



# SUSTAINABILITY REPORT 2024





The background of the entire slide is a close-up photograph of several large, vibrant green leaves. The leaves are covered with numerous clear, glistening water droplets of various sizes, which catch the light and create a fresh, natural feel. The veins of the leaves are clearly visible, adding to the texture of the background.

## **Insulation for Today, Investment for a Sustainable Tomorrow**

With the experience of Izocam — carrying sustainability in its very DNA — we blend the advantages of global culture and advanced technology. At every step, we add value to the future and build a responsible tomorrow for our planet and society.



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# ABOUT REPORT

As İzocam Ticaret ve Sanayi A.Ş., a company that places sustainability at the core of its corporate values, we have embraced the construction of a sustainable future as a strategic responsibility since the very first day of our operations. Inspired by our founding purpose of promoting energy efficiency, we have adopted sustainability principles as our guiding framework at every step—from our production processes to our products, from our social contributions to our corporate governance practices. As a reflection of this responsibility, we are pleased to present to our valued stakeholders our 2024 Sustainability Report, which details our sustainability performance, environmental impact, social responsibilities, and governance approach.

This report has been prepared in accordance with the GRI (Global Reporting Initiative) 2021 Universal Standard and covers our activities between January 1, 2024, and December 31, 2024. Through the GRI Content Index provided on page 84 of the report, you can access further details on our material topics and the management approaches related to them.

At İzocam, we believe that the United Nations (UN) Sustainable Development Goals (SDGs) play a critical role in achieving a fairer and more livable world. Accordingly, based on stakeholder feedback and internal company analyses, we have identified our priority SDGs and outlined our contributions to them, which you can find on page 32 of this report.

The İzocam Sustainability Report 2024 has been prepared in Turkish and has not undergone external assurance. Sürdürülebilirlik Ajansı provided consultancy support throughout the reporting process.

On our sustainability journey, we prioritize transparency and continuous improvement, and with this perspective, we greatly value all feedback from our stakeholders regarding our report. For more information about our sustainability initiatives, or to share your questions, comments, suggestions, or feedback on this report, please contact us at [ehs\\_sustainability@izocam.com.tr](mailto:ehs_sustainability@izocam.com.tr)



# MESSAGE FROM THE GENERAL DIRECTOR

## Dear Stakeholders,

Despite global and domestic economic uncertainties, high inflation, and geopolitical challenges in our region, İzocam successfully completed a strong year, achieving our sustainable growth targets. At a time when the effects of the climate crisis and increasing environmental disasters are being felt more intensely each day, our responsibility as a leading company in the insulation sector to leave a livable world for future generations is greater than ever. We are shaping our industry not only through product quality but also with our determination to minimize our environmental and social impacts. In addition, with full awareness of our social responsibilities, we place equal opportunity, diversity, and inclusion at the core of our sustainability goals.

With this approach, beginning from 2025—İzocam's 60th anniversary—we will publish our Sustainability Report annually. Through these reports, we will both reflect on the progress made in the past year and share our commitments and strategic objectives for the future with our valued stakeholders.

At İzocam, we regard sustainability not merely as a concept, but as a cornerstone of our processes, corporate culture, and long-term growth strategy. In line with this vision, we strongly emphasize our commitment to achieving **net zero carbon emissions by 2050**, contributing to the fight against climate change and to the aspiration of leaving behind a more livable world.

We have also set a target to reduce our water consumption by 50% by 2030 and to bring the amount of non-recyclable waste down to zero. In line with these ambitious yet achievable goals, we have developed short, medium, and long-term comprehensive plans to use resources more efficiently, decarbonize our production processes, increase the use of renewable energy sources, maximize our energy efficiency, and integrate circular economy principles into all our production facilities and business processes.

With our approach of "Insulation for Today, Investment for a Sustainable Tomorrow," all insulation products we manufacture at İzocam directly contribute to global sustainability goals and reflect the responsibility carried by the entire İzocam Family. Through the energy savings our insulation solutions provide in buildings and industrial facilities, we significantly prevent carbon emissions at the point of final use. Thus, we reduce environmental impact not only in our production processes but throughout the entire lifecycle of our products. In this way, we take pride in creating value for future generations and contributing to the goal of leaving them a livable world.

Our sustainability approach is not limited to focusing solely on environmental impacts. With full awareness of our responsibility to society, we also prioritize investing in people and their well-being, carrying out initiatives in areas such as occupational health and safety, employee satisfaction, ethical supply chain management, and community contribution projects.

We act with a corporate culture that supports equal opportunity, diversity, and inclusion, while also investing in women's employment and developing special programs in this field.

We share the results of these broad-based sustainability efforts and our performance in this report in line with international standards and with full transparency and accountability. In addition, we continue to operate in compliance with the European Green Deal, the Paris Agreement, and all other relevant laws and regulatory processes. Through our processes and products, our company directly supports seven of the United Nations Sustainable Development Goals (SDGs). At the core of all these efforts lies our determination to build not only today's world but also tomorrow's in a sustainable way. At İzocam, we believe that we can create a positive impact not only in our industry but also at the national and even global scale.

By thanking all our business partners, society, and employees who support us on this important journey, we would once again like to emphasize with this report our belief that together we will create a greener, fairer, and more sustainable future.

Sincerely,

**Murat Savcı**  
General Director





A wide-angle photograph of a vast field of blue lupine flowers in full bloom. The flowers are densely packed, creating a textured sea of blue and green. In the background, a line of trees is silhouetted against a bright, hazy sky where the sun is rising or setting, casting a warm, golden glow over the scene. A bright yellow rectangular box with rounded corners is centered in the middle of the image, containing the text "Company Profile" in a bold, dark font.

# **Company Profile**



## OUR PARTNERS

### Advancing Into The Future With Strong Partnerships

At Izocam, we combine more than half a century of experience with the global strength and vision gained through our partnerships with the world's leading organizations, adding value to sustainable tomorrows with our innovative approaches.



Founded in France in 1665, Compagnie de Saint-Gobain S.A. is a European and global leader in building materials and high-performance innovative materials across numerous business sectors. Today, it operates in 76 countries with more than 160,000 employees, 8 R&D centers, 900 production facilities, and 2,700 sales outlets, maintaining a strong global footprint.


**2050**

Carbon Neutral  
Target


**LEADER**

In Many Business Sectors  
Across Europe and Worldwide


**350+YEARS**

A Long-Established  
Organization


**76**

Countries  
Global Operations


**160.000+**

Employees  
Worldwide


**8**

R&D Centers


**900**

Production  
Facilities


**2700**

Sales Outlets



Founded in Kuwait in 1932, Alghanim Industries serves with more than 500 global brands and maintains a strong presence across three regions: The Middle East, India, and North West Africa. On the international stage, it ranks first or second in every business sector in which it operates. With over 15,000 employees representing 67 different nationalities, Alghanim Industries has a multicultural and inclusive structure, playing a key role in enhancing Izocam's effectiveness in regional and global markets.


**3 Regions**

Middle East, India, and  
North West Africa


**500**

Global Brands


**15.000+**

Employees From  
67 Nationalities


**1st or 2nd**

Ranking in Every Business  
Sector of Operation



# ABOUT İZOCAM

With a pioneering start that shaped Türkiye's insulation sector, İzocam Ticaret ve Sanayi A.Ş. began operations in 1965 by establishing its first glass wool plant in Gebze, becoming one of the country's first insulation industry companies.

At its Dilovası plant, İzocam produces stone wool, while at the GEBKİM plant, it manufactures extruded polystyrene (Foamboard), expanded polystyrene (İzopor), and insulated sandwich panels under the İzocam Tekiz brand. At its Eskişehir plant, the company produces elastomeric rubber (Optiflex and İzocamflex) and polyethylene insulation products, offering thermal insulation, sound insulation, fire safety, and condensation control. Glass wool has been produced at İzocam's Tarsus plant since 1986, while its fifth production facility in Kayseri established on an area of 220,000 m<sup>2</sup> and planned to start operations in 2025 will manufacture stone wool.

## Stone Wool Facility (Dilovası)



Year of Establishment	: 1965
Capacity	: 75.000 tons/year
Total Area	: 61.291 m <sup>2</sup>
Covered Area	: 29.394 m <sup>2</sup>

## Glass Wool and Foamboard Production Facility (Tarsus)



Year of Establishment	: 1986
Capacity	: 55.000 tons/year
Total Area	: 131.725 m <sup>2</sup>
Covered Area	: 37.601 m <sup>2</sup>

## Elastomeric Rubber and Polyethylene Foam Production Facility (Eskişehir)



Year of Establishment	: 2000
Capacity	: 4.000 tons/year
Total Area	: 20.000 m <sup>2</sup>
Covered Area	: 10.000 m <sup>2</sup>

## Gebkim Foamboard, İzopor ve Tekiz Panel Üretim Tesisleri (Dilovası)



Year of Establishment	: 2011
Capacity	: 560.000 tons/year
Total Area	: 86.065 m <sup>2</sup>
Covered Area	: 20.546 m <sup>2</sup>

## Stone Wool Facility (Kayseri)

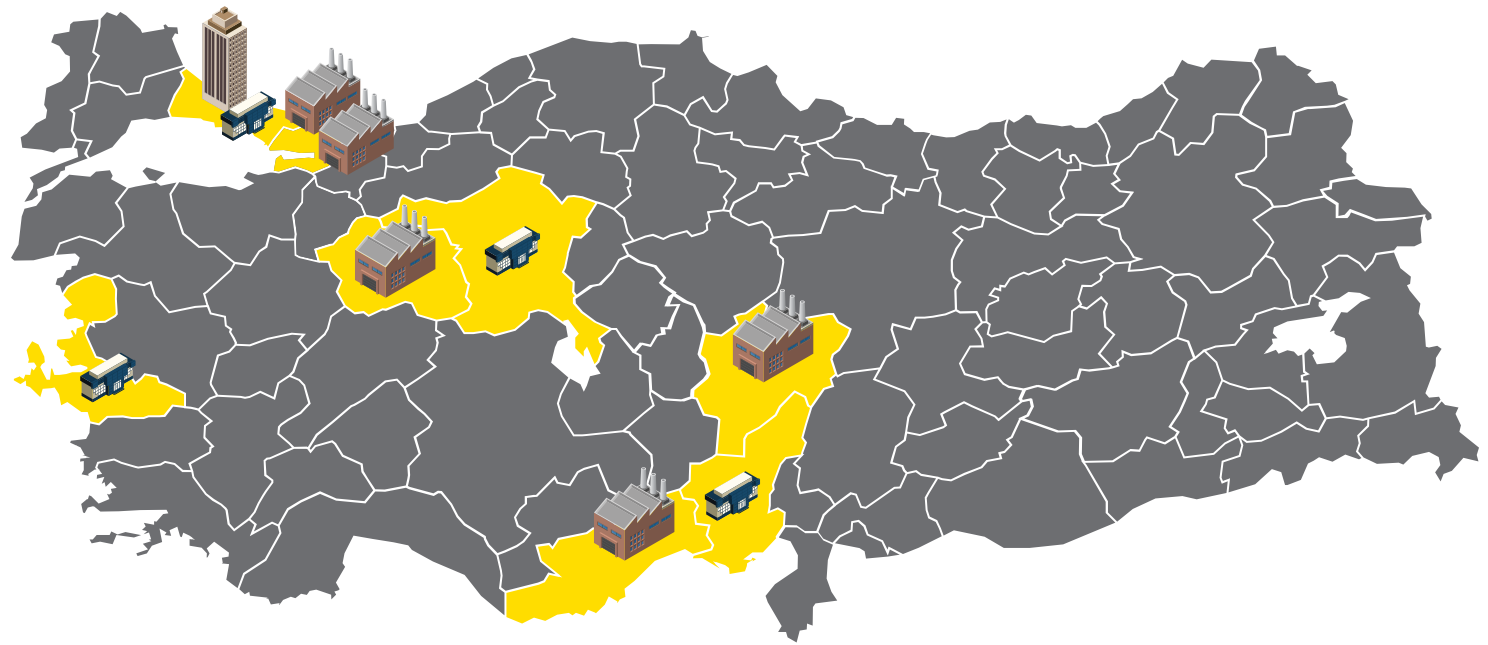


Year of Establishment	: 2014
Capacity	: 80.000 tons/year
Total Area	: 223.000 m <sup>2</sup>
Covered Area	: 40.000 m <sup>2</sup>



# ABOUT İZOCAM

As Türkiye's first insulation producer, İzocam today continues as the country's largest insulation manufacturer, operating across facilities with a total area of 522,081 m<sup>2</sup>. Globally, İzocam holds a unique position as the only company in the insulation sector capable of producing seven different products under one roof. With its wide product range and insulation solutions tailored to every need, İzocam offers high-quality insulation materials for all application areas from flooring to façades and roofs, from walls and ceilings to installations. In addition, with its products providing thermal insulation, sound insulation, and fire safety, İzocam also supplies materials to other manufacturers across diverse fields, including industrial facilities, the shipbuilding industry, thermal power plants, acoustic panels, railway wagons, household ovens, fire doors, and solar collectors.



**GENERAL DIRECTORATE**  
İstanbul



**PRODUCTION FACILITIES**  
Gebkim (Tekiz, EPS, XPS)  
Dilovası (Stone Wool / 75,000 tons per year)  
Eskişehir (PE, Rubber – 2,500 tons per year)  
Tarsus (Glass Wool / 55,000 tons per year)  
Kayseri (To be operational in 2025)



**REGIONAL OFFICE & SALES OFFICE**  
İstanbul  
İzmir  
Ankara  
Adana



# ABOUT İZOCAM

As a globally recognized leading brand, İzocam continues its export activities without interruption, operating through more than 148 sales points in 59 countries, primarily across the Turkic Republics, Africa, the Balkans, Asia, and the Middle East. From infrastructure projects to airports, from power plants to renovation projects, from shopping malls to factories, and from hospitals to mass housing developments, İzocam takes part as a solution partner and assumes the role of insulation consultant in many of Türkiye's and its export markets' flagship projects. With its wide product range providing protection against heat, cold, noise, and fire, along with its strong dealer network, İzocam holds a 23% market share, maintaining its position as the industry leader.





# ABOUT İZOCAM

## Thank you İzocam!

With its long-standing experience and expertise, İzocam has consistently been listed among the ISO 500 companies and stands as the undisputed market leader in the insulation sector, recognized as Türkiye's most well-known and trusted insulation brand. With this leading position, İzocam takes pride in having become, beyond a brand, a generic name in certain product groups. Marked in Türkiye's collective memory with the slogan "Thank you İzocam" from the 1970s, İzocam continues to move confidently into the future as one of the country's most iconic brands.

To revisit Türkiye's and İzocam's past through the nostalgic "Thank you İzocam" commercial—one of the nation's first television advertisements—you may click [here](#) or scan the QR code.





# HISTORY

1965

İZOCAM  
Establishment

1966

TEKİZ  
Establishment

1967

First Glass  
Wool Facility  
(Dilovası)

1969

Ankara - Adana  
Sales Offices

1975

TV Commercial  
Film

1982

EPS Facility  
(Dilovası)

1985

İstanbul  
Sales Office

1986

2. Glass Wool  
Facility (Tarsus)

1990

EPS Facility  
(Beylikdüzü)

1991

4th Sales Office  
(İzmir)

1993

Glass Wool  
Facility  
(Dilovası)

1995

XPS Facility  
(Dilovası)

1998

EPS Facility  
(Bolu)

2000

Elastomeric  
Rubber Facility  
(Eskişehir)

2005

TEKİZ  
Acquisition

2006

EPS Block  
Facilities  
Transfer to  
Arçelik

2006

SAINT GOBAIN  
& ALGHANIM

2010

GEBKİM  
Facility  
Investment

2024

BIST 100  
Exit

2024

Glass Wool  
Facility  
(Kayseri)

You can click [here](#) or scan the QR code to view İzocam's history, which has accompanied Türkiye's industrial development.

You can click [here](#) or scan the QR code to watch İzocam's 60th Anniversary promotional film.



İzocam  
60th Anniversary Film



İzocam  
History



# MISSION and VISION

## Our Mission

In the entire insulation sector, to produce world-class products in facilities that respect people and the environment, using the latest technologies in line with market demands and customer satisfaction; to continuously develop our human resources; to introduce new products to the market and complete our product range; to differentiate in products and services; to promote insulation awareness and grow; and to sustain both the image of “Insulation is İzocam” and our position as the number one company in the sector.

## Our Vision

As the trusted leader of the insulation sector in Türkiye and neighboring countries, our main goal is to achieve healthy growth in the industry, raise awareness of insulation and energy savings, ensure that people fully benefit from insulation comfort, and thereby protect the environment.





# KURUMSAL ÜYELİKLER ve ÖDÜLLER



**İMSAD**

Association of Turkish Construction Material Producers



**İZODER**

Association of Thermal, Waterproofing, Sound and Fire Insulators



**PANELDER**

Panel Manufacturers Association



**TTMD**

Turkish Society of HVAC and Sanitary Engineers



**ÇEDBİK**

Turkish Green Building Council



**TÜYAK**

Fire Protection and Education Foundation of Türkiye



**TÜSİAD**

Turkish Industry and Business Association

## 2023



At the 2022 Export Leaders Awards organized by the Air Conditioning Industry Exporters' Association (İSİB), we were honored as the second company with the highest insulation material exports.



Our "Keep It Out" commercial was awarded the Crystal Apple in the TV and Cinema category of the Home, Housing, Furniture, Decoration, and Building Materials category at the Crystal Apple Awards, which recognize creativity in the advertising and marketing world.

## 2024



At the Construction Site Stars Awards, İzocam Tekiz Solar-Compatible Roof Panel was selected as the Green Building Material of the Year.



At the 2024 Insulation Industry Achievement Awards, our General Director Murat Savcı was named CEO of the Year.



At the 2024 Insulation Industry Achievement Awards, İzocam Optima Smart received the award for Sound Insulation Product of the Year.



At the 2024 Roofing and Façade Materials Awards, Tekiz Combi Panel was awarded Roofing Material of the Year.



Our "Keep It Out" commercial won a Silver Effie at the Effie Awards, one of the world's most prestigious marketing and advertising events.



Our "Keep It Out" commercial also received a Silver Award at the Brandverse Awards.



# İZOCAM AT A GLANCE



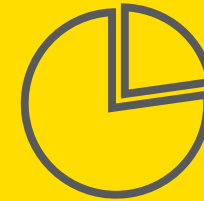
**59 Years**  
of Industry Experience



**300.000 m<sup>2</sup>**  
Production Facilities  
Across 4 Locations



**700**  
Employees



**%23**  
Market Share



**27**  
EPD Documented Product



**%28**  
White Collar Female Employees



**%19**  
Female Directors



**7000+**  
Hours of Training





**For a Sustainable Tomorrow  
Strong Governance**



# İZOCAM'S STRONG GOVERNANCE APPROACH

Since the very beginning of our operations, İzocam has not only delivered pioneering products to the sector but has also embraced building a strong and transparent corporate governance structure as a core mission. At the foundation of our sustainable growth, operational excellence, and the trust-based relationships we build with all our stakeholders lie our unwavering governance principles. In this regard, transparency, accountability, fairness, and responsibility guide every decision we make and every step we take. For us, governance goes beyond mere compliance with laws; it reflects a profound commitment to ethical values and a continuous drive for improvement. Through this approach, we aim to create long-term value, safeguard our reputation, and advance toward our vision of leaving a more livable world for future generations.



## İzocam Board of Directors

At the heart of our corporate governance structure lies our Board of Directors, which sets our strategic goals and oversees our company policies. Our Board is composed of representatives from the Saint-Gobain and Alghanim partnership, with equal representation of 50% from each partner. The appointment of the Chairperson of the Board is also carried out jointly by both partners.

Playing a key role in achieving İzocam's strategic and sustainability objectives, the Board convenes every three months with the participation of the Finance Director, General Director, and Internal Audit unit. During Board meetings, strategic decisions, internal audit activities, and financial reports—among other matters crucial to İzocam's success—are thoroughly evaluated by the members. These meetings ensure a comprehensive review of the company's financial health and operational efficiency.

Board member appointments are carried out within the corporate criteria set by Saint-Gobain and Alghanim, which guarantee the competence and diversity of our Board. Competency analysis and performance evaluation of the members are also conducted by Saint-Gobain and Alghanim, in line with their own performance assessment standards.

This process ensures that our Board consistently delivers high performance and contributes effectively to the achievement of company objectives.

Furthermore, the involvement of decision-makers from abroad in the appointment process for director-level and higher positions demonstrates that we uphold global management standards and benefit from international expertise. This structure not only supports our company's global vision but also enables us to manage both local and international dynamics with a holistic perspective.

Our Board of Directors, consisting of six members, is made up of senior representatives from our partners Saint-Gobain and Alghanim, including their CEOs and CFOs.<sup>1</sup>

Name	Surname	Role
Hady	NASSIF	Chairperson of the Board
Hashim	JAWAD GILLANI	Deputy Chairperson
Jean Francois	ROBERT BOULARD	Member
Yogesh Kumar	MAHESHWARI	Member
Khaled	EL HALLAK	Member
Aykut	AYDOĞAN	Member

<sup>1</sup> This table presents the İzocam Board of Directors for 2024.



# İZOCAM'S STRONG GOVERNANCE APPROACH

## Committees and Policy

At İzocam, our committees—each focused on a specific area of expertise—support the effectiveness of corporate governance and the determination to achieve our strategic goals. They operate in line with our principles of transparency, accountability, and continuous improvement.



## Committees

**Executive Committee:** Meeting on a weekly basis, the İzocam Executive Committee ensures the effective management of operational processes and day-to-day activities. It convenes with the participation of all directors reporting to the General Director. The committee plays a critical role in translating strategic decisions into operational action and enabling swift responses. At designated intervals, representatives from our Environment, Health and Safety (EHS), Information Technology (IT), and Procurement departments also participate to present updates, current issues, and requirements in their respective areas. The İzocam Executive Committee is a strong body that drives the company's dynamic operational management in line with the high-level strategies set by the Board of Directors.

**Risk Committee:** Tasked with proactively identifying, assessing, and managing potential risks facing İzocam, the Risk Committee meets periodically with the participation of all directors. It analyzes our risk universe across a broad spectrum—from financial to operational risks, from environmental impacts to regulatory compliance. The committee's work enables the development of action plans to minimize risks and strengthens the company's resilience.

