have been producing environmentally friendly TBear (teddy bear) from waste leather and fabrics since the year of 2017. With TBear, we both promote waste minimisation and enable our employees to improve their sewing techniques in a different and more enjoyable way. In this way, we create a value for both our employees and the environment, and we send TBears as gifts to our employees' children over the age of three and to local charities, child protection services and schools.

In order to contribute to the circular economy, feasibility studies on the recycling of waste fabrics continue with both our customer Toyota and our suppliers.

E

Environmental Awareness Activities

We emphasise the importance we give to environment with our awareness activities.

#	Priority Score	KPI	KPI, PI, DATA	Unit	FY21 Result	FY22 Target
1	3	TreePlanting	PI	Number of TreePlanted	1,000	1,200

Coordination with the City

We emphasise the importance we give to environment with our awareness activities. As TBSTR, we certainly take part in WhatsApp groups where businesses in Düzce come together and in events organized by Düzce Municipality. We implement a wide range of activities with the participation of employees with afforestation and environmental cleaning works.

Kankyo Dojo

At TBSTR, we provide environmental trainings about the environment on a regular basis. We organise these trainings oriented for all our employees as both in-classroom training and Kankyo Dojo (Environmental Application Area), which is a hands-on training area.

Special Months

We organise various awareness activities to raise environmental and energy awareness at TBSTR. In our company, June is celebrated as Environment Awareness month and February as Energy Awareness month. The activities organised every year during these months aim to raise the environmental and energy awareness of employees. These activities include activities such as prize competition, Kaizen practices, focus group trainings, declaration of commitments.

We implement a wide range of activities with the participation of employees with afforestation and environmental cleaning works.



In our company, June is celebrated as Environment Awareness month and February as Energy Awareness month. The activities organised every year during these months aim to raise the environmental and energy awareness of employees. These activities include activities such as prize competition, Kaizen practices, focus group trainings, declaration of commitments.



S

Our Social Approach

Happy Society

We aim to transform into a structure that continuously provide contributions with the conscious of being a member of society.

We aim to develop an effective and strong communication with our society, customers, shareholders, employees and business partners.

Thanks to our Corporate Philosophy document that we created as a company, we aim to develop an effective and strong communication with our society, customers, shareholders, employees and business partners.

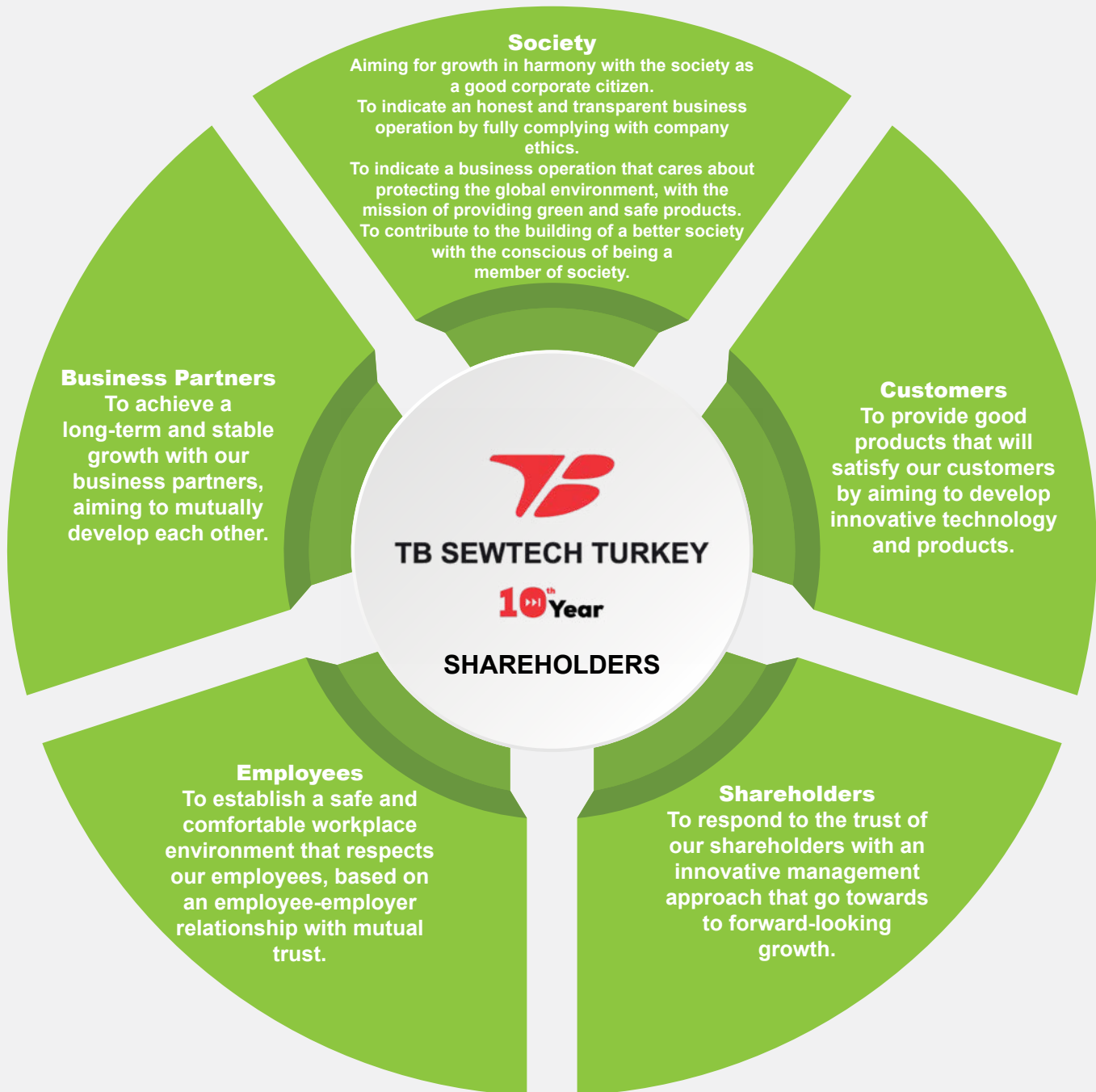
Corporate Philosophy is based on being an organization that takes a holistic view and focuses on the needs and expectations of all stakeholders. Our ideal; in addition to being an organization where its employees work with pleasure, long-term cooperation with business partners, developing and producing products focused on customer satisfaction, it is to transform into a structure that contributes continuously with the awareness of being a member of the society.

Happiness is the key to all of our success. We strive to make all our shareholders happy to get the best results for our world. Every process at our plants carried out with the mission of, as Sakichi Toyoda stated, “for people and the world”. For this reason, we strive to meet the expectations of all our shareholders and develop cooperation with the aim of “We are signing for happier journeys with our stakeholders”.



As a good corporate citizen, we started mask production in our plant in order to overcome the mask supply shortage experienced at the beginning of the pandemic. We do not only donated masks to our employees, but also donated a total of 120,000 masks to the people of Düzce in cooperation with Düzce Municipality.

The table we provided below explains our perspective about Corporate Philosophy in more detail.





Our Social Approach

Happy Society

As TB Sewtech Turkey, we have created our Corporate Philosophy document.

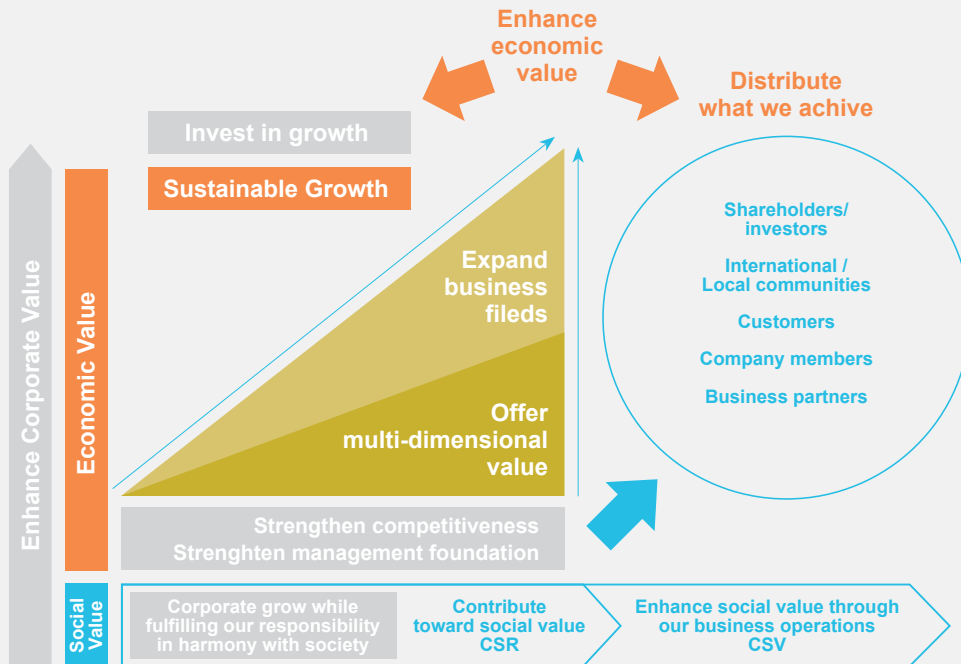
As TB Sewtech Turkey, we have created our Corporate Philosophy document. In this way, we aim to develop an effective and strong communication with the society as well as our customers, shareholders, employees and business partners.