**The Internal Audit Committee** independently reviews the company's internal control mechanisms, processes, and operations for compliance with established policies, procedures, legal regulations, and best practices. It is one of İzocam's most fundamental safeguards in corporate governance. Supported by methodologies aligned with the standards set by our partners

and international internal audit standards, the committee reports its findings and recommendations to the Board of Directors, enabling the operation of continuous improvement mechanisms.

By ensuring transparency and accountability, the Internal Audit Committee makes a significant contribution to İzocam's operational excellence and reliability.

Responsible for monitoring, evaluating, and improving İzocam's environmental, social, and governance (ESG) performance, the

**Sustainability Committee** plays an active role in defining our sustainability strategy, setting targets, and planning the projects and initiatives necessary to achieve them. By aligning its work with global frameworks such as the United Nations Sustainable Development Goals, the committee provides guidance on reducing our environmental footprint, enhancing our social contribution, and ensuring an ethical business environment. The Sustainability Committee is a strategic body that brings İzocam's long-term commitments to life.

Operating with the goal of safeguarding the health and safety of our employees, the **Occupational Health and Safety (OHS) Committee** ensures full compliance with legal regulations and internal standards. It develops and implements proactive measures to prevent workplace accidents and occupational diseases. Through regular meetings, the committee conducts risk assessments, identifies training needs, reviews emergency plans, and carries out initiatives to continuously improve OHS performance. The OHS Committee is a vital body that integrates İzocam's "people first" philosophy into its operational processes.



# İZOCAM'S STRONG GOVERNANCE APPROACH

## Policies and Procedures

At İzocam, our comprehensive policies and procedures form the foundation of our strong corporate governance and sustainable way of doing business. These policies serve as guiding principles that direct all our operational processes, ensure legal compliance, and secure our commitment to ethical values. As reference documents for every one of our employees, they embed our principles of transparency, consistency, and accountability deeply into our corporate culture.

İzocam's policies are aligned with the same sensitivities and global standards upheld by our partner companies. In particular, our policies on critical matters such as conflicts of interest, gift procedures, and competition law are determined and implemented in line with the global principles of our partners.

In addition to joint policies, we also work meticulously on areas that address the unique legal and regulatory framework of our country. Policies in areas requiring country-specific legislation—such as the Law on the Protection of Personal Data (PDPL)—are prepared with the approval of both our partners. This approach ensures that İzocam both adopts international best practices and guarantees full compliance with local laws.

### Our Key Policies

- İzocam Integrated Management System Policy
- İzocam Human Resources Policy
- Anti-Corruption Policy
- Biodiversity Policy
- Circular Economy Policy



# IZOCAM'S STRONG GOVERNANCE APPROACH

## Risk Management and Internal Audit

At Izocam, we operate with the awareness that risk management and internal audit are indispensable elements of a strong company structure, effective corporate governance, and sustainable economic strength. Managing the uncertainties inherent in our business processes and establishing a transparent audit mechanism not only safeguards our current performance but also secures our future success. With this understanding, we proactively identify, assess, and manage risks across all our operations, while our internal audit activities continuously review the effectiveness and compliance of our processes.

Our risk management and internal audit frameworks are shaped in line with the global standards and best practices of our partners, Saint-Gobain and Alghanim. In this way, we integrate internationally recognized principles into our business model, strengthen our resilience to risks, and reinforce our internal controls. These jointly developed frameworks ensure that Izocam is fully aligned not only with local regulations but also with global expectations.

At Izocam, risk management and internal audit function as complementary and interrelated processes that form the foundation of our strong and sustainable corporate structure. These two critical functions are carried out within a meticulous methodology, blending international norms set by our partners with the company's own dynamics.

### Risk Management Activities:

At the center of our risk management processes is the Risk Committee, which convenes every two months with the participation of all directors. In these meetings, financial, internal audit, and other operational risks faced by the company are comprehensively evaluated. Additionally, in line with the annual audit plan, all risks related to general audits, special audits, and director-requested audits during the relevant period are also addressed in this forum.

In 2012, Izocam conducted a comprehensive Risk Universe effort, mapping all potential risks into 13 categories and 80 subcategories. This risk universe—covering a wide spectrum from strategy and implementation risks to innovation risks, country risks to legal and tax-related risks, and financial risks to occupational health, safety, and operational risks—serves as a roadmap for Izocam's risk management efforts. All risks included in this universe are reviewed annually, incorporated into an annual audit plan, and monitored on a quarterly basis by the relevant committees and stakeholders.

During annual Risk Assessment processes conducted within our partners' control framework, these risks are re-evaluated and action plans are drawn up, supporting the shaping of our strategic plans.

### Internal Audit Activities:

Izocam's internal audit activities are based on a customized methodology that integrates international internal audit standards, the COSO (Committee of Sponsoring Organizations) framework, and the standards of our partners. This methodology provides a risk-based audit approach, defining all risks and departmental control points. Our Internal Audit unit prepares the annual audit plan on a quarterly basis and presents it to the Saint-Gobain and Alghanim Board members. Audits are conducted with an objective-based approach, using a grading system from A to E for departments. In this system, every department, each audit review, and each report is assigned a grade, with all departments expected to achieve a rating of "C" or higher.

In addition to periodic audits, our Internal Audit unit carries out other significant activities, including:

#### Periodic Risk Assessment:

Conducted annually, this process integrates risk management and internal audit, ensuring ongoing alignment.

### Gap Analysis:

Through meetings with each department, self-assessments are conducted to identify shortcomings. Control points are verbally evaluated, without grading, to help departments establish their own self-assessment systems. Action items are then monitored jointly with Internal Audit at regular intervals.

#### Segregation of Duties (SoD) and User Access Rights Analyses:

Conducted annually with the IT department, this review controls access rights in systems such as SAP and Power BI. The process includes analyzing user authorizations and conflicting roles to minimize financial and operational risks, strengthen internal controls, and prevent unauthorized access, thereby ensuring maximum data security.

#### Special Audit Requests:

In addition to the routine audit plan, our Internal Audit department rigorously addresses special audit requests that arise in line with internal company needs. Such requests from our directors are thoroughly evaluated by the Internal Audit unit.



# İZOCAM'S STRONG GOVERNANCE APPROACH

## Business Ethics and Compliance

At İzocam, the foundation of our sustainable corporate success and long-term value creation lies in the high-level ethical principles we demonstrate in the way we conduct business and our full compliance with legal regulations. Within İzocam, ethics and compliance are regarded not as obligations, but as the unshakable guarantee of stakeholder trust and corporate reputation. Across all business areas, at every level of the company, and in all professional relationships, the principles of integrity, transparency, and accountability serve as our guiding framework. This commitment reflects İzocam's responsibility not only to comply with all relevant legal and regulatory frameworks but also to act in accordance with the highest moral standards.

At İzocam, we attach great importance to the diligent application of our Working and Conduct Principles, which form the basis of both our business practices and our corporate culture. All İzocam employees are required to adhere strictly to these principles, and the responsibility for embedding ethical practices within the company rests with employees at every level. In this context, any conduct contrary to the principles is evaluated by the İzocam Ethics Committee, an independent and competent body. Composed of one chairperson and two members, the Ethics Committee is tasked with embedding and advancing the company's ethical culture, providing advice and guidance on ethical issues faced by employees, and evaluating matters that violate ethical behavior principles.

Anyone who observes a breach of İzocam's Ethical Behavior Principles may apply to the Ethics Committee by contacting one of its members directly. Applications may be submitted by delivering a petition in a sealed envelope to the Head Office Ethics Committee or by sending an email to [etik@izocam.com.tr](mailto:etik@izocam.com.tr). The identity of complainants, petitions, and all information obtained by the committee are strictly kept confidential, unless disclosure is legally required or necessary for audit processes. This principle of confidentiality ensures a transparent environment where our employees and all stakeholders can express their concerns with confidence.

To further strengthen our commitment to ethical values and transparency, we also operate the "Speak-Up" system, managed by an independent third party, for reporting ethical violations. The system is designed to be easily accessible to all stakeholders, from employees to contractors, customers, and dealers. All reports submitted through the Speak-Up system are forwarded directly to our parent company and are handled with the utmost diligence. This process guarantees independent and objective evaluation. To ensure proper and effective use of ethics reporting channels, regular annual training is provided to all stakeholders—including both blue- and white-collar employees and contractors—while informative notices are placed within the company and relevant areas to raise awareness of these mechanisms.

Through these practices, İzocam aims to provide an environment where all stakeholders can safely and anonymously report ethical concerns and violations.

Alongside ethics practices, İzocam's compliance processes are directly guided by the global principles and international standards established by our parent companies. All information flow and methodological frameworks in compliance are provided directly by our parent companies, with overall control resting fully at the group level. Thanks to this centralized and integrated approach, we seamlessly incorporate international best practices and global compliance standards into our operations, ensuring the highest level of compliance across all activities. This strategic approach guarantees İzocam's full alignment not only with local regulations but also with global ethics and compliance expectations.



An aerial photograph of a dense evergreen forest, likely spruce or fir, with a vibrant yellow rectangular text box centered in the middle. The text box has rounded corners on the right side. The text is in a bold, dark grey sans-serif font.

**For a Sustainable Tomorrow  
Sustainability Efforts**



# İZOCAM SUSTAINABILITY APPROACH

On our journey toward sustainable tomorrows, sustainability for İzocam is not merely a business strategy but a philosophy of existence.

Our field of activity—insulation—is inherently built on energy efficiency and resource conservation; this forms the very foundation of the sustainability embedded in our DNA. Since our establishment, through every product we manufacture and every activity we undertake, we have upheld our responsibility to the environment at the highest level, contributing to the well-being of our planet and future generations.

At İzocam, by skillfully incorporating recycled materials into our production, we continuously strengthen our contribution to a sustainable future with products that are scientifically proven to be harmless to human health and environmentally friendly. Our goal is not only to meet today's needs but also to leave behind a more livable, more efficient, and greener world for tomorrow. On this path, we continue to be a pioneer of sustainability through the power of insulation.





# IZOCAM SUSTAINABILITY APPROACH

## Izocam Sustainability Governance Structure

Izocam's sustainability commitment is embodied in our corporate governance structure through the Izocam Sustainability Committee. Established in 2021 under the umbrella of our international partners, the Izocam Sustainability Committee was renewed in 2024 with an expanded scope and the addition of new working groups. With this renewal, the committee now plays a key role in defining, monitoring, and embedding sustainability goals across the company with a more strategic and operational approach. Through the creation of working groups on Environment and Health, Society and People, R&D and Innovation, Brand and Communication, and Sustainable Supply Chain, we integrate sustainability principles into every aspect of our business.



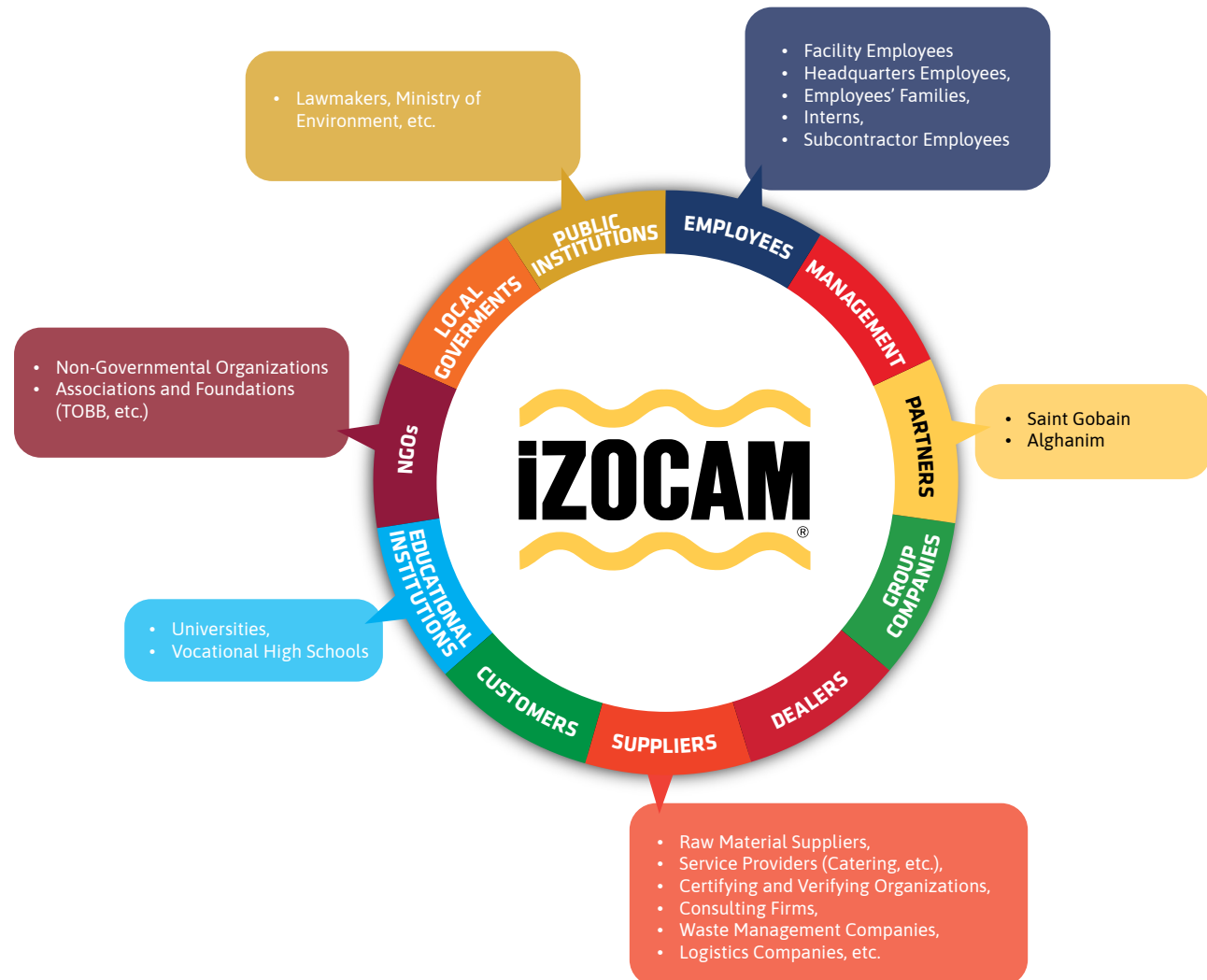


# İZOCAM SUSTAINABILITY APPROACH

## Stakeholder Analysis and Engagement

At İzocam, one of the cornerstones of our sustainability strategy was laid through a comprehensive stakeholder analysis. In this detailed process—carried out with the active participation of experts from different departments of our company—we carefully identified all key stakeholders who have a direct or indirect influence on our sustainability journey.

This participatory approach enabled us to gain a deep understanding of our stakeholders' expectations, concerns, and interactions with our company. In doing so, we ensured that our sustainability strategy is aligned not only with corporate goals but also with the real needs and priorities of our stakeholders. This analysis is also a clear reflection of our commitment to transparent and inclusive sustainability management.





# İZOCAM SUSTAINABILITY APPROACH

Stakeholder	Communication Tool	Communication Frequency	Communication Purpose
İzocam Employees	Surveys, digital communication tools, one-to-one meetings, gatherings, audits, SMS information system, email correspondence	Continuous	Increase participation in sustainability activities, improve employee satisfaction, raise awareness levels
Management	Board meetings, one-to-one meetings, KPI meetings, audits	Periodic	Support sustainability processes, define sustainability plans, strategies, and actions
Group Companies	One-to-one meetings, workshops, email correspondence, meetings	Periodic	Evaluate sustainability cooperation opportunities, align objectives, targets, and KPIs, share best practices
Dealers	Surveys, one-to-one meetings, gatherings, email correspondence, social media	Continuous	Conduct sustainability awareness initiatives, strengthen brand image, ensure customer satisfaction
Suppliers	Surveys, one-to-one meetings, gatherings, audits, email correspondence	As needed	Support the development of a sustainable supply chain, evaluate cooperation opportunities
Customers	Surveys, one-to-one meetings, gatherings, email correspondence, social media	Continuous	Conduct sustainability awareness initiatives, strengthen brand image, ensure customer satisfaction
Educational Institutions	Career days, technical visits, sponsorships	As needed	Support qualified employment and education, reach potential employees, evaluate collaboration opportunities
Non-Governmental Organizations (NGOs)	Official correspondence, meetings, one-to-one discussions	As needed	Evaluate social responsibility projects, explore cooperation opportunities
Local Authorities	Official correspondence, meetings, one-to-one discussions	As needed	Support local communities and regions, explore cooperation opportunities with local governments
Public Institutions	Official correspondence, meetings, one-to-one discussions	As needed	Build collaborations to ensure compliance with national laws and regulations



# İZOCAM SUSTAINABILITY APPROACH

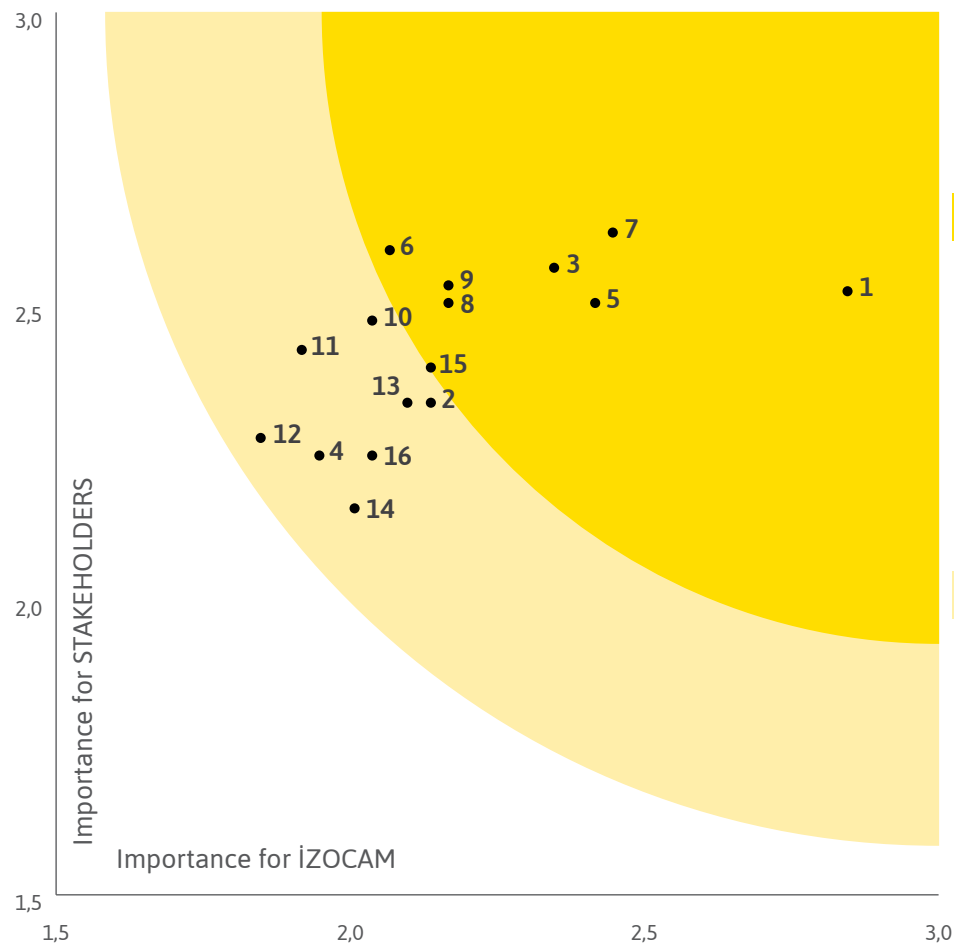
## Stakeholder Engagement and Materiality Initiatives

In 2024, we accelerated the sustainability initiatives we had launched in 2021, deciding to ground our commitment in this area on a more scientific basis. Accordingly, we carried out a comprehensive Materiality Assessment based on stakeholder engagement.

As a first step, we created a Materiality Universe inspired by various sustainability reporting standards—particularly the Global Reporting Initiative (GRI)—as well as reports from the World Economic Forum (WEF) and the practices of national and international industry peers. This universe was designed to cover all potentially significant sustainability topics for İzocam. With contributions from our departments, we then conducted a Materiality Analysis, thoroughly evaluating the strategic importance of each topic within this universe for İzocam.

Following these internal assessments, we prepared a dedicated survey form for the remaining topics. We shared this form with all relevant stakeholders identified in our stakeholder map and collected their feedback. By carefully analyzing the data received, we developed the İzocam Materiality Matrix, which clearly reflects our sustainability priorities. This scientific and participatory approach ensured that our sustainability strategy was built on a solid foundation.

## İzocam Materiality Matrix



With the support of our internal stakeholders and through the participation of both our internal and external stakeholders, our Materiality Matrix has been finalized, identifying 16 key topics categorized as Very High Priority and High Priority.

### Very High Priority

1. Occupational Health and Safety
7. Product Quality and Safety
5. Customer Satisfaction
3. Business Ethics
9. Energy Management and Use of Renewable Resources
8. Climate Change Adaptation
6. Sustainable Supply Chain Practices
15. Employee Satisfaction

### High Priority

2. Diversity, Equity and Inclusion
10. Circular Economy and Waste Management
13. Sustainable Product Solutions
16. Sector-Specific Awareness Activities
11. Responsible Use of Resources
4. Employee Training and Development
14. Digital Transformation and Innovation
12. Biodiversity



# İZOCAM SUSTAINABILITY APPROACH

## Priority Sustainability Areas

At İzocam, we address our priority sustainability areas under three main themes, and the management of these key topics is carried out through these themes.

### Environment-Focused Approach

#### Very High Priority Areas

- Product Quality and Safety
- Energy Management and Use of Renewable Resources
- Climate Change Adaptation

#### High Priority Areas

- Circular Economy and Waste Management
- Sustainable Product Solutions
- Responsible Use of Resources
- Biodiversity

### People-Focused Development

#### Very High Priority Areas

- Occupational Health and Safety
- Employee Satisfaction

#### High Priority Areas

- Diversity, Equity and Inclusion
- Employee Training and Development

### Business Excellence

#### Very High Priority Areas

- Customer Satisfaction
- Business Ethics
- Sustainable Supply Chain Practices

#### High Priority Areas

- Sector-Specific Awareness Activities
- Digital Transformation and Innovation



## ÇEVRE ODAKLI YAKLAŞIM

	Material Topic	How We Manage It?	Our Targets
VERY HIGH PRIORITY	<b>Product Quality and Safety</b>	To ensure that our products remain safe for human health and the environment throughout their entire life cycle, we place great importance on operating in full compliance with international standards and legal regulations. Through our Product Compliance Monitoring System, Chemical Management practices, comprehensive product certifications (such as Marine, RAL Certificate, FM Approvals, EuroFins Gold, CE, TSE, and EUCEB), and the strength of our Integrated Management Systems, we safeguard the safety of our employees, customers, and the environment. We ensure product and system quality, certify it through recognized standards, and implement continuous improvement practices.	We focus on monitoring and managing the impacts of our products to extend their life cycle and maintain compliance with requirements. While ensuring the continuity of our systems, we pursue improvement and innovation, working to reduce safety risks and environmental impacts at every stage of the product life cycle, and to develop sustainable alternatives. Across many different sectors, we aim to provide energy savings and comfortable living spaces with sustainable, high-quality solutions that meet national and international standards. As part of these efforts, we target achieving the Foundation Badge level in WCM (World Class Manufacturing) practices at our Eskişehir facility in 2025, further enhancing our environmental achievements.
	<b>Energy Management and Use of Renewable Resources</b>	Through our effectively managed ISO 50001 Energy Management System, we implement actions across our operations focused on energy savings, energy efficiency, and the use of renewable energy sources.	By integrating renewable energy into our investment plans, applying IREC balancing where necessary, and enhancing our energy monitoring systems, we aim to minimize energy consumption, increase process efficiency, and continuously strengthen the effectiveness of our energy management.
	<b>İklim Değişikliğine Uyum</b>	In line with our partners' commitments to the UN Global Compact Business Ambition for 1.5°C, the SBTi pledge, and the 2050 Net Zero Carbon target, we prioritize the reduction of our Scope 1, 2, and 3 emissions. We achieve this by using verified data through emission tracking systems such as Power BI, focusing on raw materials that reduce emissions (such as cullet), raising awareness through initiatives like Climate Fresk, and implementing low-carbon projects. In this way, we manage greenhouse gas emissions and reinforce our adaptation measures with preventive actions.	For our medium- and long-term climate change mitigation and adaptation goals, we have allocated a significant budget to be invested in sustainability projects, improvement initiatives, and innovative R&D activities. While implementing our low-emission actions, we aim to enhance their effectiveness and ensure continuous improvement in this field. In line with our partners' targets, İzocam is committed to achieving Net Zero Carbon by 2050.
HIGH PRIORITY	<b>Circular Economy and Waste Management</b>	In line with the circular economy goals of our partners, our approach focuses on reducing non-recoverable production waste, increasing the use of recycled raw materials, and ensuring that all our packaging is made from recycled content. Through these efforts, we manage our operations while creating added value. Within the scope of our Zero Waste certificate, we implement effective segregation systems, prioritizing recovery and recycling in our waste management processes and focusing on the recovery of process-related waste.	To further increase the recovery of our inputs and process waste, we plan initiatives that explore multi-stakeholder opportunities such as industrial symbiosis and leverage the capabilities of our new facility to transform outputs into value in line with our circular economy principles.  In this area, we also aim to enhance individual and corporate awareness through awareness-raising activities and to implement new savings-oriented initiatives as part of our circular economy model.  At our Kayseri facility, which will begin production in 2025, we aim to recover all recoverable waste through the briquette unit.
	<b>Sustainable Product Solutions</b>	With our belief in the importance of resources that can be preserved and kept in the cycle for longer through insulation, we implement projects to ensure that our products remain focused on sustainability and to raise awareness of this value across all the sectors in which we operate. By conducting life cycle analyses of our products and certifying them, we diversify our product portfolio each day with the strength of our R&D, aligning it with our partners' sustainable product goals and further increasing compatibility with green building criteria.	Our mission is to complete life cycle analyses for all our products, provide reliable data to our stakeholders through EPD certification, and contribute to the sector's development with our sustainable product solutions. We also plan to support accessibility and awareness among our customer groups through financial instruments such as green building product credits, while implementing projects that contribute to the national economy with the power of insulation.
	<b>Responsible Use of Resources</b>	From the limited natural resources available, we procure only what is necessary for our operations, focusing on efficiency and the use of secondary sources. By aligning with the targets of our partners, we implement water-focused projects to ensure the efficient use of water, while also increasing the proportion of secondary sources in our raw materials and packaging to promote resource efficiency.	We aim to realize our water-related goals by enhancing the effectiveness of our water management system, diversifying our wastewater treatment and recovery projects, and investing in detailed monitoring systems at water consumption points. We also act responsibly in our use of other resources, prioritizing investment and improvement projects. In 2025, we plan to further develop our existing water management system in line with the requirements of the Water Management Regulation enacted in 2024, and to complete the preparation and implementation of Water Management Plans within the scope of this regulation.
	<b>Biodiversity</b>	Within the framework of our commitment to a respectful and protective approach toward the ecosystem, we act with sensitivity to biodiversity at all points of interaction with nature—including the areas where our facilities and supply sources are located, our non-agricultural raw materials, raw water wells, and waste disposal methods. In these areas, we carry out initiatives such as protecting coastal life and implementing awareness-raising projects with our stakeholders. In our new investments, we take into account all necessary measures for the protection of ecosystems.	We align our planned actions with the commitments of our partners focused on biodiversity and ecosystem conservation. Through our growing tradition of sapling-planting events and by closely following evolving biodiversity-related regulations, we continue our efforts to ensure that both our operations and our entire value chain remain in compliance.



## PEOPLE-CENTERED APPROACH

	Material Topic	How We Manage It?	Our Targets
VERY HIGH PRIORITY	Occupational Health And Safety	At İzocam, we prioritize the health and safety of all our employees at the highest level. Through proactive risk management and a culture of continuous improvement, we go beyond legal regulations and international standards. We ensure effective management through our EHS & Sustainability department and OHS committees, and certify our system in compliance with ISO 45001. With comprehensive practices under the main pillars of Leadership, Risk Management, Training, and Awareness, we continue to strengthen our OHS culture.	We aim to enhance the safety of our workplaces by continuously reducing accident rates and minimizing lost time injury frequency rates. By strategically increasing investment in OHS training each year, we strive to keep employee knowledge and awareness at the highest level. In this way, we aim to prevent potential accidents before they occur and achieve our vision of "Zero Accidents and Zero Occupational Diseases." With international achievements such as the prestigious Diamond Award granted to us by our partners in 2022 and 2024, and the membership of our Tarsus Facility in the Millionaire Club (with a score of 72.6), we commit to sustaining our leadership and excellence in occupational health and safety.
	Employee Satisfaction	At İzocam, we implement multidimensional initiatives to enhance employee well-being and sense of belonging. In this context, we prioritize wellbeing programs by organizing social events and providing psychological, nutritional, and legal counseling services. To boost motivation, we celebrate special days and achievements, while offering a comprehensive benefits package and Collective Bargaining Agreements that ensure financial and social security. We create a participatory environment through family-oriented activities, flexible working models, a reward-suggestion system, grievance management, and employee representation.	We aim to increase employee loyalty and satisfaction, and we look forward to celebrating İzocam's 60th anniversary in 2025. On special days for our female employees, we select gifts that contribute to social responsibility projects, and in 2025 we plan to expand union agreements in some of our facilities. By sustaining the positive trend in our Employee Satisfaction Survey results and maintaining our low employee turnover rate, we aim to position İzocam as a safe and development-oriented workplace for our people.
HIGH PRIORITY	Diversity, Equity, and Inclusion	At İzocam, we are committed to the principles of diversity, inclusiveness, and equality, which form the foundation of our corporate success. We uphold zero tolerance for all forms of discrimination and provide equal opportunities for every individual. We implement policies to increase women's participation in the workforce and their representation in leadership positions, while respecting maternity rights by providing flexible working models. We invest in infrastructure to support female employment in blue-collar roles and encourage intergenerational interaction. In full compliance with human rights, we adhere to International Labour Organization (ILO) standards and all relevant regulations, extending these principles throughout our supply chain.	By 2027, we aim to increase the total proportion of female employees to 30% and the share of women in managerial positions at the level of manager and above to 30%. Following the infrastructure improvements carried out in 2024, we plan to begin recruiting female blue-collar employees in 2025. We are committed to maintaining our zero-tolerance policy against human rights violations across the company and our supply chain, with the goal of ensuring an inclusive working environment.
	Employee Training and Development	At İzocam, we view the continuous development of our employees as a strategic investment. Starting from onboarding, we provide personalized training plans shaped by insights from People Review analyses. We organize awareness trainings on topics such as climate change and gender equality, while also supporting language skills and leadership development. Through the TEC culture and the Performance Calendar, we reinforce learning and development across the organization.	Each year, we increase our training hours to strengthen employee competencies and operational efficiency. In 2025, we plan to continue gender equality and non-violent communication training, complete our leadership programs, and launch the HYPE Talent Program, which brings young talent together under the İzocam umbrella. Through these investments, we aim to reinforce our leadership position in the sector.



## İŞ MÜKEMMELİYETİ

	Material Topic	How We Manage It?	Our Targets
VERY HIGH PRIORITY	Customer Satisfaction	At İzocam, we owe our sector leadership of more than half a century to our principle of unconditional customer satisfaction. We place exceeding customer expectations and building long-term, trust-based relationships at the core of our business philosophy. While delivering the highest quality standards in our products and services, we carry out extensive efforts to continuously improve the customer experience. We pay great attention to our complaint management processes, carefully tracking all customer complaints through digital systems (EBA, QDMS), and promptly directing them to the relevant departments for resolution. Within this process, entry and outcome reports are generated, and closure is ensured within department-specific target times.	We aim to reduce the annual number of complaints at each facility. We view customer feedback as a valuable opportunity to improve our products, services, and processes, and we consider exceeding customer expectations and providing exemplary service quality in the industry as our ultimate goal.
	Business Ethics	At İzocam, we are committed to high ethical principles and legal compliance, which form the foundation of our corporate success. We embrace the principles of integrity, transparency, and accountability. We ensure the diligent implementation of our Working and Conduct Principles and manage ethical violations confidentially through the İzocam Ethics Committee and the independent Speak-Up system. To ensure the effective use of ethics reporting mechanisms, we provide regular training and awareness initiatives. Our compliance processes are fully integrated with global principles and international standards.	We aim to maintain integrity and transparency in the way we conduct business. Our goal is to sustain a transparent environment where stakeholders can safely express concerns regarding ethical violations. By integrating global best practices, we ensure the highest level of compliance across all our operations.
HIGH PRIORITY	Sustainable Supply Chain Practices	İzocam manages its procurement processes under the Supply Chain Directorate with a team of 10 specialists. In the process of onboarding new suppliers, compliance with İzocam's quality standards, vision, and sustainability objectives is ensured. We require all suppliers to sign a Supplier Agreement that covers intellectual property rights, employee rights, occupational health and safety (OHS) standards, environmental commitments, and legal compliance. Supplier performance is monitored through comprehensive evaluations conducted every six months, using audit forms that include Quality, Environment, OHS, Energy, and Sustainability.	In our collaborations with suppliers, we aim to guarantee a shared commitment to ethical and sustainability principles. By maintaining alignment with responsible supply chain practices, we also seek to increase our operational efficiency. In 2025, we plan to expand the scope of supplier evaluations and risk analyses to further reduce social and environmental impacts and to increase awareness of sustainability, environment, and OHS. Through these efforts, we aim to strengthen the environmental and social responsibilities of our supply chain.
	Sector-Oriented Awareness Initiatives	At İzocam, we carry the responsibility of our leadership position in the insulation sector by conducting comprehensive initiatives to raise awareness on insulation and energy efficiency. Through İYEM, we provide insulation training; with university competitions, we encourage young talent; and with master and dealer training programs, we ensure knowledge transfer within the sector. In collaboration with the Ministry of National Education (such as the "Importance of Energy Saving and Insulation" project and the Ozi Project), we reach children and families, while projects like "Enerji'K Bakış" create awareness through artistic expression.	We aim to continuously raise awareness of insulation and energy efficiency in Türkiye. With our pioneering role in the sector, we intend to further expand the reach of the environmental and economic benefits of insulation to wider audiences. By strengthening collaborations with universities and vocational schools, we seek to support a qualified workforce, while also broadening the reach of our awareness campaigns through digital platforms.
	Digital Transformation and Innovation	At İzocam, we position digitalization as a strategic tool for operational efficiency, stakeholder experience, and sustainable growth. We integrate advanced technology solutions such as SAP, Power BI, RPA, Metriks, and mobile signature across all our business processes. Through platforms like EBA and QDMS for customer complaint management, facility-level digitalization, HR applications, the dealer portal, Salesforce CRM, and supply/transportation portals, we accelerate our processes and enhance transparency.	We aim to support our energy efficiency targets by continuously enhancing our operational excellence and expanding the implementation of the Metriks application across all our facilities. Through our investments in digitalization, we strive to ensure stakeholder satisfaction and safeguard our sustainable growth.



# IZOCAM SUSTAINABILITY APPROACH

## Contribution to The Sustainable Development Goals

At Izocam, we support the 17 Sustainable Development Goals (SDGs) set by the United Nations in 2015, which aim to establish a fairer and more sustainable world order.

We act with the belief that these goals guide us in delivering innovative and lasting solutions to the challenges in our sector by creating a balance between environmental sustainability, social responsibility, and economic growth.

Accordingly, by considering the approaches of our international partners, the activities carried out in integration with our materiality analysis, our risk assessments, and our prioritization matrix, we have identified 7 SDGs that we directly support.







As we implement our sustainability initiatives, we aim to integrate these relevant SDGs into the foundation of our business strategies and operations.



### Sustainability Theme

### SDG

### SDG Sub-Target

Environment-Focused Approach	    	7.2 - 7.3 9.4 - 9.5 11.1 12.2 - 12.5 - 12.6 - 12.8 13.1 - 13.2 - 13.3
Business Excellence		9.1 - 9.2 - 9.5
People-Focused Development	 	5.1 - 5.5 8.2 - 8.3 - 8.5 - 8.7

A close-up photograph of a human hand holding a single, vibrant green leaf. The hand is positioned at the bottom, with fingers gently cupping the leaf. The leaf is bright green with visible veins and a few small brown spots. The background is a soft, out-of-focus green, suggesting a natural, outdoor setting. A yellow rectangular box with rounded corners is overlaid on the image, containing the text.

**For A Sustainable Tomorrow  
Environment-Focused Approach**



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## At İzocam, insulation is our core business!

While providing insulation, we aim not only to preserve the value of existing resources but also to act with a mindset that considers both today and tomorrow. In doing so, we define our connection to sustainability through a business model that places insulation at the very center. Our sustainability model is framed by our mission to act with respect and responsibility toward people, the environment, ecosystems, and resources, supported by proactive initiatives. We continuously monitor our environmental footprint, assess our performance, identify areas for improvement, and work to raise our standards even further.

Since our establishment in 1965, İzocam has carried the awareness that sector leadership comes with responsibility. Guided by this mindset, we adapt to changes in the ecosystem, focus on managing the challenges of a growing global population and shrinking resources, and shape our sustainability model in alignment with the sustainability policies of our partners across our entire value chain.

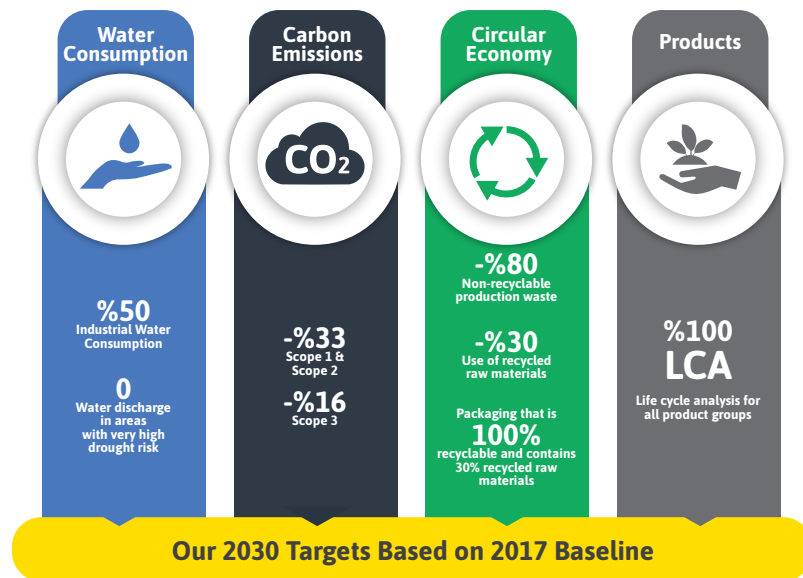


In line with our corporate value of Respect for the Environment and in parallel with the targets of our partners, we have defined İzocam's Environmental Goals under four main focus areas: water, carbon, waste, and product life cycle.

# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

At İzocam, with the determination to ensure that our operations, employees, and partners work together to build a more sustainable and inclusive world, we have defined our 2030 sustainability targets across four key environmental themes:

1. Water Management in Our Industrial Facilities
2. CO<sub>2</sub> Emissions: Absolute Reduction Target
3. Circular Economy: Reduction of Virgin Raw Material Use and Waste Generation
4. Transparency Through Life Cycle Assessments (LCA)



Within the framework of the budget allocated to achieve our sustainability goals, we continued to fully comply with our environmental monitoring, measurement, and continuous improvement requirements in 2023, realizing expenditures of 5.7 million TL. In 2024, we take pride in increasing this figure to 14 million TL.

When preparing İzocam's annual investment budget, we ensure that environmental priorities receive a share of at least 25–30% of the total investment allocation. In 2024, the share allocated to direct environmental improvements was 28%. By 2025, we aim to complete the process of detailing our investment grading system and put it into operation.

In 2024, we invested in a range of environmental improvement projects, notably including solution tank upgrades, an XPS recovery machine, a furnace scrap feeding system, and filtration water pipeline improvements. For 2025, we are prioritizing the management of energy and the maximization of renewable energy use, which are critical elements in the analysis of our operations. This priority has been included in our 2025 investment agenda, and we are closely monitoring developments in this field.

Under our corporate value of Respect for the Environment, we secure our sustainability steps with effective and complementary management systems. We also maintain strong relationships with external stakeholders such as public authorities, customers, and local communities. The absence of any negative notifications, complaints, or penalties is regarded as an indicator of our efforts to generate both social and environmental benefits.

With our responsibility as a pioneer among insulation and construction materials manufacturers, we attach great importance to every step that contributes to the advancement of the sector, participating in and supporting projects that increase the industry's focus on sustainability. In this regard, we value our continued membership in İMSAD (Association of Turkish Construction Material Producers), where we contribute our technical expertise and experience to joint synergy within its committees.

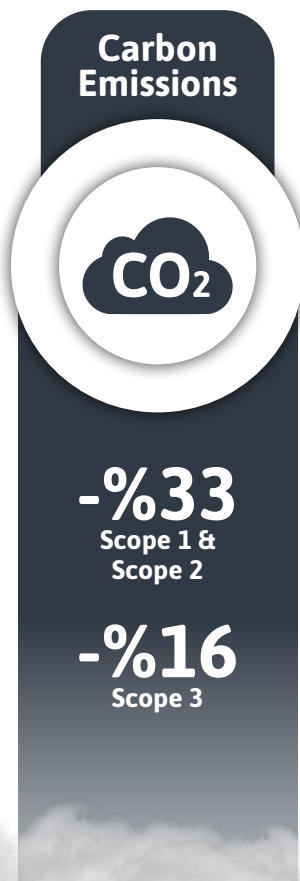


# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Combating And Adapting To Climate Change

Recognizing that the construction sector—of which we are a part—accounts for 33% of the increase in greenhouse gas emissions, the primary driver of global warming, we are fully aware of the significance of this challenge. We regard climate change, extreme weather events, rising sea levels, threats to biodiversity, and the depletion of water resources as major risks, and we strive to fulfill our responsibility in addressing these issues.

At İzocam, our determination in the field of sustainability is reinforced by the ambitious targets and resources set by our international partners, enabling the effective implementation of our comprehensive sustainability policies. The target set by our partners to reduce our carbon emissions in absolute terms by 2050 is a core indicator of our environmental responsibility.



Beyond this long-term commitment, we pledge not only to reduce our direct and indirect CO<sub>2</sub> emissions by 2030 but also to minimize all emissions across our entire value chain. Through this holistic approach, we aim to reduce our carbon footprint at every stage and contribute to a more livable environment.

**33% absolute reduction in Scope 1 and 2 emissions compared to the 2017 baseline**

**16% reduction in Scope 3 emissions compared to the 2017 baseline**

These new 2030 targets have been approved by the Science Based Targets initiative (SBTi), confirming that they are aligned with our partners' 2050 commitments.

Our international partners aim to allocate approximately €100 million annually in capital expenditures and R&D budgets across all group companies and affiliates until 2030 to achieve these goals.

At İzocam, by adopting these targets, we have been calculating our Scope 1, 2, and 3 emissions annually since 2021 using the ISO 14064 Corporate Greenhouse Gas Accounting Methodology, making the results accessible to our stakeholders. We also provide regular data entries into the Power BI infrastructure, which consolidates the carbon emissions of all group companies and affiliates within our partnership. Through these calculations, we take effective steps to implement measures that reduce our carbon emissions.

For our facilities in Tarsus and Dilovası, which fall under the scope of the National Greenhouse Gas Monitoring Regulation (MRV), we meticulously carry out the calculation and verification of greenhouse gas emissions on an annual basis in full compliance with the regulation.

Across İzocam, the combined Scope 1 and 2 emissions were improved by **2.5%** compared to the previous year, resulting in a reduction of **2,400 tons of CO<sub>2</sub>**.

# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

In line with our 2030 carbon reduction target, the main components of our strategy are to maximize energy efficiency and increase the use of renewable energy. From our Scope 1 and Scope 2 projects planned for 2025, we aim to achieve approximately 1,700 tons of emission reduction.

In 2024, we implemented several emission-reducing and energy-efficiency projects designed through teamwork at our facilities.

- At our Tarsus plant, the share of cullet used as raw material increased to 82% in 2024, resulting in a reduction of approximately 100 tons of CO<sub>2</sub> emissions and reducing the use of virgin raw materials.