Corporate Philosophy is based on being an organization that takes a holistic view and focuses on the needs and expectations of all stakeholders. Our ideal; in addition to being an organization where its employees work with pleasure, long-term cooperation with business partners, developing and producing products focused on customer satisfaction, it is to transform into a structure that contributes continuously with the awareness of being a member of the society.

Corporate Philosophy

Society	<p>The Company will promote corporate growth while fulfilling the following responsibilities as a good corporate citizen:</p> <ol style="list-style-type: none">1) Maintain ethical values, ensure that our corporate activities are fair and transparent.2) Supply safe products that do not harm the environment. Promote corporate activities that help protect the global environments.3) Create a better society as a member of our local communities.
Customers	<p>The company will develop innovative technologies and products to deliver quality that satisfies our customers.</p>
Shareholders	<p>The company will promote innovative management policies that ensure future corporate growth and the trust of our shareholders.</p>
Employees	<p>The company will build and maintain positive labour-management relations, respect the individuality of its employees and create safe and comfortable workplaces.</p>
Business partners	<p>The company will promote open and mutually beneficial relationships with its business partners in pursuit of long-term growth and prosperity.</p>

The management we aim to become



As the new business concept was introduced, TBJ created new set of KPIs.

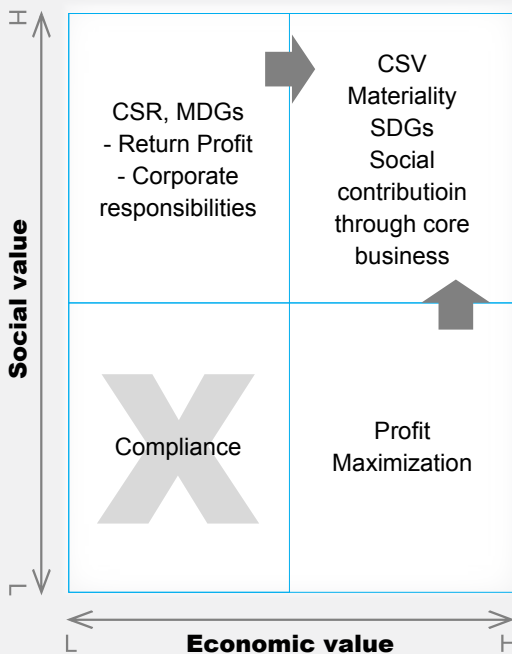
Environmental, Social and Governance (ESG) KPIs



<https://www.toyota-boshoku.com/global/sustainability/data/esg/>

By strengthening both social and economic value, **we enhance our corporate value.**

Shifting to CSV” - How does TBSTR shift from CSR to CSV?



CSR	CSV
Value: doing good	Value: economic & social benefits relative to cost
Citizenship, philanthropy, sustainability	Join company and community value creation
Discretionary or in response to external pressure	Integral to competing
Separate from profit maximization	Integral to profit maximization
Agenda is determined by external reporting and personal preferences	Agenda is company specific and internally generated
Impact limited by corporate footprint and CSR budget	Realigns the entire company budget
Example: Fair trade purchasing	Example: Transforming procurement to increase quality and yield

<CSR> **Responsibility** towards Charity, Philanthropy, Donation
 <CSV> **Create** social / environmental value through business activities

<Concept of CSV>

“the competitiveness of a company and the health of the community around it are mutually dependent” [Kramer and Porter Harvard Business Review]



Employment, Diversity and Inclusion

Happy Employee

We commit significant contributions to our society in terms of the employment, economic and brand value we create.

As TBSTR, together with not being content with an establishment that provides products to end users, we commit significant contributions to our society in terms of the employment, economic and brand value we create. For this reason, we are in constant contact and interaction with various segments of society and key shareholders. In addition, there is no trade-union organisation in our production facility.

For our employees, instead of using “white collar” and “blue collar” terms, we use the terms of “office employee- field employee”. The manifestation of the value given to our employees in or facility has played a major role in securing and even maintaining employment during the times of economic and health crises. In addition, we signed an agreement with Düzce Women Entrepreneurs Board in order to contribute to women’s employment and support new projects along with the existing ones that will benefit both the society and our company’s NGO’s.

The perception of our employees regarding workplace environment, wage and non-wage rights, work-life balance, recognition, appreciation and rewarding

is measured by Moral Survey (Employee Satisfaction Survey) and GPTW (Great Place to Work). We systematically benefit from these practices to ensure employee satisfaction and to increase engagement and motivation. We are also aware that our employees are the most important part of our company’s competitive power and leverage. In this context, the GPTW results, for example, indicate that this approach has been correctly implemented in our establishment and we are committed to this by being awarded the “GPTW Best Employer” award in the year of 2022. The main reason for conducting a moral survey and GPTW survey within our establishment is that GPTW is a general survey that does not cover subjects such as corporate culture and principles of our company but allows comparison with other establishment.

In addition, employee satisfaction plays a very important role for our company in terms of our corporate culture. In this context, various questions in the Moral Survey aim to measure our compliance with the TB Way. 360° evaluation measures the managers’ compliance with TB Way values and monitors their development plans by reporting to each manager.

The perception of our employees regarding workplace environment, wage and non-wage rights, work-life balance, recognition, appreciation and rewarding is measured by Moral Survey (Employee Satisfaction Survey) and GPTW (Great Place to Work).

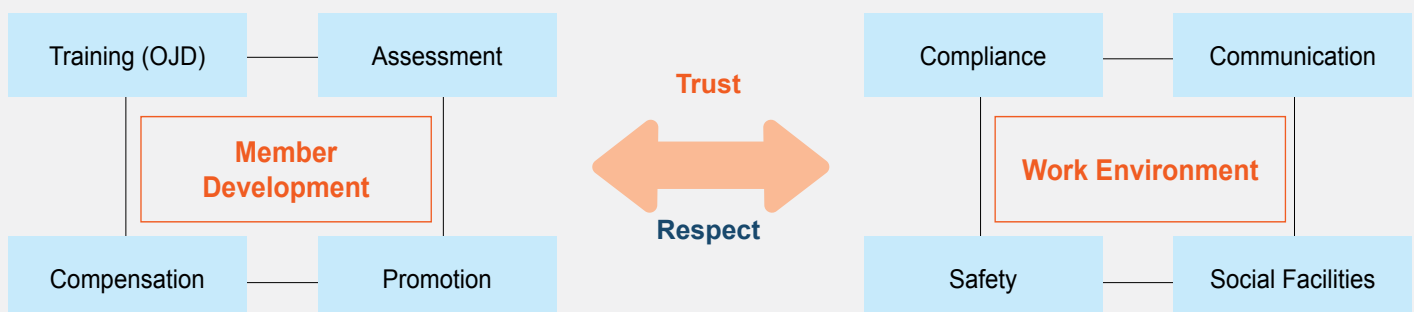




Since its foundation, not even a single person has been laid off due to economic reasons. Private health insurance is provided for our employees to receive service of better quality. With LEAP (Leadership Approach), we continuously develop our employees.

Employee satisfaction plays a very important role for our company in terms of our corporate culture.

Human Resources Approach:



S

Employment, Diversity and Inclusion

As TBSTR, we keep the fact of “Happiness”, which is a part of our objective as a basis in our every action and practice we will implement.

	Female	Male	Total
Number of Employees	511	510	1,021

Employee Moral Survey Result	Unit	2019	2020	2021
	%	69.8	80.9	86.7

Happiness Focused Management Methodology

As TBSTR, we keep the fact of “Happiness”, which is a part of our objective as a basis in our every action and practice we will implement. In this context, we effectively use Toyoda Principles, Our Corporate Philosophy, TB Way (Toyota Boshoku Way), Our Equality Doctrine, Great Place to Work approach, Leadership Approach (LEAP) practices to create a “Happy Workplace”.

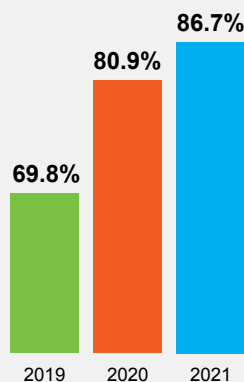
Industrial Relations (IR) meetings are held on a regular basis, starting with our operators, team leaders, group leaders, office employees and all employees included, in order to understand the effectiveness of the practices and to receive feedback and turn these feedbacks into action. In addition, our president organises contact meetings once in every quarter. In these meetings, the subjects on the company agenda are prioritised, developments are reported and expectations are received. All expectations are recorded to the follow-up minutes without being filtered and relevant actions are taken as soon as possible.

With this approach, the participation of all employees in management processes is ensured and we serve the theme of “We Craft Happier Journeys with Our Stakeholders”.

Number of Employees



Employee Moral Survey Result



TBSTR make an impression of a company that has adopted the philosophy of employing people from all segments of society thanks to its doctrine of equality, keeping education and development at its centre, and ensuring that employees are active outside of work by providing social activities. Thus, the ratio of female employees is more than half of all employees and the ratio of disabled employees is above the legal limits.

One of our priorities at TBSTR is to ensure that all our employees receive the training they need.

With Hoshin Kanri, leaders can set short-term and long-term targets and have a vision. Leaders are expected to be able to solve the problems they face by using TBBP in line with the target they set, to develop their teams with OJD while solving the problem and moving forward, and to act in accordance with the TB Way while doing all these actions.

Hoshin Kanri: Leaders understand and apply the Hoshin Kanri system for the best performance and long-term success of TBSTR.

TBBP (Toyota Boshoku Business Practice): Leaders use the system that contains theoretical and practical information about problem solving techniques in business life in TBSTR. In

this way, it is aimed not to experience the same problem again with the measures taken against the root causes of the problems.

OJD (On the Job Development): OJD is one of the most important tools applied by leaders for employee development in TBSTR. The main purpose of OJD is to provide an on-the-job development of employees with the support of leaders and daily work activities.

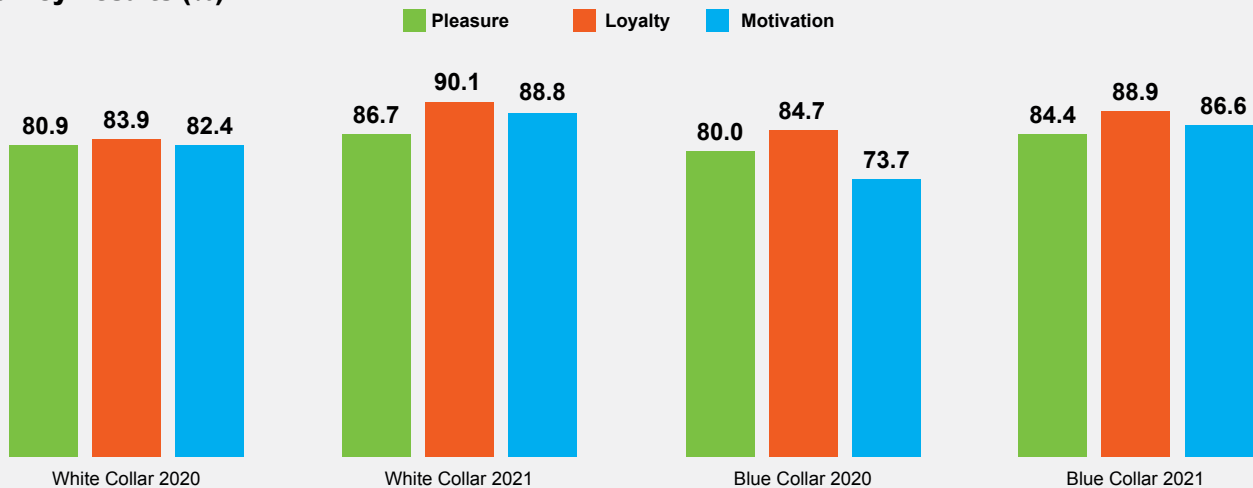
We conduct a Moral Survey every year in order to understand the expectations of our employees better, to establish healthier relationships with our employees in line with these expectations and to create action plans. In the year of 2021, the participation rate of our employees in the survey was over 90%.

Although the satisfaction, motivation and engagement of our employees increased in the survey conducted in the year of 2021 compared to the survey conducted in the year of 2020, we have never settled with these facts and always strived to do better. We have identified new improvement points by considering what more we can do better and which topics we should focus on more. In the years to come, our primary target will be to ensure that the current levels of satisfaction, motivation and engagements do not decrease, but to always provide the better.

We conduct a Moral Survey every year in order to understand the expectations of our employees better, to establish healthier relationships with our employees in line with these expectations and to create action plans.



Moral Survey Results (%)



* According to the Employee Satisfaction Survey Results by Mia Araştırma

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Employee Rights and Development

Our principles such as the Corporate Behaviours and the Equality Doctrine promote the development of our corporate culture.



As TB Sewtech Turkey, we are aware that we are obliged to provide all the resources they may need from the first day of their employment in order to show the value given to all our employees and to motivate them by ensuring that they are productive. In addition, we have a fair wage management system that clearly defines employee wages and wage improvement principles. In addition, different recognition, appreciation and rewarding systems are available throughout our facility to enable our employees to contribute to various improvement activities, to make their achievements recognized and increase their work motivation. We have a detailed non-wage fringe benefits policy to increase the engagement, motivation and happiness of our employees. Finally, various social club activities organised by the IR Representative (Industrial Relations) serve the purpose of helping employees to release the stress they may experience due to their work pace and to increase their motivation.

As TB Sewtech Turkey, we have a volleyball court and ellipticals in our facility to promote the health and well-being of our employees. There is also a basketball court and a greenery where our employees can play simple games during their breaks.

We have a detailed non-wage fringe benefits policy to increase the engagement, motivation and happiness of our employees.

The benefits we provide also include a company car, which our employees can use when travelling outside of the company. In their international travels, all employees are provided with hotel accommodation, flight standards and company telephone service. In addition to these, we also provide equipment such as company computers, necessary software licences, technical and non-technical education opportunities. On the other hand, our employees have the right to demand any resource they may need in projects that enable the development of the company.

In addition, the corporate culture, which has been implemented since the foundation of our company, has expanded throughout our company over time with practices such as monthly activities, special months, competitions, trainings and OJD (On the Job Development), starting with their recruitment trainings for all of our employees. Specific principles such as the Guiding Principles and the Equality Doctrine promote the expanding

of this corporate culture. In addition, language, religion, race or gender are not accepted as a civil criterion to ensure fairness and equal opportunities in all our HR practices such as recruitment, promotion, rotation, training and development. Our company's TBSTR Equality Doctrine also undertakes this. As to the subjects covered by the Equality Doctrine are measured through relevant feedback and performance results and Industrial Relations Meetings, as well as through the GPTW and Moral Survey.

A survey was conducted for top management and employees, feedbacks were obtained on the subjects that encourage or hinder the innovation culture of our company and evaluated together with the top management. The structure of the Innovation Club has 3 main targets including innovation in production, management and employee processes, and there is a business plan for the year of 2022 that includes trainings, sharing experiences and participation in external learning environments to expand innovation throughout our company.



TB SEWTECH TURKEY EQUALITY DOCTRINE

As TB Sewtech Turkey, we undertake that we will not act differently or discriminate for reasons such as race, religion, gender, nationality, belief, age, physical condition, disease.

In addition, within the framework of the “equality” principle we have adopted, we do not discriminate between our employees in practices such as salary, fringe benefits, performance evaluation, promotion and training.

Our Employees;

- They know that all employees are on equal terms within the company.
- They comply with the laws and rules on equality and show the necessary sensitivity.
- They perform their work not with their sexual identity but with their employee identity.
- They don't commit sexual harassment.
- They avoid all forms of violence.
- They do not commit acts against anyone that they would feel uncomfortable if they were to be committed against one of their own family members.
- They avoid expressions of inequality.
- They report any violation of equality.
- If they are managers, they make an extra effort to implement this doctrine.



Different recognition, appreciation and rewarding systems are also available throughout our facility to increase our employees' motivations.

Our Social Contributions

Happy Society

Our production facility specially produces environmentally friendly TBear from waste fabrics.

Our Corporate Philosophy starts with “Aiming for growth in harmony with the society as a good corporate citizen.”