- In 2024, we also procured 32,000 MWh of green energy certified with IREC, which prevented 13,400 tons of CO<sub>2</sub> emissions, while also saving 25,000 liters of fuel annually, equivalent to 67 tons of CO<sub>2</sub> reduction.

- Our project to replace the lighting fixtures used in our operations with LED systems was carried out between 2021 and 2024, generating a total energy saving of 422,000 kWh and achieving an annual reduction of 171 tCO<sub>2</sub> emissions.

- With our planned transition to the Single Blower system in 2025—designed to provide more efficient airflow and optimize energy consumption—we expect to achieve an annual gain of approximately 1,240,000 kWh and significant emission reductions by indirectly lowering fossil fuel use and associated greenhouse gas emissions.

- By integrating Scope 1 and 2 emission calculation data into the SAP system, we have established the infrastructure for our data preparation process.



Alongside reducing emissions through climate change-focused projects, we also organize awareness-raising initiatives. In this context, we adapted the Climate Fresk interactive program, developed by our partners, to our facilities. Using gamification to explain the climate cycle, these sessions raise employee awareness on topics such as climate change, greenhouse gases and their impacts, and emission sources.

In May 2024, we participated as a sponsor and contributor at the Carbon Summit held at Istanbul Technical University in collaboration with the Ministry of Environment, Urbanization and Climate Change. The summit, themed “Climate Change-Related Risks, Opportunities, and Carbon Trading”, included sessions on financial opportunities for green transformation, carbon management and industry relations, corporate carbon management and trading, as well as carbon management and energy.

As part of the Carbon Border Adjustment Mechanism (CBAM) under the European Green Deal, we calculated and communicated the embedded emissions of seven of our products—identified due to certain metal content—directly to our suppliers.

Among our air emission reduction initiatives, we renewed the dust emission system at our Tarsus facility with an investment of €1.6 million, reducing dust emissions from 2,500 ppm to 18.4 ppm, far below legal limits.

Through these environmental strategies and technological improvements, İzocam continues to play an active role not only in production but also in the fight against climate change.

With the goal of leaving a cleaner and more livable world for future generations, we are committed to continuing our carbon reduction efforts without interruption and progressing resolutely toward our 2050 Net Zero Carbon target.





# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Energy Management and Use of Renewable Resources

For more than half a century, İzocam has been the name synonymous with insulation in Türkiye. Beyond delivering insulation solutions, we also consider energy efficiency within our own operations as a primary priority. With a strong sense of responsibility toward the future of our planet, we regard energy management as one of the most critical components of our Integrated Management System.

As proof of this commitment, we take concrete steps through the ISO 50001 Energy Management System, which we have successfully implemented across our facilities, while monitoring every detail with advanced tracking systems. Through detailed analyses, we identify energy efficiency potentials, and with innovative methods developed based on this data, we aim to use our energy resources in the most effective way, delivering savings while enhancing performance.

This perspective not only strengthens our operational efficiency but also positions us in a leadership role in energy efficiency, guiding us in our mission to help build a more sustainable world.

Among our leading energy efficiency initiatives are strategic investments in energy-efficient technologies, informed by the results of energy audit analyses and measurements that we carry out at our facilities every four years.

Thanks to these strategic investments and comprehensive improvement projects, in 2024 we achieved a notable 20% reduction in our energy intensity parameter compared to the previous year, delivering significant economic benefits and substantially reducing our energy consumption in terms of Total Equivalent Petroleum (TEP).

Looking ahead, we have completed feasibility efforts to maximize the use of renewable energy sources across our facilities. Based on these efforts, we aim to lay the foundation of our renewable energy use with projects scheduled to be launched in 2025 and 2026. We have also strengthened our energy savings by upgrading lighting systems across all facilities with highly efficient solutions such as LED. Our successful energy efficiency projects have also positioned us prominently in the performance monitoring systems of our partners, showcasing our environmental achievements.

- At our Tarsus facility, we are leveraging digitalization through our smart energy monitoring system, Metriks, which enables us to track the facility's energy consumption across multiple sub-categories. With over 300 meters and analyzers in place, we process the data using artificial intelligence and Big Data technologies, fully integrating them with our other systems. This has significantly enhanced our ability to establish early warning systems and implement proactive measures.

- At the same facility, we replaced low-efficiency water pumps with higher-efficiency models and renewed our direct current (DC) motors with alternating current (AC) motors, leading to visible improvements in our energy performance.

- At our Gebkim facility, we also achieved significant energy and greenhouse gas emission reductions in 2024. We achieved these gains through a variety of projects, such as optimizing the operating frequency of the vacuum pump to save energy, replacing drying fans with energy-efficient models, improving energy performance in cooling tower equipment by adapting drivers, and implementing energy efficiency upgrades in raw material transfer equipment.

- At our Dilovası facility, we achieved significant energy savings by transitioning to high-efficiency fans and replacing the outdated, low-efficiency DC motors in the Line 1 Oven unit with new, high-efficiency AC motors.

- At our Eskişehir facility, we also took an important step toward reducing energy consumption and minimizing waste. We successfully completed the feasibility stage of a project aimed at increasing the number of production lines in pipe manufacturing to achieve these goals, and we have incorporated it into our action plans. In addition, we have launched an ongoing efficiency project to reuse rubber scrap products by incorporating them as filler material at the Master Batch stage. Initial trials have already delivered promising results.

With the responsibility of being the first brand that comes to mind for insulation in Türkiye, we remain committed not only to ensuring the energy efficiency of buildings and residences but also to maintaining the highest level of efficiency in our own operations. Through these continuous improvement and innovation efforts in our facilities, we aim to set an example not only with our products but also with our production processes.

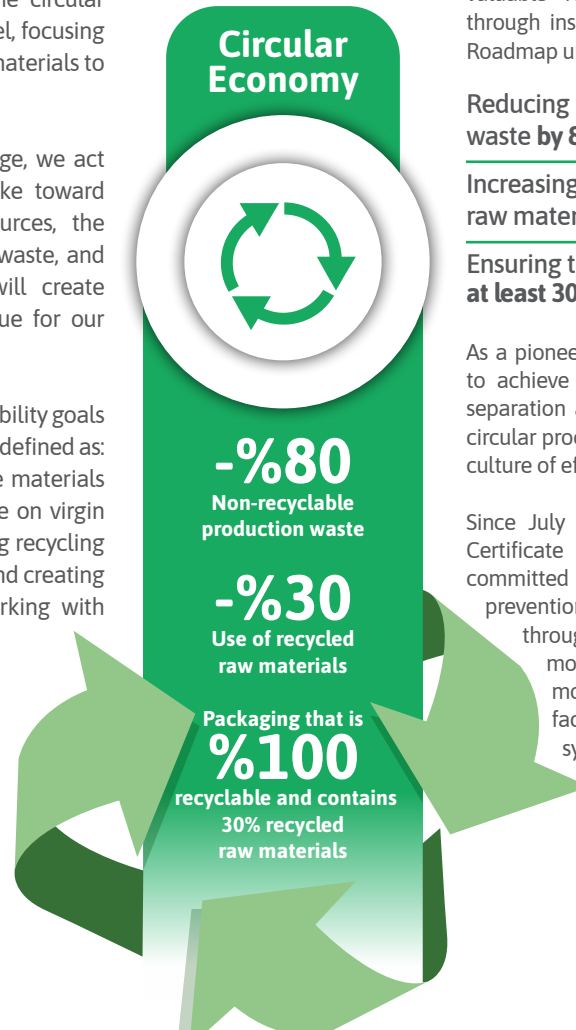
# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Döngüsel Ekonomi ve Atık Yönetimi

With the awareness of the resource inefficiency and growing waste caused by linear business models, and the resulting environmental sustainability risks, we regard the circular economy as a core element of our business model, focusing on the entire lifecycle of our products and scrap materials to ensure they remain in use for as long as possible.

From this perspective, starting at the design stage, we act with the understanding that every step we take toward the efficient use of raw materials and resources, the elimination, reduction, recycling, or recovery of waste, and the minimization of environmental impact, will create both competitive advantage and long-term value for our company.

In line with one of our partners' four main sustainability goals for 2030—circularity—our strategic framework is defined as: "Promoting greater use of recycled or renewable materials in our products and processes to reduce reliance on virgin resources, extending product lifespans, facilitating recycling or reuse, developing new production processes, and creating new business models and value chains by working with stakeholders."



At İzocam, we combine this global ambition with the culture we have embraced since 1965—"protecting valuable resources and extending their lifespan through insulation"—and have classified our İzocam Roadmap under three pillars:

**Reducing non-recoverable production waste by 80%**

**Increasing the use of recycled raw materials by 30%**

**Ensuring that 100% of our packaging contains at least 30% recycled content**

As a pioneering company taking steps in many areas to achieve a sustainable future, we manage waste separation at the source and value-creation through circular processes across all our facilities as part of our culture of efficiency.

Since July 2021, with the Basic Level Zero Waste Certificate obtained for all our facilities, we have committed to implementing practices such as waste prevention, reduction, reuse, recycling, and recovery throughout our operations, aiming to build a more sustainable production and consumption model. Through the dedicated work of our facility teams and the cross-departmental synergy created within the Sustainability Committee's working groups, we are getting closer to our circularity goals each day.

In 2024, we strengthened our sustainability achievements by keeping our non-recyclable waste rate at just 0.2%.

At the core of our circular economy strategies lies the use of cullet as a raw material to reduce the consumption of virgin resources. In 2024, at our Tarsus facility, we continued production with a cullet usage rate as high as 82%. This not only ensures that unused material is kept in circulation as a secondary resource, but according to theoretical data, it also delivers 100 kWh of energy savings per ton of melted glass.

As a further reflection of our commitment to sustainability, we redesigned the packaging of our glass wool and stone wool products to better represent our sensitivity to human health and the environment. By switching to semi-transparent white packaging with reduced ink usage, and by optimizing packaging dimensions and material use, we have transitioned to a fully eco-friendly packaging system. We also redesigned the packaging of our İzocam Foamboard product to highlight our contribution to the United Nations Sustainable Development Goals (SDGs), further minimizing our environmental impact. As a tangible outcome of this approach, from the second half of 2023 in our stone wool facility, and as of 2024 in our glass wool facility, we began using 50% recycled-content PE packaging.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Circular Economy and Waste Management

Our waste minimization and recovery initiatives are delivering ground-breaking achievements across all our facilities:

In our XPS and EPS product groups, we manufacture with zero process waste.

At our Dilovası facility, wet and dry furnace scrap is directly reintegrated into production.

At our Eskişehir facility, we enable PE recycling within production, utilize certain production waste in cement plants, and ensure rubber scrap generated as process waste is recycled by an acoustic insulation company—demonstrating a multi-faceted approach. At the same facility, through circular economy projects at the product and packaging design stage, we achieved significant improvements in packaging by reducing the amount of inner-box packaging and using thinner materials.

At our Tarsus facility, stone wool waste is used for energy recovery as refuse-derived fuel (RDF), while projects to reduce packaging materials such as bags and scrap contribute directly to our circularity goals. Also in Tarsus, with the Akeno Project launched in 2024, we are working on solutions for wet scrap that cannot be re-fed into the furnace. At our Kayseri facility, which will begin production in 2025, we plan to recover all recoverable waste through the use of a briquetting unit.

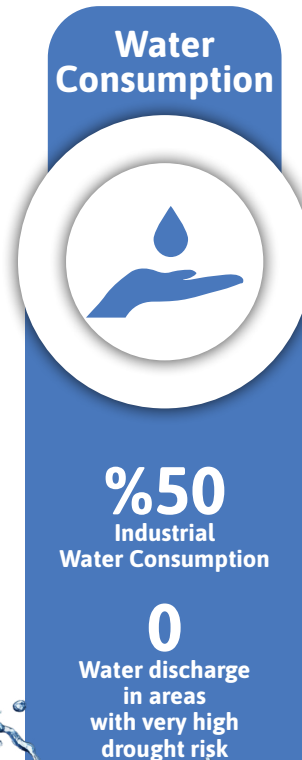
Through these projects, İzocam continues to use resources more efficiently, minimize waste generation, and embed circular economy principles into our business model—creating sustainable value for both our environment and our economy.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Responsible Use of Resources

With the awareness that the growing global population and diminishing resources make the efficient use of energy and natural resources more critical than ever, at İzocam we are committed to managing our operations with steps that ensure resources can be preserved for future generations. From this perspective, we ensure the responsible use of resources in our operations by reducing the share of virgin raw materials and packaging, increasing the use of secondary resources, carrying out joint sustainability projects with our suppliers, and strengthening our supply chain through local and national solutions wherever possible.



We closely monitor the environmental challenges faced by the regions where we operate and the communities we are part of. Within this scope, we recognize that Türkiye, located in the Mediterranean basin—where the impacts of global climate change are most strongly felt—is among the regions expected to be most severely affected. Forecasts that our water resources could decline significantly over the next century are therefore included among our key sustainability risks.

To ensure the sustainable management of water resources, we implement initiatives to improve water efficiency in our processes and roll out a roadmap aligned with our partners' targets across all our operations. By 2030, compared to our 2017 water consumption baseline, we aim to reduce industrial water use by 50% and achieve zero water discharge in regions with very high drought risk. In line with these goals, we are implementing numerous water and wastewater projects.

Through our water monitoring systems, we carefully track water quantities, supply operational needs with groundwater and mains water, and minimize potential leakages with water mass balancing. In addition, rainwater collection channels installed at our facilities increase our water reuse potential.

Since all our facilities, except for Tarsus, are located within organized industrial zones, wastewater channels are treated within the capacity of central wastewater treatment plants and discharged in compliance with legal limits. At our Tarsus facility, domestic-level treatment and water softening units ensure water quality in full compliance with regulations. To achieve our “Zero Water Discharge by 2030” target, we are diversifying projects focused on water savings, recovery, and recycling at usage points.

In line with the Water Management Regulation that entered into force in 2024, we have engaged with authorized regulatory bodies to enhance and certify our current water management system according to the regulation's requirements. By 2025, we aim to prepare Water Management Plans within the scope of the regulation and complete their implementation.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Some of our responsible resource use projects include:

At our Tarsus facility, through the Second RO (Reverse Osmosis) project, we achieved approximately **20,000 m<sup>3</sup> of water savings** in 2024.

As part of a water monitoring and savings project launched in 2024 and scheduled for completion in 2025, we are enhancing our monitoring system in Tarsus by installing 32 meters across our six-line complex water network. This model will allow us to instantly detect and address potential leakages, with the goal of **recovering an average of 8,000 m<sup>3</sup> of water annually**.

For 2025, we have planned a water savings project to replace open cooling towers with a closed-loop dry air cooling system, targeting an additional **8,000 m<sup>3</sup> of water savings** per year.

To reduce virgin resource consumption, we fulfill our responsible resource use commitments by incorporating cullet waste as raw material in our glass wool plants. In 2024, we increased our secondary raw material usage rate to 82%, further strengthening our achievements.

We reinforce our sustainability principles—shared across our partners and group companies—through the engagement of our supplier network. Under the Supplier Charter, every six months we sign a Sustainability Protocol with suppliers above a certain procurement volume, supporting them in enhancing their sustainability performance.

Within our project to transition to recycled-content PE packaging, we are not only reducing virgin material use in packaging but have also set a 2025 target of saving 20,000 KgCO<sub>2</sub>eq/K.

At our Gebkim facility, in XPS production, we operate process parameters within the Best Run category, ensuring the most resource-efficient performance and continuously monitoring efficiency with KPIs. In EPS production, from pre-expansion onward, raw material efficiency and variance values are monitored as critical performance indicators and continuously improved in line with our principle of ongoing enhancement.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Biodiversity

The World Economic Forum Global Risks Reports of 2023 and 2024 identify ecosystem imbalance and biodiversity loss among the top five global risks.

As a company that has made the protection of resources through insulation its business model, at İzocam we recognize that ensuring long-term resilience and embedding sustainability principles across all our operations fundamentally depends on safeguarding ecosystem integrity and preserving the natural balance. In this context, within the framework of our Integrated Management System Policy and our mission, we have defined our commitment to an ecosystem-respectful and protective approach as the first step of our biodiversity focus.

You can access the Biodiversity Policy, established within the framework of our international partners and guiding our efforts in this area, [here](#).

The areas where our facilities and supply sources are located, our non-agricultural raw materials, groundwater wells, and waste disposal methods are some of the nature-interaction points where we focus on biodiversity-related risks and impacts.

Our Sustainability Committee has included the further detailing of this topic in its 2025 and 2026 activity plans, with the aim of aligning with the initiatives of our international partners.

We begin our biodiversity and ecosystem conservation principles by assessing the locations of our facilities. International regulations such as the Bern Convention (Convention on the Conservation of European Wildlife and Natural Habitats), CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora), and the IUCN Red List of Threatened Species do not cover the areas where our operations are located. With the exception of our Tarsus facility, all our sites are located in Organized Industrial Zones, where environmental interactions with the surrounding areas are strictly regulated and kept under legal control. Our Tarsus facility is situated in the industrial zone along the Adana road and operates with a completed and approved Environmental Impact Assessment (EIA). Our Dilovası and Gebkim facilities, located in the Dilovası Organized Industrial Zone and the Machinery Specialization Organized Industrial Zone, are situated 3–6 km away from Ballıkayalar National Park and Hersek Lagoon. Although there is no direct interaction with these protected areas, we take great care to ensure that our operations fully comply with all environmental and biodiversity protection requirements of the Organized Industrial Zones.

At İzocam, one of our most meaningful World Environment Day (June 5) awareness activities is planting saplings with our employees under the motto “One Sapling, a Thousand Futures” in our facility gardens. By doing so, we aim to contribute to tomorrow’s ecosystem today and to pass on a greener world to future generations. Efforts to institutionalize our Tree Planting Events as an annual tradition are ongoing.

In 2024, we also reviewed the EU Deforestation Regulation, which aims to ensure that products placed on the EU market are produced without causing deforestation. Since this regulation could potentially be linked to the rubber raw material used in foam production at our Eskişehir facility, we thoroughly examined the regulation and its appendices to assess possible impacts on our operations. As the rubber raw material we use is synthetic rather than naturally sourced, our operations are currently not within the scope of the regulation. However, we continue to monitor the implementation timeline and national practices to stay prepared for any possible future scope changes. Despite the postponed enforcement date, we are actively working with our supply chain to ensure the necessary collaboration and awareness for compliance with this new regulation.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## Product Quality and Safety

With the vision of contributing to a sustainable future, İzocam recognizes that achieving this vision—and ensuring the continuous quality of our products—within the dynamic structure of our industry and the global competitive environment is only possible through a systematic approach, continuous improvement, and excellence practices.

To ensure consistent product quality, we place reliable systems at the core of our business continuity by establishing and managing internationally recognized systems across all our operations. One of these systems is World Class Manufacturing (WCM), prioritized by our international partners, under which we successfully implement projects that deliver tangible results: reducing energy consumption, lowering CO<sub>2</sub> emissions, advancing circularity and water efficiency, and improving product quality and production productivity.

We integrate the values required by this methodology not only into our operational processes but also into our corporate vision, with the aim of embedding continuous improvement and operational excellence at every level of our organization. Our WCM structure incorporates a range of improvement tools—including Kaizen, A3 Reports, Quick Kaizen, and Zero-Breakdown—to capture both small and large-scale gains. In 2024, we proudly realized 12 environmental projects through the WCM system.

Guided by our WCM environmental vision—“Achieving zero environmental accidents through environmentally responsible production, reducing our carbon footprint, and minimizing non-recyclable waste”—our Gebkim, Tarsus, and Dilovası facilities advanced from the initial level to higher stages in 2024, supported by strong external audit scores.

For 2025, our Eskişehir facility is preparing to reach the Foundation Badge level, further embedding operational excellence in all our plants to drive environmental achievements.

We also keep our global Project Tracker software, used by our partners as a database for improvement initiatives, fully updated for tracking and evaluating our projects. This strengthens our corporate memory and ensures accessibility, creating additional value. In 2024, 12 environmental projects were monitored through Project Tracker, reinforcing our commitment to measurable improvement.

Within our vision of consolidating and advancing İzocam's position as the trusted leader in the insulation sector, we regard business continuity as an essential part of our environmental achievements. For this reason, we implement a comprehensive Corporate Risk Management Approach across all our facilities, embedding climate-related risks into our Crisis Management and Business Continuity Procedures and Plans. We carry

out scenario-based analyses, update our business impact assessments, and plan and execute actions to maintain preparedness at all times.

Our products comply fully with the requirements of the Construction Products Directive (CPD), carrying the CE mark, which demonstrates that their impacts on people and the environment are kept to a minimum. İzocam's Stone Wool, Glass Wool, XPS, EPS, Rubber, and Panel products meet the harmonized standards **TS EN 13162, TS EN 14303, TS EN 13163+A2, TS EN 13164+A1, TS EN 14509, TS EN 508-1, and TS EN 14304**. This compliance ensures not only CE certification but also full alignment with Turkish Standards Institute (TSE) harmonized standards, confirmed and safeguarded by regular audits and independent testing.

# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

Within our product portfolio, mineral wools—stone wool and glass wool—are certified under EUCB, a certification granted exclusively to bio products that ensure healthy insulation with no carcinogenic content. This certificate, which requires stringent raw material, process, and final product controls, is safeguarded through regular audits and independent laboratory tests. İzocam has successfully maintained EUCB compliance for 13 consecutive years, in line with REACH and related EU regulations—demonstrating our commitment to product safety and human health.

At our Tarsus facility, the Glass Wool Roof Blanket and Rulopan products are certified with Eurofins Indoor Air Comfort Gold, proving compliance with national emission limits across EU countries. This certification is based on the measurement of volatile organic compounds (VOCs) in product emissions.

At our Tekiz facility, the Kombi 950 and 1000 products have held the FM Approvals certification since 2018, demonstrating their compliance with the highest standards of safety, quality,

and durability, based on the measurement and verification of product emission values.

Our Tekiz Insulated Sandwich Panels are further certified for fire safety performance. The Tekiz Stone Wool Insulated Panel is certified for 60 minutes in integrity and insulation (EI60) and 120 minutes in integrity (EI120). Additionally, the Stone Wool Roof Panel is certified for 120 minutes in load-bearing capacity, integrity, and insulation (REI120). All of İzocam's glass wool products are certified under the RAL Quality Mark, granted by the German Committee for Materials and Quality Standards (RAL). This international certification proves that mineral wool products are of high quality and environmentally safe, underscoring our dedication to product reliability and safety. Glass wool products manufactured at our Tarsus facility, as well as stone wool products from our Dilovası facility, used in shipbuilding and marine applications such as cofferdam walls, fire partitions, fire doors, and onboard thermal, acoustic, and fire insulation, are certified with the Marine Certificate.