Our Corporate Philosophy starts with “Aiming for growth in harmony with the society as a good corporate citizen.” In this sense, there are many social responsibility and social contribution activities in which our employees can play an active role. As TBSTR, we also carry out social contribution activities on a national and international scale on the subjects of natural disasters such as earthquakes and floods. The 2011 Erzincan earthquake and the 2020 Elazığ and Izmir earthquakes are examples of this. In addition to these, after a fire broke out in a furniture plant in Düzce in the year of 2021, we co-operated with the workplace and allow them to use the cutting machines of our facility.

As TBSTR, we definitely take part in the organizations organized by Düzce Municipality in WhatsApp groups where businesses in Düzce come together. We aim to increase the participation of our employees in social responsibility projects, which are usually carried out together with local official bodies. We carry out a range of ‘employee contribution’ activities, from blood and

marrow donations, book, clothing and toy donations to earthquake zones, afforestation and environmental cleaning activities. As an example to this, during Ramadan we organise Ramadan Tents in partnership with the municipality.

Our production facility also produces environmentally friendly TBear (teddy bear) from waste fabrics. Since 2017, environmentally friendly toys made of fabric and leather not only reduce waste generation, but also allow our personnel to improve their sewing technique in a different and more pleasant way. In addition to our toys being environmentally friendly, we also produce materials such as cushions, laptop bags, mouse pads, ID cases, pen holders and flask. TBear, which has CE safety and health certificates, has been delivered to the children over the age of three of our employees since the year of 2017. However, this project also has a social responsibility aspect; TBear’s are delivered by our company as gifts to institutions such as child protection services and schools, including local charities.

OUR SOCIAL CONTRIBUTIONS (ENVIRONMENT)



ENVIRONMENT
(Reducing Waste Materials)

REDUCING COSTS
(reduction of transfer and recycling costs)



TRAINING (NEW OPERATOR TRAINING)
Use of waste fabric



SOCIAL RESPONSIBILITY
(Donation for house of love)



TBEAR TEDDY BEAR
(reuse of waste fabric project)

QUALITY OF TIME AND SPACE

TB SEWTECH TURKEY



TBear with CE safety and health certification is delivered by our company as gifts to institutions such as child protection services and schools, including local charities.



We aim to increase the participation of our employees in social responsibility projects.



Health and Safety

All environmental risks are assessed using a 5x5* risk matrix.

We carry out HSE activities according to the basic targets of our company such as TB Way corporate culture, 'safety must' awareness, 'zero incidence' goals and HSE policy.

Our record number of days without work incidence is 816.

We carry out HSE activities according to the basic targets of our company such as TB Way corporate culture, 'safety must' awareness, 'zero incidence' goals and HSE policy. We evaluate and categorise risks in all processes and implement the most appropriate improvements. The HSE (Health and Safety) section, HSE specialists, company doctors, health workers and environmental specialists are the guides of these activities, and all personnel participate in HSE activities. KY (pre-detection of risks) is one of the most important approaches of our company. The aim of this practise is to reduce the number of risks in parallel with the number of accidents. In addition, as TB Sewtech Turkey, we subject our employees to trainings within the scope of awareness-raising activities. While doing all these works, we also take ISO 45001 standards into consideration.

We carry out the energy and environmental management activities of our facility within the frameworks of the 2050 Environmental Vision, TB Way, ISO 14001 and ISO 50001 standards. All environmental risks are evaluated using the 5x5 risk matrix and implemented within the scope of remedial activities. Wastes obtained from the separation and collection of domestic, hazardous, medical and similar wastes generated from offices, production lines, canteens, storage areas and medical wards within

our organisation undergo a disposal and/or recycling process in a way that they do not cause any harm to people and to environmental health as specified in the regulations.

In addition, we perform various and planned maintenances to ensure the optimal use and physical safety of our buildings, equipment and materials. The maintenance methods we use are predictive maintenance, planned maintenance, breakdown maintenance, service maintenance, legal control, testing and TPM methods. We also implement risk analyses and work to reduce the risks of critical equipment.

All our systems, buildings, machinery, equipment and vehicles are insured by our facility. With the hybrid transformation of our vehicle fleets, we aim to minimise the CO₂ carbon footprint. In addition, we ensure the security of all our facilities 24/7 with methods such as private security guards, monitor system, entry and exit doors, barrier, card reader systems. Finally, within the scope of the Covid-19 outbreak, existing measures in our facility were reviewed and safety and hygiene measures were increased throughout our facility.

* The 5*5 matrix diagram is a risk assessment method used to evaluate the relationship between probability and severity.



With the hybrid transformation of our vehicle fleets, we aim to minimise the CO₂ carbon footprint.

HEALTH AND SAFETY					
Accidents	Group	Unit	2019	2020	2021
Near-Miss	Company	Ratio	3.75	4.74	2.26
	Sub-contractor	Ratio	0.00	0.00	0.00
Accident Frequency Rate	Company	Ratio	0.00	0.00	0.56
	Sub-contractor	Ratio	0.00	0.00	0.00
Death	Company	Piece/Year	0.00	0.00	0.00
	Sub-contractor	Piece/Year	0.00	0.00	0.00
Lost Days	Group	Unit	2019	2020	2021
Lost day rate due to work incidence	Company	Ratio	0.00	0.00	0.02
	Sub-contractor	Ratio	0.00	0.00	0.00
Incidence rate (IR)	Company	Ratio	0.00	0.00	2.26
	Sub-contractor	Ratio	0.00	0.00	0.00
Occupational disease rate (ODR)	Company	Ratio	0.00	0.00	0.00
	Sub-contractor	Ratio	0.00	0.00	0.00
Lost day rate (LDR)	Company	Ratio	3.10	5.00	4.00
	Sub-contractor	Ratio	0.00	0.00	0.00
Absentee rate (AR)	Company	Ratio	96.90	95.00	96.00
	Sub-contractor	Ratio	0.00	0.00	0.00
Health and Safety Education					
			2019	2020	2021
Number of Company Employees			589	749	1,064
Number of Subcontractor Employees			13	19	21
Number of Total Participant			463	299	1,143
Company Employees (Person*Hour)			2,449	3,571	15,241
Subcontractor Employees (Person*Hour)			156	228	252
Total HSE Trainings (Person*Hour)			2,605	3,799	15,493
			2019	2020	2021
Number of HSE Committees Established			1	1	1
Total Number of Members in HSE Committees Established			11	12	15
Number of Representative Employee in HSE Committees Established			4	4	5

Customer Satisfaction

Happy Customer

Our Company operates as a manufacturing unit.

As TB Sewtech Turkey, we strive to provide our customers with sustainable quality and logistics.

Our Company operates as a manufacturing unit. As TB Sewtech Turkey, the decisions on the basis of which customers and products we will work on are made by TBEU. Finding new customers, creating new projects with existing customers, proposal management, marketing and sales are also managed through TBEU. Our company's sole responsibility is to maintain effective relationships and communication with existing customers for products and projects managed by TBSTR. TBJ is responsible for the product design and TBEU is responsible for the customer and the customer's project selection. Adding value to our customers at these stages is our top priority.

Our customers include TBT, TBPL (Toyota Boshoku Poland), TBR (Toyota Boshoku Russia) and TBSO (Toyota Boshoku Somain - France), but our main customers are TBT and TBSO. We make a basic customer categorisation by evaluating our customers according to various criteria in the context of quality, logistics, sales and projects.

As TB Sewtech Turkey, we strive to provide our customers with sustainable quality and logistics. At this point, our company makes all sales to its

customers through TBT and thus, all of the indorsement from these sales come from TBT. However, the distribution of this revenue by customer is separated as 84% for TMMT, 11% for TBPL, 4% for TBSO and 1% for other customers.

In addition, as TBSTR, we measure the communication skills of our employees through an annual customer satisfaction survey. During customer visits, we also receive feedback from our customers within the scope of the patrol activity. In addition, as a fundamental improvement, we have extended the scope of QD by integrating a process for customer complaint management.

Finally, we conduct an annual customer satisfaction survey to measure the perception of our company by our customers. Our aim is to create opportunities for improvement that will meet the expectations of our customers at the highest level, not only in terms of concrete performance indicators, but also in terms of perception and satisfaction. In addition, the questions in the surveys are linked to the way we communicate with our customers, but also directly address issues related to hoshin (a technique that allows the strategic targets of the organisation to guide every decision and action).

We conduct an annual customer satisfaction survey to measure the perception of our company by our customers.



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Relations with our Stakeholders

Our corporate philosophy is defined to ensure the continuous trust of all shareholders.

We benefit from various international management system standards in order to meet the expectations of all our shareholders, especially our customers, to establish our corporate structure and to develop our corporate capacity.

Based on Toyoda principles, our corporate philosophy is defined to ensure the continuous trust of all shareholders. Our corporate philosophy is based on a holistic vision and being an organisation that focuses on the needs and expectations of all shareholders. Our ideal is to become a structure where our employees work with pleasure, are in long-term co-operation with business partners, develop and produce products for customer satisfaction, as well as making a permanent contribution to the conscious of being a member of society.

We share our shareholder list and main shareholders in the table below;

Stakeholder Category	Stakeholders	Key Stakeholders
Customers	TBT, TBPL, TBSO, TBR	TBT, TBSO
Employees	Employee All	Permanent Employees
Business and Governance Stakeholders	- TBJ, TBEU - Shareholders: TBT - Legal and regulatory official or public institutions	- TBJ, TBEU - TBT
Society	- Düzce province, - Various public institutions in Düzce, - National and International Non-Governmental Organizations	TAYSAD, KalDer
Suppliers	Part Purchasing Suppliers (Group A, Group B, Group C, Group RM) General Purchasing Suppliers (Strategic, Custom, Standard)	Part Purchasing Suppliers (Group A, Group RM) General Purchasing Suppliers (Strategic Suppliers)

As TB Sewtech Turkey, we benefit from various international management system standards in order to meet the expectations of all our shareholders, especially our customers, to establish our corporate structure and to develop our corporate capacity. We also regularly check our compliance with management systems through external auditing. In the table below, you can see the management system standards that we have benefited from and the corresponding years.

Year	Management System
2014	ISO 14001
2014	ISO/TS 16949
2018	IATF 16949
2020	ISO 50001
2021	TISAX
2022	ISO 45001

On the other hand, as TBSTR, we define our core competences based on TPS, Hitozukuri, Monozukuri and TQM. These competences have a booster effect on the implementation of strategies and progress towards the vision, and ensure the sustainability of our readiness to provide products, services and solutions for our shareholders. You can examine our competences from the table below.

Competence	Explanation
TPS (Toyota Production System)	Global Core Content (TB Way, TBBP, OJD, Hoshin Kanri)
	Hitozukuri (The Art of Educating People)
	Collective Problem Solving
	Backup with Talent Development Plan
	JIT production
	Jidoka
	Kanban
	JKK
	TPM
	TQM (Total Quality Management)
Customer first	
Participation of All Employees	
Continuous improvement	

Our facility aims to be a beneficial force for all shareholders in the ecosystem in which it is located. In this scope, we define our purpose as “We craft happier journeys with our stakeholders”. Our aim is built with a framework that inspires all our shareholders by focusing on the sustainable value we want to create for each of our shareholders.

In addition, we use shareholder analysis to determine the value that our company’s Purpose and Vision will create for our stakeholders. We carry out our role as a good corporate citizen for society through SDG-aligned strategies and targets. With our strong competence in TPS and our high customer orientation, we ensure sustainable quality and supply for our customers. With our innovative approach and corporate strength, trusted by our shareholders, we strive to be a role model and pioneer in all TB activities.

We use shareholder analysis to determine the value that our company’s Purpose and Vision will create for our stakeholders.

Our Cooperations, Partnerships and Memberships

Happy Cooperations

As TB Sewtech, we are including new members to our company in order to develop projects.

The most important cooperation and learning network for our company is the high level of knowledge, experience and processes that TBJ, TBEU and all TB production facilities have built up over the years.

The most important cooperation and learning network for our company is the high level of knowledge, experience and processes that TBJ, TBEU and all TB production facilities have built up over the years. As TB Sewtech Turkey, we reflect the business knowledge we have gained from many meetings, benchmarking and experience sharing throughout the year to our strategies and improvements. TBSTR also participates in various learning and collaboration networks in order to improve our organisational learning capacity and to look for opportunities to bring about change and innovation in our own processes.

Through TAYSAD, EFQM and KalDer provide access to the experiences of different organisations on the EFQM model and to comparative and benchmarking data in the automotive sector. In addition, as a part of the shifting to the new EFQM model, we reviewed all our shareholders and adopted a structured approach to identify our key shareholders. We address the needs and expectations of these shareholders as part of the MTBP shareholder analysis and create input for strategies. Within the framework of our 2022 cooperation with an international consultancy firm, we aim to observe our shareholders and how they meet their needs and expectations.

In addition, as TB Sewtech, we are including new members to our company in order to develop projects. We have taken a step forward again in our cooperation with İŞKUR (Turkey Employment Agency). According to this cooperation, "180 Person Plus Employment Protocol" was signed between İŞKUR and TBSTR representatives. The aim of this established project is to promote new service areas that emerged after the pandemic process while reducing

the unemployment rate in Düzce. We organised a ceremony in the first week of September for the first 30 employees hired under the project. At the ceremony, Hakan Konak, the president of our company, wished the new recruits success and wished the success of the project to be permanent for both of the parties.

In addition, operational data obtained during our project management, information provided from joint projects and interviews with customers, and customer feedback enrich the data and information infrastructure of our facility. For example, membership to many professional organisations such as KalDer and TAYSAD (Association of Automotive Parts and Components Manufacturers) and various reports issued by these organisations are used on many platforms. Finally, although we do not have any tracking system within the scope of NGO memberships of our employees throughout our company, we have personnel who are members of many NGOs such as LÖSEV, Düzce 99 Search and Rescue, Sakarya Radio and Radio Amateurs Electronic Communication Technologies Association.

Membership to many professional organisations such as KalDer (Quality Association) and TAYSAD (Association of Automotive Parts and Components Manufacturers) and various reports issued by these organisations are used on many platforms.



Appendix

Performance Indicators

Governance and Financial Performance Indicators

#	CATEGORY	KPI	FY2022 Target
1	SAFETY	Work Accident (absence / non absence)	0
2		Co ₂ Emission	8% Reduction
3		Water Usage	0.5% Reduction
4		Waste Amount	1% Reduction
5	QUALITY	Customer PPM	TBT: 2 TBSO: 20 Average: 8.5
6		Internal Defects	TBT: 0.25 TBSO: 1 Average: 0.5
7	DELIVERY	Customer Line Stop	0
8		Customer DPM	0
9		MTTR	3.4
10		LTTR (Longest Time to Repair)	18 min (to be update)
11	COST	Operating Profit	4.4 m€ / 7.9%
12		PEFF (production efficiency)	1,047
13		Scrap status	0.25 €/Set
14		Cost trend per meter	Fix Cost: 0.11 / Variable Cost: 0.32
15		Break Even Point Ratio (BEP-%)	0.54
16		Inventory Status (day)	25 days (Barsan 12, inhouse 13)
17		Premium Freight	0
18		Transportation Cost	0.54 € / set
19	HR	Moral Survey	LFY+/-5 Points
20		Leap Score Overall	60%
21		Office HC ratio (%)	0.056
22		Production Indirect HC Ratio	11.0%
23		Employee Turnover	1.5%
24	SUSTAINABILITY	EFQM External Assessment Score	5 Star
25		CSR score (ESG Score)	4.2 / 5
26		Cyber security incident	0
27		D/X Maturity Level	1
28		To Be Leader Level At All PMR Functions	1-Mnf, Quality, PPP, Env, HR, Cost: min 3.2 2-Safety: min 3.8
29		Number of SoP Issue	0
30		Line stops - unplanned	0
31		ATSG status (all toyota security guide)	179
32		Kaizen Average Score	13
33		Shop Axis	100% Conformity Ratio
34	IATF External Audit Major NC Quantity	0	

Environmental Performance Indicators

As TBSTR, we create various policies in order to realize the determined company targets and we maintain these policies with great care. When necessary, the policies are reviewed by the management and we provide our employees with policy announcements through tools such as the website, QDMS (Document Management System), e-mail, in-house boards, electronic boards, on-the-job training. You can also review the policies we have in the table below.