This ensures product quality and reliability, confirmed through rigorous laboratory tests and annual audits.

To further safeguard health and safety, İzocam implements Safe Hear, a program that enables easy access to critical information on chemical risks and protective measures. Additionally, chemical procurement processes are tracked through the EBA-based Raw Material Approval Flow, ensuring robust chemical management. All our operations are fully aligned with EU chemical management legislation REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and the parallel CLP regulation. We closely monitor updates to the Substances of Very High Concern (SVHC) list under REACH and continuously update our Safety Data Sheets (SDS) accordingly.

SDS documents for our XPS, EPS, glass wool, stone wool, rubber, and polyethylene product groups confirm full compliance with REACH (EC 1907/2006). We regularly review SDS documents for all raw materials used in our products against the most recent SVHC lists, making necessary

revisions to ensure continuous compliance. In parallel, we monitor and align with Türkiye's national implementation of REACH, the KKDİK Regulation, ensuring full regulatory alignment.

As part of our partners' global compliance standards, periodic audits are conducted to confirm adherence to all applicable local regulations for every product. To systematize this, İzocam developed the Product Compliance Tracking System, which ensures continuous quality and sustainability across our production and products. All Product Compliance efforts are closely monitored by senior management, recognizing their strategic contribution to İzocam's sustainability vision.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

## İzocam Sustainable Product Solutions

Since 1965, İzocam has kept delivering reliable and sustainable insulation solutions at the core of its journey, with the goal of building the future today. In the insulation products we manufacture for buildings and industrial use, we prioritize human comfort and environmental benefit, designing sustainable product solutions, certifying them to international requirements, producing them in the most efficient processes, and delivering them safely to our customers.

Guided by İzocam's sustainability vision and the responsibility that comes with our sectoral leadership, we ensure business continuity and product assurance through our systems and certifications, while also embedding sustainability into our products and solutions.

In line with our sustainability targets, which are aligned with our partners' goal of completing life cycle assessments (LCA) for all products by 2030, we finalized the LCAs of 27 products in 2024 and began prioritizing the emission sources that require the most attention based on these analyses.

### Product



**%100  
LCA**

Life cycle analysis for  
all product groups

For 2025, we aim to complete new LCAs, evaluate all assessments, and translate the findings into actionable plans. We act with the awareness that LCAs are valuable tools for guiding innovation, informing customers more effectively, and responding to the market's growing demand for transparency.

With the motto "Insulation for Today, Investment for Tomorrow," in 2024 we certified the LCA efforts conducted at all our facilities as Environmental Product Declarations (EPDs) for nine of our products.

Our ISO Type III Environmental Product Declaration, based on the ISO 14025 standard, has been verified by independent certification bodies and published in the relevant EPD databases, making it accessible to all stakeholders. This declaration covers the following İzocam products: Industrial Building Board R+, Optima Smart, Glass Wool Prefabricated Pipe, Stone Wool Partition Board, External Wall Board, Manto Stone Wool R+, Glass Wool Roof Blanket, Glass Wool HVAC Blanket, and Foamboard 3000.

In Türkiye, the most important regulatory requirement for building insulation, TS 825:2008 Thermal Insulation Requirements for Buildings, was revised in 2024 to further strengthen insulation standards. Accordingly, improvements of at least 20% in insulation thicknesses for walls and roofs have been mandated, while cooling loads have been added to heating load calculations. In addition, specific energy limits have been defined for all building types according to climate zones. This development has created a significant shift in our sector, aiming to enhance the insulation performance of buildings across the country, while also generating a positive impact on the demand and usage potential for our products.

Another compulsory regulation addressing building energy consumption, the Building Energy Performance Regulation, was also revised to take effect in 2025. With this revision, the share of renewable energy in meeting building energy demand will increase from 5% to a minimum of 10%, and all new buildings will be required to obtain an A or B class energy performance certificate. Within this framework, and in line with İzocam's insulation vision, important steps have been taken to strengthen the culture of building insulation in Türkiye.

# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

Life cycle assessments (LCA) provide holistic insights into the footprints of our products and serve as a valuable input for our R&D projects. Through these analyses, we are able to transform our operational potential into measurable sustainability gains. Our main R&D projects developed with a focus on sustainable product solutions include:

**Optima Smart Glass Wool** - Designed as part of our certified healthy insulation portfolio, Optima Smart offers both thermal and acoustic insulation, fire safety, ease of application and transport, as well as minimized waste generation through reduced packaging and optimized form.

**High-Temperature Resistant Prefabricated Pipes** - Manufactured from high-density glass wool, these pipes are suitable for use in high-temperature piping systems operating within the 400–500°C range, with or without aluminum foil coating. They are designed for industrial applications, heating and solar energy systems, and pressurized water pipelines, providing insulation against heat loss, condensation, freezing, vibration, and noise. This has enabled users to achieve significant energy and resource savings.

**Lubricant Optimization Efforts in Needled Glass Wool Products** In our furnace blanket products, we are conducting trials with alternative lubricants designed to address moisture issues encountered during cold weather conditions. This project, expected to be completed in 2025, aims to reduce emission levels and deliver positive environmental benefits for end users.

Our stone wool improvement project, which focuses on enhancing water repellency and strengthening high-temperature corrosion resistance for industrial mats used in sectors such as refineries, is ongoing. The core outcome of this project is to deliver a sustainable product that, in addition to providing thermal insulation, also offers improved corrosion resistance and water repellency—thereby preventing additional material and resource consumption.

In our R&D department, we developed a roof panel designed for thermal and water insulation as well as fire safety on all types of roofs, regardless of slope. Featuring a PVC or TPO membrane top layer and insulated with stone wool and polyurethane/PIR, this product has been secured under intellectual property rights through our application to the European Patent Office. By combining multiple insulation and durability features in a single product, it stands out as one of our most efficient sustainable solutions, contributing to resource savings.

In solar energy systems, while conventional methods require drilling tens of thousands of screw holes into roofs for panel installation, the innovative design of our İzocam Tekiz Solar Roof Panels—developed by our R&D team with input from our application teams—enables solar panels to be mounted directly onto sandwich panels with special connection apparatus, without the need for drilling. This design significantly reduces risks of water leakage and long-term corrosion caused by additional roof penetrations, while minimizing extra resource requirements. With these advanced features, our product has proudly been recognized with the “Green Building Material of the Year” award, highlighting its role as one of our flagship sustainable solutions.

## Why Are İzocam's Sustainable Product Solutions Truly Sustainable?

- Resource-efficient in their use of materials,
- Providing energy or water efficiency,
- Incorporating circular economy principles such as waste reduction, recycling, reuse, and redesign,
- Enhancing building durability and living comfort,
- Engineered to minimize negative impacts on ecosystems,
- They are designed and produced with a holistic approach to sustainability, because they are:
- Designed to have low greenhouse gas emissions,
- Produced with resource-saving or circularity-based processes,
- Optimized for reduced logistical impact.



# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

Outside of our R&D projects, our existing product portfolio also includes various solutions that stand out with their sustainable features.

İzocam Stone Wool and Glass Wool, produced with recycled materials, enable buildings to qualify for green building certifications such as LEED, BREEAM, and Türkiye's national green certification system, YeS-TR.

When applied at the correct thickness, our thermal insulation products prevent condensation problems and unhealthy formations such as mold and mildew, while creating environmental benefits through resource savings with the use of a single material.

Insulation applications not only provide comfort but also protect the structural system of buildings against external factors such as heat, moisture, and water, thereby increasing structural durability. This extends the lifespan of buildings and supports earthquake safety.

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İzocam products minimize energy demand, contributing to both cost savings and the efficient use of resources. HBCD, classified as a persistent organic pollutant, has been used as a flame-retardant additive to delay polymer ignition and slow potential fire development. The use of HBCD in polystyrene-based XPS and EPS products has been banned in Türkiye since November 2019. Therefore, it is essential to ensure that XPS and EPS products are purchased as "HBCD-free." All İzocam XPS and EPS products are manufactured within the legal framework, ensuring no harm to the environment or human health.

İzocam PEflex Tree Guard, designed to protect the trunks of young saplings, shields them from external threats during their most vulnerable early stages, preventing damage or even fatal impacts.

İzocam provides specialized vehicle insulation solutions for the automotive industry, optimizing acoustic and thermal efficiency in cars, trucks, and buses. Designed for automotive engine and driver compartments, İzocam Stone Wool Wet Felt offers superior thermal insulation, sound absorption, fire safety, and mechanical resistance. Engine compartment insulation plays a key role in preventing heat and noise from reaching the vehicle interior. Engine compartment thermal insulation protects drivers, operators, and passengers, as well as in-vehicle electronics such as GPS tracking systems, from excessive heat, while reducing harmful vibrations caused by noise and preventing noise levels from reaching damaging decibel thresholds.

Produced in special dimensions for the thermal insulation of solar collectors and tanks, İzocam Glass Wool Collector Felt provides both thermal and fire safety, while offering easy application, minimal product and packaging waste, and a sustainable solution in terms of resource efficiency and circularity.

# İZOCAM'S ENVIRONMENT-FOCUSED APPROACH

Produced in special dimensions for the thermal insulation of solar collectors and tanks, İzocam Glass Wool Collector Felt provides both thermal and fire safety, while offering easy application, minimal product and packaging waste, and a sustainable solution in terms of resource efficiency and circularity.

In solar collector insulation applications, boards are used alongside collector mats. İzocam Glass Wool Collector Board is produced in special dimensions and in black color for use in thermal insulation of solar collectors. İzocam Stone Wool Collector Board, manufactured without facing, is also used for thermal insulation in solar collectors. Another product in this field, İzocam Stone Wool Board, provides both thermal insulation and fire safety in solar collectors, thereby delivering resource savings.

İzocam XPS Foamboard under-parquet products, also used to correct floor irregularities, stand out with their thermal insulation feature. Meanwhile, İzocam Peflex Under-Parquet and İzocam Moisture Barrier Peflex Under-Parquet from the polyethylene series are preferred in new constructions and projects to prevent moisture in floor screeds from reaching the parquet. These solutions deliver not only performance but also resource efficiency and low waste, offering sustainable alternatives.

İzocam insulation products provide solutions in line with Multi-Comfort Building criteria. We prepared a comprehensive handbook on Multi-Comfort Buildings and shared it with our stakeholders. This concept aims for nearly zero energy consumption while considering sustainability, ecology, economy, and social factors. It offers maximum thermal comfort with high energy savings, flawless acoustic and visual comfort, high indoor air quality, fire protection, and safety. With our sustainability vision and the responsibility of our sectoral leadership, we deliver sustainable solutions to building users through projects that incorporate environmentally and health-enhanced designs and applications. Gaziantep Ecological Building, which uses our insulation products, is Türkiye's first passive house certified by the German PassivHaus Institute. It also holds a LEED Platinum certification, the American Green Building Certification. You can access İzocam's Multi-Comfort Building Handbook [here](#).

İzocam Stone Wool contributes to sustainability with its local production and at least 30% recycled content, while also supporting the attainment of internationally recognized green building certifications.

Among the financial incentives we have introduced to increase the use of our sustainable product solutions is the "Green Building Loan." As part of this collaboration aimed at increasing access to environmental benefits, Garanti Bank offers opportunities within its sustainable product loan programs, helping us expand the reach of our sustainability goals.



A close-up photograph of a sunflower head. The green, textured disk of the flower is on the left, and the yellow petals are on the right. Two bees are visible on the yellow petals, one above the other, facing right. A semi-transparent yellow rectangular box with rounded corners is centered over the image, containing the text.

**For a Sustainable Tomorrow  
Business Excellence**



# İZOCAM'S BUSINESS EXCELLENCE APPROACH

At İzocam, the foundation of our sustainable growth strategy and leading position in the sector lies in our commitment to operational excellence. This commitment requires not only the optimization of financial performance but also the adoption of the highest quality standards across all business processes.

By placing business excellence and sustainability principles at the core, we follow a holistic and strategic approach in every process—from R&D activities to production quality, from digital integration to value chain management.

Through this approach, we aim to create continuous and increasing value for İzocam stakeholders while fully upholding our responsibility to future generations.





# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## İzocam Quality Management

At İzocam, one of the key dynamics behind our position as one of the first names that comes to mind in Türkiye when it comes to “insulation” for more than half a century is our uncompromising commitment to quality. We consider ensuring that our products and services meet the highest international and national standards as a strategic priority to maintain our leading and trusted position in the sector. Our commitment to quality is not limited to compliance with relevant legal regulations and industry norms, but also demonstrates our ambition to continuously exceed these standards and achieve operational excellence.

Delivering innovative insulation solutions that create added value for our customers, maximize energy efficiency, and minimize environmental impact is an integral part of our quality management system. In every production process, from raw material procurement to the shipment of the final product, we implement a rigorous quality control and assurance mechanism. This proactive approach guarantees the superior performance, durability, and reliability of our products, while also promoting the optimal use of resources and contributing directly to environmental sustainability. At İzocam, quality is not the responsibility of a single department; it is embraced as a vital element of our corporate culture, brought to life through the shared awareness, continuous training, and collective effort of all our employees.

### Quality Control Processes

We bring our commitment to quality to life through robust operational processes that are integrated into every layer of our business. İzocam's R&D and Quality Directorate manages these activities with a specialized team consisting of 11 white-collar and 13 blue-collar employees. Each of our four production sites has its own quality unit, all of which report to a central structure to ensure sustainable quality management.

Depending on the specific dynamics of the products manufactured at each facility, our quality control processes are carried out in three main stages:



**Raw Materials  
Input Control**



**Semi-finished  
Product Controls**



**Final Product  
(Finished Goods)  
Controls**

All of these processes are meticulously tracked through our SAP system, with detailed schedules in place for all shift-based tests. The data obtained is regularly reported to headquarters, ensuring continuous monitoring and oversight. Through product-specific in-process inspections, we aim to secure quality at every stage of production. Customer complaints are used as an effective feedback mechanism to continuously improve our quality standards.

The R-matic device we use for thermal conductivity measurements serves as a key tool in determining the critical performance features of our products. These essential measurements for insulation materials are carried out in line with our parent company's global expertise and calibration standards. This approach ensures the sustainability of our product quality and compliance with international standards.

# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## Quality Assurance Management Processes

Quality assurance activities at İzocam are reinforced through internal audit processes and independent third-party inspections. Our products undergo rigorous assessments, including detailed sampling checks and performance tests, as part of certification processes such as the legally required CE mark and the nationally recognized TSE certificate. In addition to these audits, we ensure product quality is comprehensively secured by collaborating with accredited third-party institutions for critical and highly specialized tests, such as fire resistance testing, which holds paramount importance in insulation materials.

As a testament to our unwavering commitment to quality, which has positioned İzocam as a pioneering name in the sector, we adhere meticulously to the requirements of the ISO 9001 Quality Management System. Furthermore, under the umbrella of our Integrated Management System, we certify and manage our operations in line with ISO 14001 for environmental management, ISO 50001 for energy management, ISO 45001 for occupational health and safety, and ISO 14064 for corporate carbon footprint accounting. The core pillars of our management systems—commitment and planning, risk-based thinking, employee engagement, stakeholder expectation management, data-driven decision-making, and continuous improvement—also serve as powerful enablers in executing our sustainability roadmap.

To evaluate the effectiveness of these efforts, we conduct periodic Internal Audit Activities and Management Review Meetings throughout the year, ensuring that our management system processes are aligned with the relevant standards' requirements. We also keep our Integrated Management System Policy, which outlines our goals and managerial commitments, publicly accessible to all stakeholders via our corporate website.

You can access the İzocam Integrated Management System Policy by clicking [here](#) or by scanning the QR code.





# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## Digitalization Initiatives

By filling a critical gap in Türkiye's industry and pioneering the insulation sector, İzocam's leadership has always steered us not toward the status quo, but toward continuous improvement and innovation. With more than half a century of deep-rooted experience, we combine our expertise with the requirements of today's rapidly changing digital age. We view digitalization as a strategic tool to enhance operational efficiency, improve stakeholder experience, and achieve our sustainable growth goals. Positioned as a key element of our corporate strategy, we attach great importance to digitalization processes, consistently sustaining our investments and projects in this field.

As part of our digital transformation journey, İzocam has implemented a series of advanced technology solutions that optimize business processes and strengthen our data-driven decision-making capacity.



### SAP Integration:

We use SAP as our ERP (Enterprise Resource Planning) platform across all business processes. Finance, production, sales, human resources, and supply chain data are integrated and managed within this system. This ensures operational consistency, data integrity, and maximum process efficiency.

### Power BI Portal:

To support reporting and visualization of value-added data, İzocam uses the Power BI portal. From order processing to revenue, profitability, logistics, and production, all calculated business data is visualized through this platform, enabling fast and effective decision-making. Training sessions provided last year enhanced all departments' capabilities in report design and dashboard creation, reinforcing our data-driven culture.

### Robotic Process Automation (RPA):

To enhance operational efficiency, RPA applications were initially introduced in accounting and finance departments and are now expanding further. Software robots simulate human actions to automate SAP processes such as invoice processing and blacklist checks. By taking over repetitive and time-consuming tasks, these robots free employees' time for value-added and strategic activities. These automated processes, managed with up-to-date data, are now considered best practices by our internal audit team. RPA has also been introduced within Human Resources, marking a significant step in process automation.

### Metriks Application:

The Metriks application, managed by our automation experts, provides real-time monitoring of energy and production data. Data such as electricity and gas consumption on production lines are monitored through software connected to meters, both integrated into SCADA systems and made available for real-time monitoring and retrospective reporting. This system directly contributes to preventing energy losses and achieving significant savings. Through the detailed and real-time data flow provided by the Metriks application, we support our energy efficiency targets and reinforce our commitment to environmental sustainability. Currently active at our Tarsus plant, the Metriks application is planned to be expanded to other facilities.

### Mobile Signature for Bank Instructions:

We implemented mobile signature for bank payment instructions as a digitalization project that reduces bureaucracy, accelerates processes, and supports risk management and internal audit functions. Previously, payment lists were printed, circulated to signatories, and faxed to banks. Today, this entire process is managed through an SAP module. With the hierarchical approval system now handled via mobile devices, this transformation has not only accelerated workflows but also eliminated paper waste, provided flexibility for signatories, and strengthened auditability to ensure safer financial flows.

# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## PRIX – Pricing Project:

The PRIX project, which includes detailed profitability analysis and sales forecasting, establishes a predictive cost system before month-end by estimating costs and providing pricing recommendations. By incorporating real-time production data, the project has transformed processes that were previously based on instinctive estimates into data-driven operations. This successful initiative was recognized with the “Digital & IT Awards” by our partner Saint-Gobain in 2024.

## EBA (Enterprise Business Applications):

EBA is a platform that digitalizes various business processes across the company, from tracking customer complaints and managing HR requests to purchase requisitions and travel expense claims. Approval workflows are integrated into the system, allowing processes such as expense approvals, purchasing, and raw material usage to be managed digitally. In 2024, a raw material evaluation workflow was added—digitalizing one of the most complex processes in our sector and delivering a significant boost in operational efficiency.

## QDMS Integration and Customer Complaint Management:

Customer complaints, considered valuable feedback at İzocam, are managed through the QDMS system,

where resolution steps are digitally defined. To further enhance this process, Complaints logged in EBA are integrated into QDMS, enabling detailed step-by-step status tracking. Post-complaint, automated satisfaction surveys collect customer feedback, while the system also allows calculation of complaint-related costs.

## Digitalization in Facilities and Kiosks:

Our digitalization efforts extend beyond office settings to include blue-collar employees in our facilities. Through kiosks installed on-site, previously paper-based processes such as overtime entries are now handled digitally, eliminating inefficiencies. Visitor registrations have also been digitalized via a QR code system. Visitors complete their onboarding by watching occupational health, safety, and environmental briefing videos, with all information securely recorded.

## HR Digital Applications:

To enhance efficiency and accelerate processes, İzocam uses two main digital platforms in Human Resources. Deep, a SAP SuccessFactors product, supports performance management and training modules, while payroll, leave management, and other HR processes are managed via the Digital HR platform. Together, these systems ensure HR processes are more efficient, transparent, and accessible.

## Dealer Portal:

Through dealer portals designed to strengthen our engagement, İzocam dealers can place their own orders, and track financial status, shipment details, and invoices in real-time from anywhere.

## Customer Relationship Management (CRM – Salesforce):

Since 2022, İzocam has been using Salesforce CRM, one of the leading platforms in customer relationship management, as part of its customer management processes. Implemented as a joint project of Saint-Gobain Türkiye companies, this application enables detailed tracking of İzocam customers and customer contacts. In addition, the system provides access to the shared customer and project pool of all Saint-Gobain companies in Türkiye, allowing potential opportunities to be evaluated more effectively. Customer visits, communication processes, and generated proposals are recorded in the system, and approved proposals are transferred directly to SAP, thereby increasing efficiency.

## Logistics and Procurement/Tender Portals:

Our digitalized logistics and procurement/tender portals accelerate processes and enhance efficiency. Through the logistics portal, vehicle requests are managed entirely digitally via SAP, ensuring both efficiency and traceability.

Within the procurement and tender portal, the Purchasing Department can send invitations for major procurements, manage tender processes, and select the most suitable offers, thereby ensuring transparency, speed, and efficiency.

## MDH Tools:

MDH tools have eliminated paperwork, photocopying, and approval-related bureaucracy in operational processes by offering digitalization solutions. This integrated approach supports core processes such as periodic inspections, incident reporting, SMAT, and WCM applications, while also ensuring effective tracking and management of resulting actions. By adopting a transparent and results-oriented work strategy, the development of critical applications such as eRisk (Risk Analysis) and ePermit to Work continues. Once completed, these applications will enable more transparent and efficient management across all operational processes, with MDH tools playing a key role in supporting İzocam's digital transformation and advancing operational excellence.

All these digitalization initiatives form part of İzocam's forward-looking strategy. They play a key role in driving operational excellence, ensuring stakeholder satisfaction, and achieving our sustainability objectives.



# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## İzocam R&D Activities

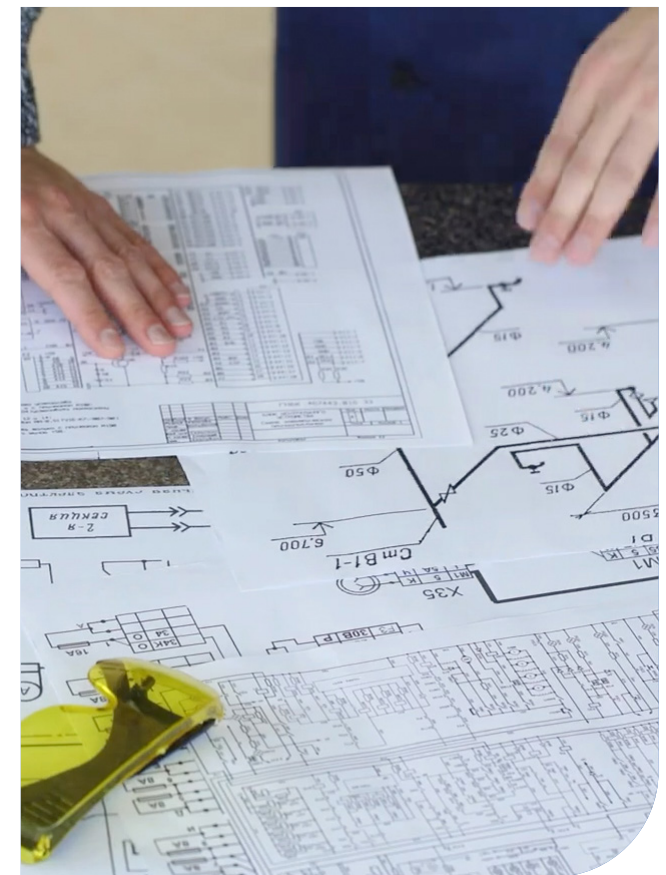
At İzocam, we consider the anticipation of future needs and the development of innovative and sustainable solutions as an integral part of our strategic growth objectives and environmental responsibility. Our commitment to R&D goes beyond technological advancement; it focuses on optimizing product performance, energy efficiency, and environmental footprint. While responding to the evolving expectations of our customers, we continue to invest in science and innovation to set new standards in the insulation sector and to help build a sustainable future.



Our R&D processes are carried out by İzocam's expert team of nine professionals, who bring knowledge from different disciplines, closely follow the latest developments in the insulation sector, explore new technologies, and remain focused on continuously improving the performance of our products.

A tangible indicator of our commitment to innovation is the İzocam patent application filed in 2022, entitled **"An Insulation Board with Enhanced Fire and Compressive Strength and Its Production Method."** This invention, which simultaneously increases two fundamental performance criteria of insulation materials—fire resistance and compressive strength—represents a significant step that validates both our R&D capacity and our ability to deliver value-added, sustainable solutions to the sector.

With this strong dedication to R&D, İzocam continuously improves its products and production processes, reinforcing its pioneering role in the sector. Details of our recent R&D projects that support our sustainability goals can be found under the section **"Sustainable Products"** on page 46.



# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## Value Chain Practices

At İzocam, we recognize that our commitment to “Adding Value to Sustainable Tomorrows” extends beyond our own operations. We aim to embed responsibility and excellence throughout the entire value chain by addressing every stage of our products’ life cycle. From our suppliers to our customers, our objective is to minimize environmental and social impacts while maximizing operational efficiency and mutual benefit. With this holistic approach, we seek not only to improve our own performance but also to contribute to the sustainability journey of all stakeholders in our ecosystem.



### Responsible Supply Chain Management

Procurement processes, which hold a strategic position within İzocam’s value chain, are managed under the Supply Chain Directorate by a team of 10 experts. Within supply chain management, new supplier onboarding processes are carried out with rigor and transparency, ensuring that potential suppliers are aligned with İzocam’s quality standards, vision, and sustainability objectives. During this process, potential supplier information is uploaded to the EBA system, followed by sample procurement and trial production to evaluate product performance. Relationships with our approved suppliers, whose inputs are already used in our production, continue through ongoing engagement and a steady flow of raw materials.

In our supplier relations, we prioritize responsible and sustainable business practices. We require all suppliers to sign a Supplier Agreement, which reflects İzocam’s values and commitments, ensuring that they share the same sensitivities. The Supplier Agreement covers critical issues such as respect for intellectual property rights, employee rights, occupational health and safety standards, environmental commitments, and full legal compliance. Through these signed commitments, we guarantee that our suppliers uphold the same ethical and sustainability standards.

As long as the procurement process continues, comprehensive supplier evaluations are conducted every six months in accordance with the Supply Chain Directorate Procurement Procedures. During these evaluations, supplier performance is assessed and graded based on key criteria such as quality compliance, quantity compliance, on-time delivery, and service quality. To ensure continued alignment with responsible supply chain practices, suppliers are also expected to complete the Supplier Audit Form—which includes questions on quality, environment, OHS, energy, and sustainability—and to re-sign the Supplier Agreement. Based on the final evaluation score, decisions are made regarding whether to continue or terminate collaboration with the supplier.

In 2025, İzocam plans to expand the scope of supplier evaluations and risk analyses, building on the efforts sustained throughout 2024. The goal is to place greater emphasis on reducing social and environmental impacts while strengthening awareness of sustainability, environment, and occupational health and safety among our suppliers. Through these practices, we aim not only to enhance operational efficiency but also to strengthen the environmental and social responsibilities of our supply chain.



# İZOCAM'S BUSINESS EXCELLENCE APPROACH

## Customer Satisfaction Practices

At İzocam, we believe that the foundation of our pioneering and leading position in Türkiye's insulation sector for more than half a century lies in our principle of unconditional customer satisfaction. Exceeding customer expectations and building long-term, trust-based relationships are at the core of our business philosophy. Accordingly, we not only deliver the highest quality standards in every product and service but also carry out comprehensive initiatives aimed at continuously improving the customer experience. We consider ensuring and maintaining customer satisfaction not only as the purpose of our existence but also as one of our strategic priorities for the future.

As a critical step in securing customer satisfaction, we place great emphasis on complaint management processes. We view every customer complaint as valuable feedback for improvement, carefully track all cases, and resolve them swiftly. During this process, customer complaints are received digitally through the EBA and QDMS systems and are meticulously recorded by our sales support team. Depending on the nature of the complaint, submissions are directed to the relevant department—such as Quality, Sales, or Logistics—and are reviewed at every stage, with entry and resolution reports generated. Complaints are closed within defined target timelines assigned to each department, ensuring efficiency and accountability. At the facility level, each department works towards annual targets of reducing the number of complaints.

Accepted complaints are carefully evaluated, and performance based on these outcomes is closely monitored to drive continuous improvement in customer satisfaction.

### Customer Feedback

#### Tarsus Facility

2023	<div></div>	68
2024	<div></div>	32

#### Dilovası Facility

2023	<div></div>	61
2024	<div></div>	64

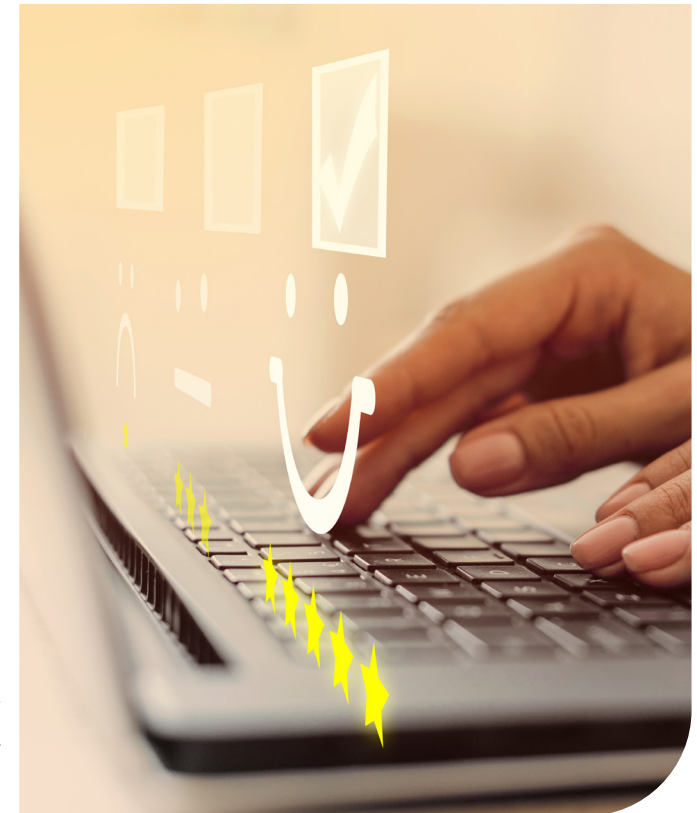
#### Gebkim Facility

2023	<div></div>	101
2024	<div></div>	56

#### Eskişehir Facility

2023	<div></div>	16
2024	<div></div>	15

At İzocam, we regard customer feedback as a valuable opportunity to enhance our products, services, and processes. Our ultimate goal is to exceed customer expectations and deliver a level of service quality that consistently sets an example within the sector.







**For a Sustainable Tomorrow  
People-Centered Development**



# İZOCAM'S PEOPLE-CENTERED APPROACH

At the heart of every successful organization lies a qualified and motivated workforce. İzocam defines its human capital as the company's most valuable asset and the key driver of our competitive advantage.

We recognize the critical role our employees play in achieving our goals of sustainable growth and market leadership by operating in a work environment that is aligned with corporate objectives, fulfilling, and engaging. With this perspective, İzocam prioritizes building a structure where every individual can fully realize their potential, access continuous development opportunities, and experience a strong sense of belonging. This approach not only enhances individual performance but also enriches our corporate culture and reinforces our collective success. Investing in the well-being and development of our employees is a strategic move that secures İzocam's future achievements.

Accordingly, our human resources management is centered on the principle that employees are our most valuable asset, with a strong focus on maximizing their satisfaction and engagement. This focus forms the foundation for İzocam's ability to maintain its pioneering position in the industry while continuously renewing itself.



# İZOCAM'S PEOPLE-CENTERED APPROACH

## İzocam Human Resources Practices

At İzocam, we regard our human capital as the cornerstone of our sustainable success and competitive advantage. Accordingly, we build our human resources management processes on the principles of transparency, fairness, inclusiveness, and continuous development, aiming to create a workplace where our employees can reach maximum productivity while experiencing happiness and a strong sense of belonging.

İzocam's commitment to selecting the most qualified candidate for every position, aligned with our corporate culture, is unwavering. In our recruitment processes, which are the foundation of our human resources practices, no discrimination is made based on religion, language, race, gender, sexual orientation, disability, age, or ethnic origin; instead, candidates are evaluated solely on their competencies required for the role and their alignment with İzocam's culture. The process begins with a Personnel Request Form from the relevant department detailing the needs and continues with managerial approval, ensuring strategic needs and budgets are managed accurately. For every approved position, internal postings are first shared to provide opportunities to our existing talents; if no suitable internal candidate is found, external postings are used to reach a broader talent pool. The recruitment process advances through a three-stage evaluation consisting of an interview with the human resources department, an interview with the relevant department leader, and finally, an interview with the director, enabling candidates to demonstrate their skills and potential as objectively as possible.

To ensure that every new employee adapts to the İzocam family quickly, effectively, and with a strong sense of belonging, we conduct a comprehensive onboarding process and organize introduction activities with their department and colleagues at the location. In line with our goal of leveraging technology to the fullest, we aim to transition to a digital system in 2025 that will allow new employees to complete their onboarding process within two months.

At İzocam, employee experience is highly valued at every stage, from recruitment to departure. With this perspective, we conduct exit surveys with every departing employee, gathering valuable feedback on reasons for leaving, as well as the company's strengths and areas for improvement. The data collected is carefully analyzed to identify corrective actions and implement improvements that enhance employee satisfaction.

Compensation policy, a key component of our human resources practice, is designed to reward performance and is structured to be fair, transparent, and aligned with market conditions. The wages of our blue-collar employees are determined under collective labor agreements, taking into account the competencies and responsibilities required by each position. For our white-collar employees, compensation processes begin with annual performance evaluations and consider multiple criteria. Our salary bands are determined using data obtained through comprehensive benchmarking studies conducted by expert

consulting firms across industry, sector, and Türkiye. These consultancy insights, combined with individual performance scores and İzocam and partner ratios, form the basis for final compensation decisions. This multifactor evaluation acknowledges individual contributions while ensuring a compensation structure aligned with the region in which we operate and the company's overall strategy.

At İzocam, we carry out all human resources practices with utmost diligence to ensure fair conditions, improve employee well-being, accelerate adaptation to our corporate culture, increase both individual and organizational efficiency, and foster a strong sense of belonging. Through this holistic approach, we aim to create a workplace where every employee can fully realize their potential in a happy and motivated environment.



# İZOCAM'S PEOPLE-CENTERED APPROACH

## Diversity, Equity And Inclusion

At İzocam, one of the most valuable principles at the foundation of our corporate culture and sustainable success is our unwavering commitment to diversity, inclusiveness, and equality. Within our company, we show zero tolerance for any form of discrimination based on religion, language, race, gender, disability, age, or ethnic origin. Ensuring that every individual has equal opportunities in line with their talents and potential, and the ability to work under the same conditions, forms the cornerstone of our human resources policy. We wholeheartedly believe that diverse perspectives and experiences enrich our corporate culture, trigger innovation, and enable us to generate more comprehensive solutions. We do not leave these sensitivities at the level of words but bring them to life through concrete goals and practices.

In particular, we are taking determined steps to increase the participation of women in the workforce and their representation in leadership positions. We aim to steadily increase the number of women employees every year; in this context, we target raising the overall share of women in our workforce to 30% by 2027. To support this goal, in our recruitment processes, we prioritize female candidates among applicants with equal competency levels.

In line with our objective to strengthen female representation in white-collar roles, we aim to achieve a 30% ratio of women managers at the level of department head and above.

We deeply believe in the importance of women taking active roles in business life, respect maternity rights, and celebrate every new baby in İzocam with joy. For expectant and new mothers, we implement hybrid working models, and in special circumstances, we offer the possibility of remote work to support their balance between professional and personal life. We share in these special moments by presenting a customized baby gift box for every new baby.

We also value the presence of women not only in offices but also in the field, and with this approach, we aim to increase the proportion of women in blue-collar positions. As part of our strategic plans for this goal, in 2024 we initiated comprehensive investments and infrastructure works to adapt work environments such as locker rooms to be suitable for women. Upon completion of these preparations, we aim to begin hiring women for blue-collar positions in 2025.

Our efforts to promote diversity, inclusiveness, and equality are not limited to gender alone. We also value the inclusion of employees from different generations without being bound by age criteria. We believe that intergenerational interaction, by blending diverse perspectives, enhances our innovation and problem-solving capabilities.

	2023		2024	
	Employee	Ratio	Employee	Ratio
White Collar	187	%41	195	%42
Blue Collar	274	%59	267	%58

	2023	2024
Total Female Employees	%11	%12
Total Male Employees	%89	%88

	2023	2024
White-Collar Female Employee	%27	%28
White-Collar Male Employee	%73	%72

At İzocam, we embrace the responsibility of being a corporate citizen that respects universal human values and human rights. We regard full compliance with the Universal Declaration of Human Rights, International Labour Organization (ILO) standards, and all relevant national and international regulations as vital. Our company upholds a zero-tolerance policy against any form of human rights violations, harassment, child labor, forced or compulsory labor, and modern slavery practices. These principles are not limited to our own operations; we also expect the same commitment from all partners across our supply chain and carry out proactive audits in this regard.

# İZOCAM'S PEOPLE-CENTERED APPROACH

## Employee Satisfaction Practices

At İzocam, we implement comprehensive and multidimensional practices to enhance employee well-being and satisfaction, guided by the belief that our people should not only be productive, but also happy, motivated, and deeply engaged. We design the workplace not just as a working environment, but also as a living space that offers opportunities for personal growth and social interaction.



We place great importance on Wellbeing initiatives aimed at increasing employee satisfaction and supporting their mental and physical health. Throughout the year, we organize various social events at different locations, bringing employees together to strengthen their sense of belonging and overall satisfaction.

To ensure our employees can find support when facing challenges, we provide access to the Avita Employee Assistance Program, which offers a wide range of services such as psychological counseling, nutrition guidance, and legal advice. This program, available not only to employees but also to their families and friends, is continuously communicated through the contact information provided during onboarding and posters displayed at our facilities. We evaluate the anonymous reports generated from this highly appreciated service to identify insights for our company's development.

We value investing in special occasions that boost employee motivation and allow us to celebrate our successes together. For us, year-end evaluation meetings are not only serious platforms to review objectives, but also enjoyable gatherings enriched with fun activities that provide opportunities for connection and engagement. Annual events such as company dinners bring the entire İzocam family together, reinforcing our collective sense of belonging. As part of these gatherings, in 2025 we plan to celebrate İzocam's 60th anniversary with great enthusiasm.

We also strengthen this sense of belonging through social events such as birthday celebrations, iftar dinners, and breakfast gatherings, while marking special occasions like International Women's Day with thoughtful gifts. We attach importance to ensuring that these gifts also contribute to social responsibility. In this context, to celebrate International Women's Day in 2024, we sourced gifts from the "Kadınların Elinden" (From Women's Hands) Association, thereby supporting not only our own women employees but also entrepreneurial women across Anatolia.

We provide a comprehensive benefits package, including Private Health Insurance (ÖSS) and the Individual Pension System (BES), which varies depending on position and title, to secure the financial and social well-being of our employees. Each year, we supplement household budgets with additional payments such as fuel allowances, holiday allowances for those taking annual leave, and bonuses during religious holidays, while also supporting employees at key moments in their lives through tuition assistance in October, marriage and childbirth allowances, and circumcision support. Under the Collective Bargaining Agreement (CBA), we provide clothing allowances for our blue-collar employees, while also making daily life easier for all staff through meal and transportation services at every location.



# İZOCAM'S PEOPLE-CENTERED APPROACH

We have long maintained a strong Collective Bargaining Agreement (CBA) framework to safeguard the rights of our blue-collar workforce. At our Dilovası Mineral Wool and Mersin Tarsus facilities, the Kristal-İş Union currently operates as the authorized union, while in 2025 we plan to conclude an agreement with the Petrol-İş Union for our Eskişehir and Gebkim facilities. We respect the trade union rights of our employees and attach importance to these collaborations.

At İzocam, we value not only our employees but also their families, creating opportunities for them to spend quality time together through picnics and other family-focused activities. Every year on April 23, National Sovereignty and Children's Day, we encourage artistic expression by planning digital exhibitions featuring the drawings of our employees' children. In internship programs opened within our company, we always prioritize the children of our employees, supporting them as they take their first steps in their career journey.

Under the İzocam umbrella, we aim to enhance employee well-being by offering flexible working models and generous leave policies. At our headquarters, we implement a hybrid working model, while in our plants we adopt flexible work arrangements determined by managers based on the functional requirements of the job. For annual leave, we grant entitlements above the legal minimum and allow employees to use leave before completing their first year, with the aim of strengthening engagement.

To encourage employee participation and innovation, we maintain a strong Reward and Suggestion Policy, in which employees can submit projects, present them, and earn recognition through post-presentation selections.

We also foster adaptation to İzocam's culture and strengthen belonging through our suggestion system, which includes the "İzocam Attitude Award." At the end of each month, employees nominated by their managers are voted on for Employee of the Month, and at year's end, outstanding performances are recognized through the Employee of the Year award. Through these and other awards, we continuously honor our employees' efforts and contributions to our company.

For grievance management, we have a transparent and reliable two-way system, enabling employees to submit anonymous feedback through suggestion boxes at our facilities. In addition, İzocam Ethics Committees at each plant and the global Speak Up system, through which reports are sent directly to our international partners, provide anonymous reporting channels, and we ensure awareness of these systems through ongoing announcements at all facilities.

We also place importance on employee representation in company governance, ensuring that employee representatives play an active role in making their voices heard. Typically chosen from union representatives, these employee representatives serve on key bodies such as Occupational Health and Safety Boards and Disciplinary Committees, acting as a bridge between facilities and committees, and supporting transparent, participatory management by raising development opportunities in these forums.

Each year, we conduct an Employee Satisfaction Survey (ÇMA) to thoroughly measure employees' end-to-end experiences within the company and their satisfaction across all processes at İzocam. The results of this annual survey are comprehensively evaluated

in a Board of Directors workshop, shared transparently across the company, and supported by focus group studies, with the feedback serving as essential input for shaping human resources strategies and preparing annual action plans. We take pride in seeing the success of our employee satisfaction initiatives reflected tangibly in the consistently rising scores of our Employee Satisfaction Surveys year after year.

## Employee Satisfaction Survey Results



Thanks to these comprehensive, satisfaction-focused practices, we have succeeded in maintaining the average tenure at İzocam at 7.42 years and in reducing employee turnover each year. We regard these figures as concrete indicators of the effectiveness of our human resources strategy and of İzocam's role as a safe, happy, and development-oriented workplace for its employees.

## Employee Turnover Rate



# İZOCAM'S PEOPLE-CENTERED APPROACH

## İzocam Training And Performance Management

At İzocam, we regard the continuous development of our human capital and enabling them to realize their full potential as a strategic investment in our company's future. With this perspective, we provide our employees with a supportive and developmental learning environment throughout every stage of their careers, starting from onboarding training. During the orientation process, all new employees are first introduced to İzocam's and our international partners' cultural values through adaptation training, alongside mandatory programs.

To identify training needs and personalize each employee's career journey, we hold periodic People Review meetings led by our Human Resources department, where career expectations, current competencies, strengths, and areas for development are thoroughly analyzed. Based on these analyses, we prepare the İzocam Annual Training Plan, which addresses both individual and corporate needs, and includes not only mandatory programs but also personal development, technical skill enhancement, cultural alignment training, and the year's strategic focus topics within a rich schedule.

In 2025, we also aim to collaborate with a different non-governmental organization to provide Nonviolent Communication Training to all our employees. In line with the requirements of the global business world, we attach importance to improving the language skills of our employees and provide English training to all staff through a platform that includes speaking and grammar lessons. To strengthen our field leaders, we launched the "Leadership for Blue-Collar Employees" training program in 2024, targeting group leaders who serve as the first point of contact with blue-collar workers, and we aim to complete this program in 2025.