Our Policies	
Quality Policy	
Health and Safety Policy	
Environment and Energy Policy	
Green Purchase Policy	
Law on protection of personal data (KVKK) Policy	
Unethical Situation Reporting Policy	
Human Rights Policy	
Sustainability Policy	

Environmental KPIs

#	CATEGORY	Priority Score	KPI	KPI, PI, DATA	Responsible Department	Unit	FY21 Result	FY22 Target
1	Corporate Affairs	5	CSR Score (ESG Score)	KPI	SD	Point	4.1	4.2 / 5
2	Health, Safety, Environment	4	Number of Environmental Complaints	PI	SD	Number of Case	0	0
3	Safety	4	CO ₂ Emission	KPI	SD	Tonne	800.9	876
4	Safety	4	CO ₂ Reduction	PI	SD	Ratio	10.80%	8%
5	Safety	0	Natural Gas Consumption	DATA	SD	m ³	82,329 m ³	86,550
6	Safety	0	Electricity Consumption	DATA	SD	MWh	1,143.8	1,264.24
7	Safety	4	Water Usage	KPI	SD	m ³	6,817	7,282.4
8	Safety	4	Waste Amount	KPI	SD	Tonne	241.2	511.4
9	Safety	3	Waste Recycling Rate (%)	DATA	SD	Ratio	65%	72%
10	Corporate Affairs	3	TreePlanting	PI	SD	Number of TreePlanted	1,000	1,200

Appendix

ENERGY		TB SEWTECH TURKEY			
Non-Renewable Direct Energy	Unit	FY19	FY20	FY21	
Gasoline	litre	0	0	0	
Diesel	litre	1,650	1,600	3,150	
Natural Gas	m ³	43,299	69,266	82,329	
Non-Renewable Indirect Energy	Unit	FY19	FY20	FY21	
Electric	kWh	1,586,847	1,080,874	1,143,786	
Greenhouse Gas Emissions	Unit	FY19	FY20	FY21	
Direct CO ₂ Emissions	t CO ₂ e	964	715	801	
Indirect CO ₂ Emissions	t CO ₂ e	-	-	5,590	

EMISSION		TB SEWTECH TURKEY			
	Unit	FY19	FY20	FY21	
Percentage of carbon emission reduction per product	%	1	25	16	

Total Waste		TB SEWTECH TURKEY			
By Type	Unit	FY19	FY20	FY21	
Hazardous Wastes	Tonne	1	3	2	
Non-Hazardous Wastes	Tonne	560	469	664	
Total Waste	Tonne	561	472	665	
According to Disposal Method	Unit	FY19	FY20	FY21	
Energy Recovery	Tonne	0.0	0.0	0.0	
Recover	Tonne	139.0	190.0	388.0	
Disposal	Tonne	0.2	0.1	0.0	
Waste Incineration	Tonne	421.0	281.9	277.0	
Other	Tonne	0.0	0.0	0.0	
Total Disposal Waste	Tonne	560.2	472.0	665.0	

Total Waste		TB SEWTECH TURKEY			
By Type		Unit	FY19	FY20	FY21
Hazardous Wastes	Insulation Materials	KG	0	1120	0
	Hazardous Wastes Containing Organic Matter	KG	-	-	20
	Waste Oil	KG	0	2	729
	AIRBAG	KG	-	-	5
	Contaminated Packaging	KG	120	805	220
	Contaminated Waste	KG	60	496	260
	Paint Waste	KG	0	0	0
	Toner-Cartridge	KG	0	139	60
	Fluorescent	KG	130	23	0
	Electronic Waste	KG	60	143	186
	Accumulator	KG	0	0	0
	Battery	KG	166	0	0
	Medical waste	KG	78	60	24
Non-Hazardous Wastes	Wood	KG	3,211	18,159	24,419.5
	Paper-Cardboard	KG	60,192	63,710	109,363.5
	Paper (Production) Waste	KG	9,751	15,406	13,345
	Plastic Packaging	KG	5,865	13,416	14,228
	Plastic (Production)	KG	1,255	1,021	3,195
	Plastic (Packaging) Other waste	KG	1,130	1,872	1,609
	Plastic (Other)	KG	1,390	2,357	4,331
	Metal (Other)	KG	5,778	5,406	139.5
	Metal (Production) Waste	KG	612	13,815	7,189
	Tafnel Waste	KG	49,423	28,656	25,122
	Fabric Waste	KG	421,076	321,827	460,351
Cable Waste	KG	233	1,233	257	

TB Sewtech Turkey

Total Volume of Water Withdrawn				
	Unit	2019	2020	2021
Third-Party Waters (Mains Water etc.)	m ³	5,725	5,837	6,817

Appendix

TB Sewtech Turkey				
	Unit	2019	2020	2021
Water Consumption	m ³	5,725	5,837	6,817

TB SEWTECH TURKEY				
Environmental Investments		2019	2020	2021
Currency (TL)				
Total operating expenses of environmental activities		₺285,000	₺313,263	₺334,011
Total environmental protection investments		₺1,500	₺2,000	₺2,100
Total		₺286,500	₺315,263	₺336,111

Social Performance Indicators

Stakeholders

Stakeholder Category	Stakeholders	Key Stakeholders
Customers	TBT, TBPL, TBSO, TBR	TBT, TBSO
Employees	Employee All	Permanent Employees
Business and Governance Stakeholders	- TBJ, TBEU - Shareholders: TBT - Legal and regulatory official or public institutions	- TBJ, TBEU - TBT
Society	- Düzce province, - Various public institutions in Düzce, - National and International Non-Governmental Organizations	TAYSAD, KalDer
Suppliers	Part Purchasing Suppliers (Group A, Group B, Group C, Group RM) General Purchasing Suppliers (Strategic, Custom, Standard)	Part Purchasing Suppliers (Group A, Group RM) General Purchasing Suppliers (Strategic Suppliers)

Competence

Competence		Explanation	
TPS (Toyota Production System)	Hitozukuri (The Art of Educating People)	Global Core Content (TB Way, TBBP, OJD, Hoshin Kanri)	
		Collective Problem Solving	
	Monozukuri (The Art of Manufacturing)	Backup with Talent Development Plan	
		JIT production	
		Jidoka	
	TQM (Total Quality Management)	Kanban	JKK
			TPM
		Participation of All Employees	Customer first
			Continuous improvement

Appendix

WORKFORCE				
By Employment Type	Unit	2019	2020	2021
Office Worker - Female	Person	11	10	10
Office Worker - Male	Person	23	24	26
Field Worker - Female	Person	277	352	514
Field Worker - Male	Person	278	363	514
TOTAL		589	749	1,064
Contract Type	Unit	2019	2020	2021
Indefinite Term Employment – Female	Person	268	270	339
Indefinite Term Employment – Male	Person	283	283	371
Definite Term Employment – Female	Person	20	92	185
Definite Term Employment – Male	Person	18	104	169
TOTAL		589	749	1,064
By Gender	Unit	2019	2020	2021
Male	Person	301	387	540
	%	51%	52%	51%
Female	Person	288	362	524
	%	49%	48%	49%
TOTAL		589	749	1,064

By Age	Unit	2019	2020	2021
Age 18 - 30	Female	161	219	351
	%	27%	29%	33%
	Male	172	234	366
	%	29%	31%	34%
Age 31 - 40	Female	107	113	143
	%	18%	15%	13%
	Male	100	117	135
	%	17%	16%	13%
Age 41 - 50	Female	19	29	29
	%	3%	4%	3%
	Male	24	31	32
	%	4%	4%	3%
Age 51 - 60	Female	1	1	1
	%	0.2%	0.1%	0.1%
	Male	5	5	7
	%	1%	1%	1%
Over Age 60	Female	0	0	0
	%	0	0	0
	Male	0	0	0
	%	0	0	0
TOTAL		589	749	1.064

Appendix

WORK FORCE				
Other Groups	Unit	2019	2020	2021
Foreign	Female	0	0	0
	Ratio	0%	0%	0%
	Male	0	0	0
	Ratio	0%	0%	0%
Disabled	Female	4	4	6
	Ratio	1%	1%	1%
	Male	15	18	24
	Ratio	3%	2%	2%
Management Level	Unit	2019	2020	2021
High-Level	Female	0	0	0
	Ratio	0%	0%	0%
	Male	1	1	1
	Ratio	0%	0%	0%
Mid-Level	Female	0	2	2
	Ratio	0%	0.3%	0.2%
	Male	6	7	7
	Ratio	1%	1%	1%
Other	Female	287	360	522
	Ratio	49%	48%	49%
	Male	295	379	532
	Ratio	50%	51%	50%
TOTAL		589	749	1,064

Education Distribution			
	Female	Male	Total
Primary School	32	20	52
Secondary School	81	60	141
High School	313	325	638
Vocational High School	87	105	192
Bachelor's Degree	11	28	39
Master's Degree	-	2	2
PhD	-	-	-
Intern	4	5	9
Subcontractor	4	17	21
Total Employees	532	562	1,094

The total number of employees who are subjected to a regular performance and career development evaluation			
	Female	Male	Total
Employee	524	540	1,064
Intern	4	5	9
Subcontractor	4	17	21
Total	532	562	1,094

Appendix

By Employment Type	Unit	2019	2020	2021
Office Worker - Female	Person	28	32	28
Office Worker - Male	Person	109	87	78
Field Worker - Female	Person	77	66	69
Field Worker - Male	Person	958	907	853
TOTAL		1,172	1,092	1,028

Contract Type	Unit	2019	2020	2021
Indefinite Term Employment – Female	Person	268	270	339
Indefinite Term Employment – Male	Person	283	283	371
Definite Term Employment – Female	Person	20	92	185
Definite Term Employment – Male	Person	18	104	169
TOTAL		589	749	

By Gender	Unit	2019	2020	2021
Male	Person	301	387	540
	Ratio	51%	52%	51%
Female	Person	288	362	524
	Ratio	49%	48%	49%
TOTAL		1,172	749	

Age Distribution	Unit	2019	2020	2021
Age 18 - 30	Female	161	219	351
	Ratio	27%	29%	33%
	Male	172	234	366
	Ratio	29%	31%	34%
Age 31 - 40	Female	107	113	143
	Ratio	18%	15%	13%
	Male	100	117	135
	Ratio	17%	16%	13%
Age 41 - 50	Female	19	29	29
	Ratio	3%	4%	3%
	Male	24	31	32
	Ratio	4%	4%	3%
Age 51 - 60	Female	1	1	1
	Ratio	0,2%	0,1%	0,1%
	Male	5	5	7
	Ratio	1%	1%	1%
Over Age 60	Female	0	0	0
	Ratio	0	0	0
	Male	0	0	0
	Ratio	0	0	0

Appendix

Employees Using Maternity Leave	Total	2019		2020		2021	
		Female	Male	Female	Male	Female	Male
Employees entitled to maternity leave	Number	34	39	31	30	27	47
Employees using maternity leave	Number	34	39	31	30	27	47
Employees returning to work after maternity leave ends	Number	34	39	24	30	25	45
Employees who return to work after maternity leave and then for at least 12 more months	Number	31	38	24	28	25	45

Employee Commitment

		Total		
Employee Commitment Score	Unit	2019	2020**	2021
	Office worker	80.00		83.90
	Field worker	89.40		80.00

		Total		
Employee Satisfaction Survey Score	Unit	2019	2020	2021
	Office worker	69.80		80.90
	Field worker	79.20		80.00

		Total		
Employee Motivation Score	Unit	2019	2020*	2021
	Office worker	77.70		82.40
	Field worker	84.50		83.70

* Employee Satisfaction Survey Score is carried out once every 2 years.

		Total		
Orientation and promotion program success rate for newly hired (0-2 years) employees	Unit	2019	2020	2021
	Employee	100	100	100

		Total		
Vested Benefits		2019	2020	2021
Health Services		55	60	692
Disability Insurance		0	0	0
Maternity Leave		73	61	74
Pension Right		5	6	7

Appendix

Training Investments		Total		
By employment type	Unit	2019	2020	2021
Senior level managers	Person*Hours	29	8	8
Senior level managers	Person	1	1	1
Mid-senior level managers	Person*Hours	65	275	335
Mid-senior level managers	Person	6	10	9
Other employees	Person*Hours	15,846	8,258	19,587
Other employees	Person	647	730	1,187
By Employment Type	Unit	2019	2020	2021
Field worker	Person*Hours	15,507	7,584	18,169
Field worker	Person	622	703	1,158
Office worker	Person*Hours	404	973	1,780
Office worker	Person	32	38	39
Subcontractors	Person*Hours	156	228	252
Subcontractors	Person	13	19	21
By Gender	Unit	2019	2020	2021
Male	Person*Hours	8,243	4,573	10,680
Male	Person	337	395	621
Female	Person*Hours	7,668	3,984	9,269
Female	Person	315	345	575

Trainings	Unit	2019	2020	2021
Career Development	Hours	1,376	3,330	5,922
Personal Development	Hours	4,452	5,915	1,480
OHS	Hours	4,757	3,835	7,689
Other (Leadership)	Hours	0	83	14
Total Hours	Hours	10,585	13,163	15,105

Environmental Trainings				
	Unit	2019	2020	2021
Trainings	Hours	420	412	150
Trainee	Person	410	385	90

Trainings	Unit	Total		
		2019	2020	2021
Career Development	Hours	1,376	3,330	5,922
Personal Development	Hours	4,452	5,915	1,480
OHS	Hours	4,757	3,835	7,689
Other (Leadership)	Hours	0	83	14
Total Hours of Trainings	Hours	10,585	13,163	15,105

Trainings	Unit	2019	2020	2021
Number of people who completed training on corruption-related risks	Person	574	688	1,007
Percentage of those who successfully completed the training	%	96%	96%	96%

HEALTH AND SAFETY

Accidents	Group	Unit	2019	2020	2021
Near-Miss	Company	Ratio	3.75	4.74	2.26
	Sub-contractor	Ratio	0.00	0.00	0.00
Accident Frequency Rate	Company	Ratio	0.00	0.00	0.56
	Sub-contractor	Ratio	0.00	0.00	0.00
Death	Company	Piece/Year	0.00	0.00	0.00
	Sub-contractor	Piece/Year	0.00	0.00	0.00
Lost Days	Group	Unit	2019	2020	2021
Lost day rate due to work incidence	Company	Ratio	0.00	0.00	0.02
	Sub-contractor	Ratio	0.00	0.00	0.00
Incidence rate (IR)	Company	Ratio	0.00	0.00	2.26
	Sub-contractor	Ratio	0.00	0.00	0.00
Occupational disease rate (ODR)	Company	Ratio	0.00	0.00	0.00
	Sub-contractor	Ratio	0.00	0.00	0.00
Lost day rate (LDR)	Company	Ratio	3.10	5.00	4.00
	Sub-contractor	Ratio	0.00	0.00	0.00
Absentee rate (AR)	Company	Ratio	96.90	95.00	96.00
	Sub-contractor	Ratio	0.00	0.00	0.00

Appendix

Health and Safety Education			
	2019	2020	2021
Number of Company Employees	589	749	1,064
Number of Subcontractor Employees	13	19	21
Number of Total Participant	463	299	1,143
Company Employees (Person*Hour)	2,449	3,571	15,241
Subcontractor Employees (Person*Hour)	156	228	252
Total HSE Trainings (Person*Hour)	2,605	3,799	15,493
	2019	2020	2021
Number of HSE Committees Established	1	1	1
Total Number of Members in HSE Committees Established	11	12	15
Number of Representative Employee in HSE Committees Established	4	4	5

Quality and Integrated Management Systems Certificates

Certificates

Year	Certificates
2014	ISO TS 16949
2014	ISO 14001 Environmental Management
2018	IAFT 16949 Sertifikasi
2020	ISO 50001 Environmental and Energy Management
2021	EFQM 4
2021	TISAX 3
2022	ISO 45001

Stakeholder Communication Platforms Table

Stakeholder	Interested Party	Follow-up / Contact Subject	Frequency	Communication Method
Society	Local Settlements and People	Monitoring of environmental parameters	In the specified period	Mail, Meeting
		Monitoring of environmental parameters	In the specified period	Mail, Meeting
	Laws and Regulations	Ministry of Environment laws	As updated	Notification to TBT via e-mail (Lebib Yalkın)
		Ministry of Environment laws	As updated	Printed and electronic data
	Expectations	Society perceptions	1 / year	Society perception survey by e-mail/phone
Clients	TBT TBPL TBSO TBR	Special reports	In case of a request	E-mail
		SQAM conditions	As updated	E-mail
		Shipping performance KPI reports	1 / month	E-mail, portal
		Quality performance KPI reports	1 / week	E-mail, portal
		Service parts (spare parts) tracking	Order tracking / Every Day Error info / As reported	E-mail, portal, system
		Follow-up and implementation of ECIs	Everyday	Portal tracking
Shareholders	TBT	Special Reports	In case of a request	E-mail / Meeting
		Follow-up and implementation of ECIs	Everyday	Portal tracking
		TBT Plant hoshin	Once a year	Hoshin meeting
		Plant Hoshin reports	1 / 3 month	Hoshin meeting
		General Meeting	Once a year	General Meeting
		Shareholder Perception Questionnaire	Once a year	Questionnaire
		Special reports	In case of a request	Electronic information / Meeting
		Monitoring the financial structure	1 / month	Mail, Meeting
		Monitoring efficiencies	1 / day	Andon, Meeting
Monitoring the financial structure	1 / month	Mail, Meeting		