We reinforce our sensitivity to global issues and our sustainability commitments through training programs, giving significant space in our training calendar to Climate Fresk workshops designed to raise awareness of climate change. Through these interactive and gamified workshops, which explain the climate cycle, we ensure

that our employees gain awareness on this critical issue.

We also consider training on diversity and inclusion—core values of our corporate culture—as highly valuable. As part of this commitment, in 2024 we organized two separate training sessions in cooperation with Yanındayız Association on Gender Equality (TCE) topics, with the aim of raising awareness among our employees. We plan to continue these trainings in 2025 as well, thereby ensuring that our employees remain aware and engaged on this important subject.

Through the TEC (Trust Empowerment Collaboration) culture trainings provided by our international partners, we aim to build a corporate culture that strengthens trust and enhances collaboration, while also placing importance on developing internal trainers and fostering a culture where managers are equipped to support their teams.

At İzocam, nurturing and developing talent within the organization is considered highly valuable. With this perspective, annual career development meetings are held to take into account the aspirations and performance of our employees, encouraging the promotion of internal candidates.





# İZOCAM'S PEOPLE-CENTERED APPROACH

To systematically monitor employee performance development, we implement a Performance Calendar that operates on an annual cycle. This system is a comprehensive tool that covers end-to-end performance development for all employees and functions on an integrated structure based on SAP Success Factors. Within this framework, mid-year evaluations are conducted in July, and year-end feedback meetings are held in December, ensuring that performance development is continuously tracked. The system enables the setting of annual goals and the monitoring of achievement rates, while providing detailed, individual-based performance assessments for all employees. In career planning, in addition to these annual performance evaluations, competencies gained through training, skills transformed into talent, and insights obtained from People Review meetings are all considered in a holistic manner.

In 2025, we will launch the HYPE Talent Program to attract future talents to İzocam, aiming to bring in recent graduates and young professionals with no more than five years of work experience. Through a three-stage evaluation process, we will ensure that applicants are assessed thoroughly, and following the interviews, young talents who align with the İzocam culture will be welcomed into the İzocam family.

We are fully aware that the individual and collective development of our employees plays a critical role in achieving İzocam's strategic objectives, and that by strengthening their competencies we directly enhance our operational efficiency and innovation capacity.

With this perspective, we aim to increase training hours year after year, recognizing that our investment in employee development not only reinforces İzocam's leadership position in the sector but also lays the foundation for sustainable growth.

## Annual Training Hours (Training Hours per Employee)

2023		33,5
2024		37,6

Annual Training Hours (White-Collar Total Training Hours)	2023	2024
White Collar	6269	7111

At İzocam, all of our comprehensive and rigorous human resources practices reflect our core principles of fairness, employee well-being, cultural integration, high productivity, and strong sense of belonging. As a result of these sustainable human resources strategies, İzocam has been awarded the prestigious 'Top Employer' certification every year since 2020, one of the most reliable and respected employer recognitions worldwide. This award stands as concrete evidence that İzocam is recognized not only in Türkiye but also globally as one of the best employers, and that our employee-centered approach is acknowledged at international standards.



# IZOCAM'S PEOPLE-CENTERED APPROACH

## Occupational Health and Safety

At Izocam, the foundation of our corporate responsibility lies in ensuring the highest level of health and safety for all employees. In pursuing sustainable success and operational excellence, we act with the awareness that our human capital is our most valuable asset. Accordingly, our Occupational Health and Safety (OHS) management goes beyond legal compliance and is shaped by a culture of proactive risk management and continuous improvement.

The importance we place on OHS is reinforced through cultural integration, drawing on the global OHS standards of our international partners and cascading throughout our entire organization. These standards ensure that the message of workplace safety becomes embedded as a culture at every level of our company, enabling each of our employees to embrace their OHS responsibilities.

Izocam's strong and proactive Occupational Health and Safety culture is built upon fundamental success factors recognized on international platforms.



At Izocam, we undertook a comprehensive cultural transformation in 2019 to strengthen awareness of Occupational Health and Safety (OHS), supported by our international partners and expert consultants. As part of this process, we established a dedicated project team and implemented a detailed OHS campaign program, which supported the advancement of our OHS culture toward excellence. With the involvement of multifunctional teams from different factories and departments, along with the support of central units, this transformation aimed to properly align our OHS systems and integrate them across all operations with a proactive approach.

This initiative ensured that OHS at Izocam evolved into a participatory and continuously improving culture, where safety is recognized as the responsibility of every employee.



# İZOCAM'S PEOPLE-CENTERED APPROACH

## İzocam OHS Structure

At İzocam, Occupational Health and Safety (OHS) management, grounded in a culture of continuous improvement and employee participation, is implemented under the EHS & Sustainability department through a comprehensive organizational structure and proactive practices. At the core of this structure is a dedicated EHS & Sustainability team of seven experts, including representatives from our plants and headquarters, as well as the EHS & Sustainability Manager, who reports directly to the General Manager. This team is responsible for ensuring the effectiveness of OHS processes and monitoring their continuous improvement. To evaluate our company's OHS performance from a strategic perspective, we conducted a detailed EHS SWOT analysis in 2022. Based on the outcomes of this analysis, comprehensive action plans were developed and integrated into defined OHS performance indicators (KPIs) for periodic monitoring.

An integral part of our OHS management is the OHS Committees established at our facilities, classified as “very hazardous” (Tarsus and Dilovası) and “hazardous” (Eskişehir and Gebkim). The meeting frequency of these committees is determined according to the hazard classifications of the respective plants. Weekly evaluation meetings are held within the EHS & Sustainability department, during which strategic agenda items and progress on key topics are addressed either in person or via online platforms.

These agenda items are shaped by a roadmap informed by internal and external factors, including legal requirements, global standards of our international partners, and İzocam's internal regulations. In addition, quarterly meetings with the participation of senior management are organized, where the consolidated OHS performance of all İzocam facilities is presented in detail through KPIs. In line with the principles of the WCM (World Class Manufacturing) program, root cause analyses of performance deviations are conducted, and justifications for any unmet actions are reviewed. During these meetings, summaries of positive developments and detailed evaluations of improvement areas are shared, and discussions on national and international regulatory changes and compliance processes are carried out. To ensure full compliance with OHS legislation, İzocam continuously monitors regulatory changes, which are tracked through a dedicated matrix system.

To align with international compliance standards, İzocam rigorously follows and applies the requirements of the ISO 45001 OHS management system. Certifications such as ISO 45001, which document our compliance, demonstrate the company's firm commitment to OHS standards and its pledge to continuous improvement in this field.



# İZOCAM'S PEOPLE-CENTERED APPROACH

## İzocam OHS Universe

Within İzocam's annual OHS roadmap, OHS practices are evaluated and implemented under three main categories:

Leadership	Risk Management	Awareness
GEMBA Walks	CHE-LOTO Roadmap	Training & Drills & Communication
International EHS Day	Traffic Management and Road Safety	Awareness Campaigns
Training with Visual Support	SIP	Engagement Activities & Awareness
OHS Applications	Machine Safety Roadmap	
Digitalization (E-SMAT)	Chemical Management	
SMAT Practices	Change Management	
Safety Breaks		
Cross Audits		

## 1. Leadership in OHS

At İzocam, leadership practices in Occupational Health and Safety (OHS) focus on strengthening safety culture, fostering employee participation, managing risks proactively, and ensuring continuous improvement to create a sustainable safety environment.

### EHS Day (Environment, Health & Safety Day):

Supported by İzocam's international partners and organized every two years, EHS Day aims to spread awareness of environmental, health, and safety practices at a global level. These special days serve as a strategic platform to raise awareness among all employees, share up-to-date knowledge, and encourage active participation. The events are enriched with interactive presentations, informative workshops, and practical applications, contributing to embedding OHS culture as a deeply valued principle rather than just a compliance requirement.

### Driver Training for Company Vehicle Users:

Launched in 2024, this initiative provides special driving training for employees who use company vehicles. The program aims to enhance road safety and prevent potential accidents, reflecting İzocam's proactive approach to safeguarding employees while minimizing traffic-related risks.

### "Dare to Care" Campaign ("Arkadaşımı Önemsiyorum"):

This campaign was launched to strengthen employees' sense of belonging and reinforce a culture of mutual responsibility and care. By instilling the awareness that every employee is responsible for the safety of their colleagues, İzocam fosters a safer workplace built on attentiveness and solidarity.

### GEMBA Walks (On-Site Observation Walks):

Multidisciplinary teams at İzocam conduct scheduled observation walks in production and operational areas to identify potential risks and best practices. In 2023, GEMBA Walks were recognized as the best practice in OHS. All findings are documented in detail, followed up closely by top management, and translated into corrective and preventive actions to ensure continual improvement.

### Safety Breaks:

Regular "Safety Break" meetings are held under the leadership of site supervisors. These breaks provide a platform to share lessons learned from accidents, near-miss incidents, and best practices from group companies. In this way, İzocam supports a continuous cycle of learning and improvement while working to prevent the recurrence of similar incidents. SMAT Program (Behavior-Based Safety Observations): İzocam has adopted a behavior-based safety approach by making "SMAT" (Safety Management Audit Tool) observations mandatory for all white-collar employees. This program promotes safe behaviors, recognizes positive practices, and addresses unsafe actions through scheduled on-site observations.



# İZOCAM'S PEOPLE-CENTERED APPROACH

To improve the program's effectiveness, a quality criterion was later added, and observation quality is continuously monitored and enhanced through the "SMAT to Smatter" initiative. In 2024, SMAT observations were digitalized via the "E-SMAT" platform, enabling the upload of photos and making data collection and reporting processes more effective.

## Audit Day (Occupational Safety Audit Day):

Every three months, İzocam organizes "Audit Day," during which all white-collar employees conduct detailed SMAT observations across production and operational areas. The primary goal of this initiative is to expand safety awareness throughout the facility, proactively identify potential risks, and directly involve employees in safety processes. Audit Day not only serves as an audit mechanism but also acts as a critical practice for encouraging safe behavior and identifying areas for improvement, reinforcing İzocam's OHS leadership approach.

## Hazard Hunt:

As part of the Safety Audit Day, İzocam conducts "Hazard Hunt" activities, bringing together both white- and blue-collar employees to perform detailed risk assessments throughout the facilities. The main purpose of Hazard Hunt is to identify new or previously overlooked risks in operational processes, develop action plans for each risk, and ensure effective follow-up of these plans.

This collaborative activity directly contributes to İzocam's continuous improvement in risk management and the creation of safer working environments.

## Internal Legal Compliance Audits:

To ensure full compliance with occupational health and safety regulations, İzocam conducts legal compliance audits across facilities using cross-check methods based on a comprehensive list of applicable legal requirements. These audits ensure that all operations comply with regulatory obligations, while proactively identifying and addressing potential non-compliance issues. This strategic practice reinforces İzocam's commitment to maintaining continuous legal compliance in OHS performance.

## Accident Analysis and the Pillar System:

At İzocam, accident analysis is an essential element of the Pillar system. These analyses are critical for defining preventive measures, identifying gaps in risk assessments, and examining root causes of accidents (such as human factors, methods, and materials) in detail. Based on the analyses, facility- and department-level risk assessments are updated, driving continuous improvement.

## WCM (World Class Manufacturing) OHS Pillar:

İzocam has positioned Occupational Health and Safety (OHS) as an integral pillar within the World Class Manufacturing (WCM) methodology, which it has embraced as a reflection of its commitment to operational excellence. Within the WCM OHS Pillar, which establishes a strategic foundation for achieving the vision of "Zero Accidents and Zero Occupational Diseases," clear rules and procedures are defined, and OHS performance is evaluated through regular weekly meetings.

During these meetings, identified potential risks are addressed, and all decisions are meticulously documented to ensure transparency and traceability, while targets are set across monthly, annual, and five-year periods. OHS performance is continuously monitored, evaluated, and enhanced through ongoing improvement mechanisms in line with these targets. This approach demonstrates İzocam's determination to achieve world-class standards not only in production but also in employee health and safety.



# IZOCAM'S PEOPLE-CENTERED APPROACH

## OHS Risk Management

Izocam implements a comprehensive risk management system in the field of occupational health and safety, focusing on proactively identifying potential hazards, assessing risks, and developing effective control measures to minimize them. The key components of Izocam's risk management strategy are as follows:

### Paragon Assessment – Emergency Preparedness Evaluation:

Izocam uses the Paragon Assessment system to ensure preparedness against potential emergency scenarios. Under Emergency Response Plans (IRP), comprehensive emergency preparedness evaluations are conducted across all facilities every two years. The system serves as a critical tool for assessing current readiness levels, response capacities, and areas for improvement. Through these evaluations, emergency plans are regularly updated, strengthening the company's ability to respond quickly and effectively in times of crisis.

### SIP Analysis (Significant Incident Potential): Potential Significant Incident Analysis:

To prevent significant accidents, Izocam adopts a proactive analysis approach known as SIP. These analyses are conducted to enable swift action and encourage active participation of relevant stakeholders. Each SIP analysis requires the participation of at least four authorized personnel, and resulting reports are submitted to the EHS & Sustainability Department. Findings with high severity are closely monitored against defined Key Performance Indicators (KPIs).

For the past year, two SIP reporting targets were set, with key findings and lessons learned shared across facilities to strengthen corporate awareness.

### LOTO (Lock Out/Tag Out) – Hazardous Energy Control:

Izocam applies the LOTO standard rigorously to protect employees from risks associated with hazardous energy sources. This standard covers not only the shutdown of moving equipment but also the control of equipment that may retain pressure or other hazardous energy types even when inactive. The company's OHS standard clearly defines which equipment falls under LOTO and how procedures are to be implemented. The principle of "one key, one lock, one person" is strictly followed, with all LOTO devices, lock colors, and identification tags clearly specified. Through continuous LOTO and risk-reduction projects, Izocam enhances hazardous energy control systems and ensures maximum employee safety.

### BCP (Business Continuity Plan) Drills: Business Continuity Plans:

Izocam has developed Business Continuity Plans (BCPs) for each facility to safeguard operations against potential disruptions. These plans include various scenarios such as production stoppages and outline detailed response actions. BCP drills are carried out by simulating these scenarios and testing corresponding action plans. Such exercises enhance the company's resilience, strengthen emergency response capabilities, and ensure business continuity with minimal disruption.

### Safhear – Chemical Management System:

To manage chemical risks effectively, Izocam uses a digital tool called Safhear, which records the full chemical inventory of its facilities. Chemicals are classified according to hazard codes, and each is assigned a risk score. Exposure analyses are conducted by mapping chemicals to relevant departments and employees. For chemicals with risk scores above the defined threshold, specific action plans are developed and implemented. This approach ensures continuous monitoring and control of chemical risks, with Safhear playing a critical role in Izocam's OHS framework.



# IZOCAM'S PEOPLE-CENTERED APPROACH

## Occupational Health and Safety (OHS) Training and Awareness

İzocam carries out multidimensional awareness and training initiatives to strengthen the occupational health and safety (OHS) culture across all facilities and to increase employees' knowledge levels. These initiatives cover a wide spectrum—from interactive tools to recognition and reward systems—aiming to make OHS an integral part of daily operations.

### EHS & Sustainability Tournament:

Since 2020, İzocam has organized an annual EHS (Environment, Health, and Safety) and Sustainability Tournament during OHS Week to reinforce OHS and sustainability awareness and enhance knowledge in an interactive way. This initiative, considered highly valuable for departments, brings together four-person teams from each facility, where specially prepared questions test participants' knowledge on OHS and sustainability while fostering a spirit of friendly competition. The tournament, supported with financial rewards, not only boosts motivation but also ensures knowledge retention and significantly raises awareness levels. This practice is positioned by İzocam as an exemplary initiative demonstrating its commitment to strengthening the OHS culture and achieving its sustainability goals.

### Visually Supported Training Tools:

To maximize the effectiveness of OHS trainings, İzocam goes beyond traditional written documents and focuses on visually supported tools. This strategy aims not only to convey information but also to reinforce it permanently and ensure better comprehension by employees. In this context, high-quality videos are prepared to explain complex OHS rules and operational standards, transforming abstract concepts into concrete examples and enabling deeper understanding through visual learning experiences.

Thus, a continuous reinforcement and reminder mechanism is created after standard trainings, which plays a significant role in keeping OHS awareness and practices alive on the shop floor.

### Recognition and Reward Programs:

İzocam implements recognition and reward programs to encourage strong safety performance. Evaluations are carried out based on performance indicators such as accident-free working days, the number and duration of lost-time incidents, and medically treated cases, with successful teams and individuals being rewarded. This approach reinforces safe working behavior and contributes to building a positive OHS culture.

### Information Publications:

Various communication channels are actively used to increase OHS awareness. In addition to information shared during safety breaks, analyses of past accidents and OHS messages are regularly broadcast in shared spaces such as cafeteria televisions. This ensures that employees remain constantly engaged with up-to-date OHS information.

### Yellow Belt Trainings and Risk Reduction Projects:

Through Yellow Belt trainings, İzocam ensures that employees actively participate in risk reduction projects. These trainings focus on identifying and minimizing machine-related or field-related critical and highly critical risks. Within the World Class Manufacturing (WCM) methodology, they are crucial both for the basic (Foundation) level of competence and for advanced (Bronze Badge) requirements.

### OHS, Environment, and Sustainability-Focused Social Activities:

To raise awareness of OHS, environment, and sustainability in fun and interactive ways, various social events are organized. Bingo games held during picnic days and EHS Day events are examples of such activities.

At İzocam, OHS trainings reflect a commitment that goes beyond legal compliance, ensuring the safety of every employee and minimizing risks with a proactive approach. We strategically increase investments in OHS trainings every year to continuously improve employees' knowledge and awareness, create safer workplaces, and prevent potential accidents before they occur. This determination demonstrates İzocam's commitment not only to excellence in production but also to reinforcing its pioneering role in employee health and safety within the sector.

OHS Trainings	2023	2024
Hours of Training per Person	13,17	13,6

OHS Trainings	2023	2024
Total Training Hours	9260	11440

# İZOCAM'S PEOPLE-CENTERED APPROACH

## OHS Performance

İzocam's determined and systematic efforts in occupational health and safety (OHS) have earned the company significant recognition at both national and international levels, serving as tangible evidence of its strong OHS culture and proactive approach.

**Diamond Award:** İzocam has proven its outstanding OHS performance on the international stage. The company was honored with the prestigious "Diamond" award, granted by its partners, in 2022 and achieved the same success again in 2024, demonstrating its continued OHS leadership. This award is a testament to İzocam's world-class safety performance and its unwavering commitment to continuous improvement.

**Tarsus Plant – Millionaire Club Membership:** İzocam's Tarsus Plant has been admitted into the "Millionaire Club" by meeting the high OHS criteria set by its partners. The criteria for this membership include maintaining a record of zero workplace accidents over five years or achieving a designated threshold of accident-free working hours. In addition, plants must achieve at least 65 points in the required audits, while the Tarsus Plant achieved a remarkable 72.6 points, certifying its excellence in OHS. This success highlights the plant's superior risk management and safety practices, as well as employees' strong adherence to OHS rules.

As a result of İzocam's comprehensive leadership, risk management, and awareness-training practices outlined above, the company has achieved significant success in reducing workplace accident rates. Through this proactive and integrated approach, İzocam continues to enhance workplace safety while steadily advancing toward its goal of minimizing accidents.

Severity Rate of Work Accidents		Frequency of Work Accidents		Number of Days Lost	
2023	2024	2023	2024	2023	2024
0,666	0,664	0,020	0,008	30	13

Our OHS Pride Table, As of December 1, 2024, the number of accident-free days at our plants is as follows:

<b>Dilovası Stone Wool Facility</b>  <b>543</b>  <b>Accident-free Day</b>	<b>Gebkim Facility</b>  <b>1067</b>  <b>Accident-free Day</b>	<b>Tarsus Facility</b>  <b>1964</b>  <b>Accident-free Day</b>	<b>Eskişehir Facility</b>  <b>2421</b>  <b>Accident-free Day</b>
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# İZOCAM'S PEOPLE-CENTERED APPROACH

## İzocam's Social Responsibility Approach

At İzocam, we carry the profound responsibility of being a company that has grown together with Türkiye's economic and social development, firmly rooted in these lands. Our leadership in the insulation sector for more than half a century is not only the result of the quality of our products and services but also of the strong bond we have built with society. While we protect living spaces through insulation solutions, we also take pride in the fact that society has elevated us to leadership and strengthened our brand.

This reciprocal relationship of value forms the foundation of making social responsibility an inseparable part of the way we conduct business. At İzocam, social responsibility is not viewed as an obligation but as an expression of our debt to society and to future generations. We regard contributing to social welfare, protecting the environment, and building a sustainable future as indispensable elements of our corporate identity and strategy. Alongside our economic activities, we continue to invest in socially and environmentally beneficial projects and support social development.

Key initiatives we have implemented for this purpose include:

**İYEM (İzocam Insulation Training Center):** Established in Dilovası to promote insulation awareness and provide training on correct insulation applications, İYEM aimed to ensure the proper implementation of thermal, acoustic, fire, and water insulation, while transferring the latest sectoral knowledge and practices to anyone interested in insulation. From 1998 to 2016, İYEM continuously carried out its social responsibility activities for 18 years, providing training opportunities to 20,270 participants, totaling 44,932 man-days. The trainings, delivered by 43 experts and academics, were conducted twice a year. İYEM, which offered its training seminars free of charge, awarded participants who successfully completed the program with an "Insulation Specialist Certificate."

**İzocam Insulation Competitions:** To introduce university students to the insulation sector and encourage specialization in this field, İzocam launched comprehensive Interuniversity Insulation Competitions in 2001. These competitions were designed to raise awareness of insulation, encourage interdisciplinary collaboration, and support the development of students' skills. Teams consisting of architecture, civil engineering, and mechanical engineering students, guided by faculty advisors, competed fiercely to represent their universities. This format continued successfully until 2010, after which the competition was updated in line with sectoral innovations and global expectations, evolving into an international platform. The competition expanded beyond university-based teams, enabling independent participation from students forming their own groups across different universities.



With this transformation, winning students gained the opportunity to present their projects on international platforms and achieve global recognition. The competition was structured in two stages: students were first required to develop original conceptual designs and turn them into detailed preliminary projects. Preliminary projects deemed successful advanced to the second stage, where students received valuable feedback from jury members to further refine their work. Revised projects were then presented in the final round, competing for the top prize. Students who ranked nationally not only received monetary awards but also earned the right to represent Türkiye in the international finals and compete for global recognition.