Appendix

Stakeholder	Interested Party	Follow-up / Contact Subject	Frequency	Communication Method
Employees	Senior Management	Management review inputs	1 / month	Meeting presentation and minutes
		Client special requests (SQAM)	As updated	E-mail
		Legal process tracking / reports	As updated	E-mail and portal
		Budget preparation and management	1 / year	Printed and electronic data
		KPI	1 / month	Meeting presentation and minutes
	All Employees	Compliance with legal requirements	As updated	TBT website, company boards, electronic media
		Quality policy	As updated	Printed and electronic data
		Company newspaper	1 / 3 month	Printed and electronic data
		Performance evaluation results	1 / 6 month	Hard copy
		Employee satisfaction assessment	1 / year	Hard copy
Business Partners	Supplier	GPTW Questionnaire	1 / year	Online
		Legal regulations	As updated	E-mail
		Purchase contracts	In case of a request	Hard copy
		Technical drawing and ECIs	ECI / As the picture is published	Mail
		Planning notice	As the client publishes	Mail, Portal tracking
	Sorting and Quality Control Subcontractors	Supplier Perception Survey	1 / year	Mail
		Supplier performance evaluation reports	1 / month	E-mail
		Permits and licenses	As it expires	It is submitted to TBT by the subcontractor
		TBT special expectations	As updated	Hard copy/electronic information
		Certification Firm	Required information and KPI indicators	1/year

Memberships and Awards

As mentioned in our report, although we do not have a system to monitor our employees' NGO memberships, we have employees affiliated with various NGOs such as LÖSEV, Düzce 99 Search and Rescue, Sakarya Radio and Radio Amateurs Electronic Communication Technologies Association.

We share our past achievements and awards in the table below;

May 2012	The agreement is signed. The company is established.
November 2012	The personnel training for the first Corolla production was completed.
December 2012	Line installation
January 2013	Trial Production
April 2013	Final Trial Production
May 2013	Dr. Shuei Toyoda Visit
June 2013	Toyota Corolla – Mass Production
June 2013	Opening
April 2014	Safety Gold Award TBJ
September 2014	ISO TS 16949 Certificate
December 2014	ISO 14001 Environmental Management Certificate
April 2016	BMW i3 and i8 mass production is transferred from TBT to TB Sewtech Turkey.
September 2016	Toyota CHR – Mass Production
January 2019	Toyota New Corolla Hybrid – Mass Production
February 2020	ISO 50001 Environmental and Energy Management Certificate
November 2020	Toyota Yaris – Mass Production
November 2021	EFQM 4 Star Certificate
December 2021	TISAX 3 Star Certificate
February 2022	ISO 45001 Certificate

Appendix

GRI Content Index

GRI Standard	Description	Disclosures	Page No.
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
Organizational Profile			
102-1	Name of the organization	TB Sewtech Turkey	6
102-2	Primary brands, products and services	About TB Sewtech Turkey	9
102-3	Location of the organization's headquarters	Topçular Mahallesi, 622. Sokak No:4 Çilimli / Düzce	43
102-4	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	Toyota Boshoku in the World	9
102-5	Nature of ownership and legal form	About TB Sewtech Turkey	9
102-6	Markets served	Toyota Boshoku in the World	9
102-7	Scale of the organization	Toyota Boshoku in the World	9
102-8	Information on employees and other workers	Employment, Diversity and Inclusion	35
102-9	Supply Chain	TB Sewtech Turkey in 2021	6
102-10	Significant changes to the organization and its supply chain	TB Sewtech Turkey in 2021	6
102-11	Precautionary principle or approach	TB Sewtech Turkey in 2021	6
102-12	External initiatives	Our Cooperations, Partnerships and Memberships	46
102-13	Membership of associations	Our Cooperations, Partnerships and Memberships	46
Strategy			
102-14	Statement from senior decision-maker	Message from the President	4
102-15	A description of key impacts, risks and opportunities	Our Cooperations, Partnerships and Memberships	46
Code of Ethics and Principles			
102-16	Values, principles, standards, and norms of behaviour	-	-
102-17	Internal and external mechanisms for seeking advice about ethical and lawful behaviour, and organizational integrity	-	-

GRI Standard	Description	Disclosures	Page No.
Governance			
102-18	Governance structure of the organization, including committees of the highest governance body	Our Organizational Structure	23
Stakeholder Engagement			
102-40	List of stakeholder groups	Relations with our Stakeholders	40
102-41	Collective bargaining agreements	-	-
102-42	Identifying and selecting stakeholders	Relations with our Stakeholders	40
102-43	Approach to stakeholder engagement	TB Sewtech Turkey Material Issues and Stakeholder Engagement	13
102-44	Key topics and concerns raised	Toyota Boshoku Türkiye Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
Reporting practice			
102-45	All entities included in the consolidated financial statements or equivalent documents	-	-
102-46	Defining report content and topic boundaries	About the Report	6
102-47	List of material topics	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	15, 17
102-48	Restatements of information given in previous reports	About the Report	3
102-49	Changes in reporting	About the Report	6
102-50	Reporting period	01.04.2021- 31.03.2022	6
102-51	Date of most recent report	TB Sewtech Turkey Annual Report covering our 2020-2021 activities was published in 2022	-
102-52	Reporting cycle	About the Report	6
102-53	Contact point for questions regarding the report or its contents	Appendix	
102-54	Claims of reporting in accordance with the GRI standards	GRI Content Index	66
102-55	GRI content index	GRI Content Index	66
102-56	External Assurance	-	-

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GRI 200 Economic Standards Series			
Economic Performance			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	15, 17
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Governance and Financial Indicators	50
	201-4 Financial assistance received from government	-	-
Indirect Economic Impacts			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	15, 17
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	-	-
	203-2 Significant indirect economic impacts	-	-
Specific Disclosures			
GRI 200 Economic Standards Series			
Procurement Practices			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	-	-

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Anti-Corruption			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 205: Procurement Practices 2016	205-1 Operations assessed for risks related to corruption	-	-
	205-2 Communication and training about anti-corruption policies and procedures	-	-
	205-3 Confirmed incidents of corruption and actions taken	-	-
Anti-Competitive Behaviour			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 206: Anti-Competitive Behaviour 2016	206-1 Total number and outcomes of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	-	-
GRI 300 Environmental Standards Series			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Our Energy Management, Appendix	29
	302-4 Reduction of energy consumption	Our Energy Management, Appendix	29

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	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared source	Our Water Management	
	303-2 Management of water discharge-related impacts	Our Water Management	
	303-3 Water withdrawal	Our Water Management	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our Greenhouse Gases Management	26
	305-2 Indirect (Scope 2) GHG Emissions	Our Greenhouse Gases Management	26
	305-5 Reduction of GHG emissions	Our Greenhouse Gases Management	26

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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 306: Waste 2016	306-2 Waste, by type and disposal method	Our Waste Management	32
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 308: Supplier Environmental Assessment 2016	308-2 Adverse significant environmental impacts in the supply chain and actions taken	Our Environmental Impact	27

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GRI 400 Social Standards Series			
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Rights and Development	40
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Performance Indicators	48
	401-3 Return to work and retention rates of employees that took parental leave, by gender	Social Performance Indicators	48

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	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Social Performance Indicators	48
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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social Performance Indicators	48
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	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Rights and Development	40
	404-2 Talent management and life-long learning programmes that support employee development	Employee Rights and Development	40
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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance Indicators	48

GRI Standard	Description	Disclosures	Page No.
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	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	-
Freedom of Association and Collective Bargaining			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
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GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employment, Diversity and Inclusion	37

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GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	-	-
Forced or Compulsory Work			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 409: Forced or Compulsory Work 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Employment, Diversity and Inclusion	37

GRI Standard	Description	Disclosures	Page No.
Human Rights Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 412: Human Rights Assessment 2016	412-1 Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Our Social Contributes	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our Social Contributes	
Local Communities			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 413: Local Communities 2016	413-1 Percentage of operations with implemented local community, engagement, impact assessments, and development programmes	Our Social Contributes	
	413-2 Operations with significant actual and potential adverse impacts on local communities	Our Social Contributes	

Appendix

GRI Standard	Description	Disclosures	Page No.
Supplier Social Assessment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 414: Supplier Social Assessment	414-1 New suppliers that were screened using social criteria	-	-
	414-2 Adverse social impacts in the supply chain and actions taken	-	-
Public Policy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 415: Public Policy 2016	415-1 Total value of political contributions by country and recipient/beneficiary	-	-
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	TB Sewtech Turkey Material Issues, Stakeholder Engagement, and the UN Sustainable Development Goals	14
	103-2 The management approach and its components	Our Sustainability Management at TB Sewtech Turkey	10
	103-3 Evaluation of the management approach	Our Sustainability Management at TB Sewtech Turkey	10
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Our Sustainability Management at TB Sewtech Turkey	10



TB SEWTECH TURKEY

10th Year

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