# İZOCAM'S PEOPLE-CENTERED APPROACH

**Vocational Qualification Certified Insulation Master Trainings:** İzocam's training team, consisting of expert architects, engineers, and technicians, organized monthly training sessions at İzocam workshops located at Türkiye Training Sites in 2004, under the supervision of specialized instructors appointed by the Ministry of National Education (MEB). As a result of these programs, a total of 2,015 masters received MEB certification by 2014. Following new legal regulations, İzocam continued to provide free trainings until 2019 to help masters working in construction and installation obtain the "Vocational Qualification Certificate (MYK)," which became mandatory in 2016.



**İzodemi (İzocam Academy) Trainings:** Under the İzodemi (İzocam Academy) platform, İzocam organized trainings for its dealers and their customers, focusing on marketing and customer satisfaction. Each year, the İzodemi trainings were conducted under a different theme. In 2012, 412 participants attended sessions on Digital Marketing and Branding. In 2013, 204 participants took part in trainings on Institutionalization and Branding. In 2014, 278 participants joined trainings on Effective Customer Relations. In 2016, the theme "Winning Negotiation" provided valuable insights into customer relations, negotiation strategies, and tactics. Through these trainings, our dealers gained knowledge about evolving technologies, advertising, and marketing practices. Within İzodemi, a total of 148 training sessions were held, reaching 3,000 participants before the program concluded in 2016.

**"Energy Saving and the Importance of Insulation" Project:** Launched on April 12, 2010, in collaboration with the Ministry of National Education, this project provided training sessions on energy saving and the importance of insulation in primary schools located in Kadıköy, Bakırköy, Gebze, Dilovası, Şişli, Ataşehir, Beşiktaş, and Sarıyer districts of İstanbul, as well as in Çankaya and Gölbaşı districts of Ankara, and in Eskişehir. The project continued in İstanbul private schools and in Eskişehir during 2014 and 2015. By the time it ended on June 12, 2015, it had reached more than 100,000 children across 350 schools, and consequently touched over 100,000 families.



**Enerji'K Bakış (Energetic Perspective):** İzocam collaborated with İFSAK (İstanbul Photography and Cinema Amateurs Association) to launch the "Enerji'K Bakış" project, aiming to shed light on the future of energy and highlight energy efficiency from an artistic perspective. Believing in the importance of interpreting energy through art, the project brought together photography, writing, short films, and music. With contributions from nearly 300 participants from different professions, an album was created featuring 120 photographs and 120 essays. The project also included a short film by Rıza Kırac, two musical compositions by Özkan Samioğlu and the band Teneke Trampet, and an animated film titled "ZG (Zerre Grain)" by Anıl Tortop. These works were showcased through an exhibition and compiled in a dedicated album.

The "Enerji'K Bakış Exhibition" reached 6,000 people across İstanbul, İzmir, Adana, Ankara, Bursa, and Eskişehir, drawing artistic attention to the critical issue of energy efficiency.

**Ozi Project:** As part of its social responsibility initiatives, İzocam implemented the Ozi Project for primary school students, aiming to teach the impact of insulation on energy efficiency and the environment in a fun and engaging way. Developed in collaboration with renowned cartoonist Varol Yaşaroğlu and the Grafi 2000 team, and with pedagogical guidance, the project featured a 10-minute animated film "Ozi" and a 30-minute presentation. Accompanied by a trained actor with pedagogical background, the program helped children learn about the relationship between insulation and energy savings, as well as insulation's contribution to nature and the environment, in an entertaining format. Conducted jointly with the Ministry of National Education, the project reached over 100,000 students in grades 3, 4, and 5 between April 12, 2010 and the end of the 2014–2015 academic year. It covered schools in Kocaeli (Gebze, Dilovası), Ankara (Çankaya, Yenimahalle, Gölbaşı), Eskişehir (Odunpazarı, Tepebaşı), and many districts of İstanbul (Kadıköy, Bakırköy, Beşiktaş, Şişli, Ataşehir, Sarıyer, Beyoğlu). The project lasted until the end of the 2014–2015 academic year.





# İZOCAM'S PEOPLE-CENTERED APPROACH

**İzocam Sailing Team:** The İzocam Sailing Team is a special social responsibility project that combines our company's sustainability vision and environmental awareness with sport. Composed of İzocam employees trained by the Sailmaster team alongside professional racers, the team has achieved remarkable successes since 2022 in various sailing competitions. Our team won 3rd place in the 5th Presidential International Yacht Races (Halikarnas Cup) and also placed 3rd in the Schüco BAYK Bodrum Winter Trophy. The İzocam Sailing Team continues not only to compete at sea but also to raise environmental awareness and contribute to sustainable living.

**Support for the Marathon, Support for Society:** In November 2024, we participated in the marathon on behalf of the Foundation for the Support of Women's Work, raising awareness and collecting donations to support women's empowerment in economic life. In 2025, we aim to continue this meaningful initiative by supporting the Foundation for Spastic Children. Through such events, we provide not only financial support but also contribute to raising awareness on important social issues.

At İzocam, we view supporting the development of the regions where we operate and the communities we are part of as a fundamental responsibility. In this regard, we place strong emphasis on local development and prioritize local employment. While contributing to regional economies, we also regularly organize internship programs to support the professional development of young talents. In doing so, we invest in the future of the industry while directly contributing to social welfare.





A magnifying glass with a black handle and frame is positioned over a document. The document contains several charts: a bar chart with blue, red, and green bars on the left; a donut chart with orange and blue segments labeled '70%' and '30%' in the lower center; and another donut chart with blue, red, and white segments in the bottom right corner. A yellow rectangular box is overlaid on the center of the image, containing the word 'Appendices' in bold black text.

# Appendices



# PERFORMANCE INDICATORS

## Social Performance Indicators

OHS	Description	2023	2024
Frequency of Accidents		0,66621	0,66426
Direct Employment	Number	1,02828	1,01979
Service Procurement	Number	0	0
Number of Injured Employees		1	1
Direct Employment	Employee	1	1
Service Procurement	Employee	0	0
Number of Severely Injured Workers		0	0
Direct Employment	Employee	0	0
Service Procurement	Employee	0	0
Accident Severity Ratio		0,02035	0,00866
Direct Employment	Employee	0,03122	0,01337
Service Procurement	Employee	0	0

OHS	Description	2023	2024
Number of Days Lost		30	13
Direct Employment	Number	30	13
Service Procurement	Number	0	0
Number of Work-Related Fatalities		0	0
Direct Employment	Employee	0	0
Female	Employee	0	0
Male	Employee	0	0
Service Procurement	Employee	0	0
Female	Employee	0	0
Male	Employee	0	0
Occupational Disease Rate			
Direct Employment	Employee	0	0
Service Procurement	Employee	0	0

# PERFORMANCE INDICATORS

## Social Performance Indicators

Employee Demographics		Description	2023	2024
Total Number of Employees		Employee	461	462
	Female	Employee	50	54
		Ratio	11%	12%
	Male	Employee	411	408
		Ratio	89%	88%
Total Number of Employees by Category				
White-Collar Employee		Employee	187	195
	Female	Ratio	27%	28%
	Male	Ratio	73%	72%
Blue-Collar Employee			274	267
	Female	Ratio	0	0
	Male	Ratio	100%	100%

Employee Demographics	Description	2023	2024	
Total Number of Employees by Employment Type				
	Direct Employment	Employee	461	462
	Female	Ratio	11%	12%
	Male	Ratio	89%	88%
	Service Procurement		193	205
	Female	Ratio	0,12	0,87
	Male	Ratio	0,88	0,14
Total Number of Employees by Education Level				
	Primary education	Ratio	8%	9%
	High school	Ratio	50%	48%
	Associate degree	Ratio	10%	10%
	Bachelor's degree	Ratio	23%	24%
	Master's Degree	Ratio	9%	8%
	Doctorate degree	Ratio	0	0



# PERFORMANCE INDICATORS

## Social Performance Indicators

Employee Demographics	Description	2023	2024
Total Employee Ratio by Age Group			
Under 30	Ratio	13%	14%
Ages 30-50	Ratio	79%	79%
50 years old and above	Ratio	8%	7%
Percentage of Employees Covered by Collective Bargaining Agreements			
Employee Covered by the Agreement	Ratio	58%	58%
Non-contractual Employee	Ratio	42%	42%
Number of Employees with Disabilities, Formerly Convicted, Victims of Terrorism			
Female	Oran	0,0%	0,0%
Male	Oran	2%	3%

Employee Demographics		Description	2023	2024
Board Members				
	Female	Ratio	0	0
	Male	Ratio	100%	100%
Manager Ratio		Director and Above	25	27
	Female	Ratio	16%	19%
	Male	Ratio	84%	81%
Percentage of Managers by Age Group				
	Under 30	Ratio	2	1
	Ages 30-50	Ratio	55	57
	50 years old and above	Ratio	14	17

# PERFORMANCE INDICATORS

## Social Performance Indicators

Employee Demographics	Description	2023	2024
Number of Employees Taking Maternity Leave			
	Female Employee	1	4
	(Paternity Leave) Male Employee	26	22
Number of Employees Returning from Maternity Leave			
	Female Employee	1	4
	(Paternity Leave) Male Employee	26	22
Percentage of Female Employees Returning from Maternity Leave	Ratio		

Employee Turnover	Description	2023	2024
Turnover Ratio	Ratio	14,38%	14,34%
Number of Newly Hired Employees			
	Female Employee	19	15
	Male Employee	127	59
	30 years old and under Employee	18	25
	Ages 30-50 Employee	98	46
	50 years old and above Employee	30	3
Number of Employees Who Left Their Jobs			
	Female Employee	9	12
	Male Employee	57	56
	30 years old and under Employee	7	5
	Ages 30-50 Employee	52	58
	50 years old and above Employee	7	5



# PERFORMANCE INDICATORS

## Social Performance Indicators

Employee Development	Description	2023	2024
Employee Training - Number of Participants (People)			
White-Collar Employee	Employee	187	189
Blue-Collar Employee	Employee	274	276
Employee Training - Total Hours			
White-Collar Employee	Person*Hour	6,269	7,111
Female	Person*Hour	2,358	2,718
Male	Person*Hour	3,911	4393
Blue-Collar Employee	Person*Hour	7,714	5,682
Female	Person*Hour	0	0
Male	Person*Hour	7,714	5,682
Number of Employees Receiving Regular Performance Evaluation Feedback		192	195
White-Collar Employee		192	195
Female		50	54
Male		142	141

# PERFORMANCE INDICATORS

## Environmental Performance Indicators (Consolidated)

		2023	2024
Raw Materials	Raw Material Quantity (tons)	66.073	66.742
	Recycled raw material amount (tons)	45.408	49.751
Energy & Fuels	Total energy consumption (kWh)	374.950.834	409.914.903
	Purchased electricity (kWh)	75.692.667	84.142.093
	Natural gas consumption (kWh)	298.852.440	325.429.296
	Diesel consumption (kWh)	217.500	230.835
	Other fuels (CO <sub>2</sub> , acetylene, HB205, etc.) (kWh)	188.228	112.679
	Total energy consumption per unit (ton) of product (kWh)	3.465,5418	3.492,6503
	Energy procured in compliance with Renewable Energy Certificate Standards (I-REC, YEK-G, etc.) (MWh)	3.400	31.920
	Energy intensity (TOE energy consumption / annual turnover \$)	0,00037	0,00029
Solid Waste and Circular Economy	Total hazardous waste sent for recovery (tons)	77	74
	By disposal method		
	Total non-hazardous waste (tons)	5.598	4.816
	• Recovery (tons)	4.831	4.687
	• Disposal/Landfilling/Solid waste site (tons)	767	129

		2023	2024
Water Management	Total annual water withdrawal by source (m <sup>3</sup> )	336.366	340.732
	• Groundwater (m <sup>3</sup> )	244.176	238.208
	• Municipal water (m <sup>3</sup> )	92.190	102.524
	Total annual water consumption by source (m <sup>3</sup> )	336.366	340.732
	• Groundwater (m <sup>3</sup> )	244.176	238.208
	• Municipal water (m <sup>3</sup> )	92.190	102.524
	Total discharged water by source (m <sup>3</sup> )	67.298	79.208
	• Receiving environment (m <sup>3</sup> )	29.980	30.272
	• Wastewater channel (m <sup>3</sup> )	37.318	48.936
	• Recovered water (m <sup>3</sup> )	0	17.598
	Reused water and wastewater (m <sup>3</sup> )	0	17.598
Environmental Activities	Number of new suppliers evaluated by environmental criteria	2	2
	Number of products with life cycle analysis (LCA) conducted	0	27
	Number of products under CBAM scope, if any	7	7
Greenhouse Gas Emissions	Direct (Scope 1) greenhouse gas emissions	67908,39	74060,75
	Energy indirect (Scope 2) greenhouse gas emissions	30594,26	22024,28
	CO <sub>2</sub> e per unit product (tons)	0,91	0,872



# GRI INDEX

**STATEMENT OF USE:** ‘İzocam Anonim Şirketi has reported for the period 01.01.2024–31.12.2024 in accordance with GRI Standards.”

**GRI 1 USED: GRI 1:** Foundation 2021

GRI STANDARD	DISCLOSURES	DESCRIPTION	PAGE
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	2-1 Organizational details	About report, about İzocam, Back cover	4, 8, Back Cover
	2-2 Entities included in the organization’s sustainability reporting	About report	4
	2-3 Reporting period, frequency, and contact point	About report	4
	2-4 Restatements of information	GRI Index: No restated information is available.	84
	2-5 External assurance	About report	4
	2-6 Activities, value chain, and other business relationships	About report, About İzocam	4, 8
	2-7 Employees	Diversity, Equality and Inclusion, Social performance indicators	62
	2-8 Workers who are not employees	Diversity, Equality and Inclusion, Social performance indicators	62
	2-9 Governance structure and composition	İzocam Board of Directors	17
	2-10 Nomination and selection of the highest governance body	GRI Index: Board member selection is carried out in line with parent company requirements and regulations.	84
	2-11 Chairperson of the highest governance body	İzocam Board of Directors	17
	2-12 Role of the highest governance body in overseeing the management of impacts	İzocam sustainability governance structure	24
	2-13 Delegation of responsibility for managing impacts	İzocam sustainability governance structure	24
	2-14 Role of the highest governance body in sustainability reporting	İzocam sustainability governance structure	24
	2-15 Conflicts of interest	İzocam Board of Directors, Business ethics and compliance	17, 21

# GRI INDEX

GRI STANDARD	DISCLOSURES	DESCRIPTION	PAGE
<b>GENERAL DISCLOSURES</b>			
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	İzocam Board of Directors, Business ethics and compliance, GRI Index: No such case occurred during the reporting period.	17, 21, 84
	2-17 Competence of the highest governance body	İzocam Board of Directors, Business ethics and compliance	17, 21
	2-18 Evaluation of the performance of the highest governance body	GRI Index: Performance evaluation of the Board of Directors is carried out in line with parent company requirements and regulations.	84
	2-19 Remuneration policies	GRI Index: Not disclosed as it falls under confidential information.	844
	2-20 Process to determine remuneration	GRI Index: Not disclosed as it falls under confidential information.	84
	2-21 Annual total compensation ratio	GRI Index: Not disclosed as it falls under confidential information.	84
	2-22 Statement on sustainable development strategy	İzocam sustainability governance structure	24
	2-23 Policy commitments	İzocam Board of Directors	17
	2-24 Embedding policy commitments	İzocam Board of Directors	17
	2-25 Processes to remediate negative impacts	Business ethics and compliance	21
	2-26 Mechanisms for seeking advice and raising concerns	Business ethics and compliance, Employee satisfaction practices	21, 63-64
	2-27 Compliance with laws and regulations	GRI Index: No legal non-compliance occurred during the reporting period, and no fines were imposed.	84
	2-28 Memberships	Corporate memberships and awards	14
	2-29 Approach to stakeholder engagement	Stakeholder engagement and prioritization efforts	27
	2-30 Collective bargaining agreements	İzocam human resources practices, Employee satisfaction practices	61, 63-64
GRI 3: Material Topics	3-1 Process to determine material topics	Stakeholder engagement and materiality efforts	27
	3-2 List of material topics	Stakeholder engagement and materiality efforts	27



# GRI INDEX

VERY HIGH PRIORITY			
GRI STANDARD	DISCLOSURES	DESCRIPTION	PAGE
OCCUPATIONAL HEALTH & SAFETY			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Occupational health and safety	30, 67
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety	67
	403-2 Types and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities	Occupational health and safety	67
	403-3 Occupational health services	Occupational health and safety	67
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	67
	403-5 Worker training on occupational health and safety	Occupational health and safety	67
	403-6 Promotion of worker health	Occupational health and safety	67
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety	67
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety, Social performance indicators	67, 78
	403-9 Work-related injuries	Occupational health and safety, Social performance indicators	67, 78
	403-10 Work-related ill health	Occupational health and safety, Social performance indicators	67, 78
PRODUCT QUALITY & SAFETY			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Product quality and safety, business excellence for sustainable tomorrows	29, 44, 53
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Business excellence for sustainable tomorrows	53
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index: No such non-compliance occurred during the reporting period.	84
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Business excellence for sustainable tomorrows	53
	417-2 Incidents of non-compliance concerning product and service information and labeling	GRI Index: No such non-compliance occurred during the reporting period.	84
	417-3 Incidents of non-compliance concerning marketing communications	GRI Index: No such non-compliance occurred during the reporting period.	84

# GRI INDEX

VERY HIGH PRIORITY			
GRI STANDARD	DISCLOSURES	DESCRIPTION	PAGE
CUSTOMER SATISFACTION			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Value chain practices	31, 57
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	GRI Index: No such non-compliance occurred during the reporting period.	84
BUSINESS ETHICS			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Business ethics and compliance	31, 21
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	GRI Index: No such non-compliance occurred during the reporting period.	84
ENERGY MANAGEMENT & USE OF RENEWABLE SOURCES			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of the material topic	Priority sustainability areas, Energy management and use of renewable sources	29, 38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy efficiency and use of renewable sources, Environmental performance indicators	38, 83
	302-3 Energy intensity	Energy efficiency and use of renewable sources, Environmental performance indicators	38, 83
	302-4 Reduction of energy consumption	Energy efficiency and use of renewable sources	38
	302-5 Reductions in energy requirements of products and services	Energy efficiency and use of renewable sources, Product quality and safety, Climate action and adaptation	38, 44, 36-37
CLIMATE ADAPTATION			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Climate action and adaptation	29, 36-37
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate action and adaptation, Environmental performance indicators	36-37, 83
	305-2 Energy indirect (Scope 2) GHG emissions	Climate action and adaptation, Environmental performance indicators	36-37, 83
	305-3 Other indirect (Scope 3) GHG emissions	Climate action and adaptation, Environmental performance indicators	36-37, 83
	305-4 GHG emissions intensity	Climate action and adaptation, Environmental performance indicators	36-37, 83
	305-5 Reduction of GHG emissions	Climate action and adaptation, Energy management and use of renewable sources, Product quality and safety	36-37, 38, 44



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VERY HIGH PRIORITY			
GRI STANDARD	DISCLOSURES	DESCRIPTION	PAGE
SUSTAINABLE SUPPLY CHAIN PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Value chain practices	31, 57
EMPLOYEE SATISFACTION			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Employee satisfaction practices	30, 63-64
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Employee satisfaction practices	63-64
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Diversity, equality and inclusion, Social performance indicators	62, 78
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Diversity, equality and inclusion	62
	401-3 Parental leave	Diversity, equality and inclusion, Social performance indicators	62, 78
HIGH PRIORITY			
EQUALITY & DIVERSITY IN THE WORKFORCE			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Diversity, equality and inclusion	30, 62
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, equality and inclusion, Social performance indicators	62, 78
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	GRI Index: No incidents of discrimination occurred during the reporting period.	84
CIRCULAR ECONOMY & WASTE MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Circular economy and waste management	29, 40
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular economy and waste management	40
	306-2 Management of significant waste-related impacts	Circular economy and waste management, İzocam sustainable product solutions	40, 46-49
	306-3 Waste generated	Circular economy and waste management, Environmental performance indicators	40, 83
	306-4 Waste diverted from disposal	Circular economy and waste management, Environmental performance indicators, Product quality and safety	40, 83, 44
	306-5 Waste directed to disposal	Circular economy and waste management, Environmental performance indicators	40, 83
SUSTAINABLE PRODUCT SOLUTIONS			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority Sustainability Areas, Sustainable Product Solutions	29, 46-49
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Izocam Sustainable Product Solutions, İzocam R&D Initiatives	46-39, 56
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Izocam Quality Management, Value Chain Practices	57, 52-53

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HIGH PRIORITY			
GRI STANDARD	DISCLOSURES	DESCRIPTION	PAGE
SECTOR-FOCUSED AWARENESS ACTIVITIES			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Izocam social responsibility initiatives	31, 74-76
RESPONSIBLE USE OF RESOURCES			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Responsible use of resources	29, 41-42
GRI 301: Materials 2016	301-1 Materials used	Responsible use of resources, Environmental performance indicators	41-42, 83
	301-2 Recycled input materials used	Responsible use of resources, Environmental performance indicators, Izocam sustainable product solutions	41-42, 83, 46-49
	301-3 Reclaimed products and packaging materials	Responsible use of resources	41-42
	303-1 Interactions with water as a shared resource	Responsible use of resources, Izocam sustainable product solutions	41-42, 46-49
GRI 303: Water and Waste Water 2018	303-2 Management of water discharge-related impacts	Responsible use of resources	41-42
	303-3 Water withdrawal	Environmental performance indicators	83
	303-4 Water discharge	Environmental performance indicators	83
	303-5 Water consumption	Environmental performance indicators	83
EMPLOYEE TRAINING			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Izocam training and performance management	30, 65-66
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social performance indicators	78
	404-2 Programs for upgrading employee skills and transition assistance programs	Izocam training and performance management	65-66
DIGITAL TRANSFORMATION & INNOVATION			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Digitalization initiatives	31, 54-55
BIODIVERSITY			
GRI 3: Material Topics 2021	3-3 Management of the material topic	Priority sustainability areas, Biodiversity	29, 43
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value	Biodiversity	43
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity	43





## SUSTAINABILITY REPORT 2024

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Reporting and Design