



Finteks Tekstil ve Halı Sanayi Ltd Sti.

Sustainability Report

2025

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1- About the Report

Finteks Tekstil ve Halı San Ltd Sti. is pleased to share our economic, environmental, and social performance for the period January 1, 2025 – December 31, 2025 with our stakeholders.

This report has been prepared to transparently present our approach, goals, and activities in the field of sustainability throughout the year. The Global Reporting Initiative (GRI) Standards were used as a reference in the preparation of the report, and care was taken to ensure that the data complies with the principles of accuracy, consistency, comparability, and transparency.

Unless otherwise stated, the information in this report covers Finteks' operations in Istanbul and Konya. Environmental performance, energy and resource use, greenhouse gas emissions, occupational health and safety, employee practices, social compliance efforts, and supply chain management processes are included in the reporting scope.

Finteks views sustainability not merely as the management of environmental impacts, but as a holistic approach encompassing ethical business practices, respect for human rights, employee welfare, occupational health and safety, and responsible supply chain management. Accordingly, it conducts its operations in line with national legislation, international standards, and customer expectations.

Throughout 2025, improvements continued in the areas of energy efficiency, renewable energy use, carbon emission reduction, resource efficiency, employee development, and social compliance. This report outlines the progress we have made on our journey towards sustainable growth and serves as a roadmap for our future goals.

The views and suggestions of our stakeholders play an important role in improving our sustainability performance. Please contact us with any feedback regarding our report.



Message from our General Manager

Dear Stakeholders,

At Finteks Tekstil ve Halı San Ltd Sti. we consider sustainability a fundamental element of our business strategy, and we evaluate our economic success in conjunction with our environmental and social responsibilities.

Throughout 2025, we carried out significant work in the areas of energy efficiency, carbon emission reduction, efficient use of resources, occupational health and safety, and employee development. In line with our sustainable production approach, we have continued to create long-term value for our employees, customers, and business partners while reducing our environmental impact.

Our success is built on the dedication of our employees, the trust of our customers, and the support of our stakeholders. Going forward, we will continue to move forward in line with our sustainable growth objectives through our ethical, transparent, and responsible business practices.

I hope that the work included in this report will demonstrate our progress on our sustainability journey and serve as a valuable resource for our stakeholders.

Kind regards,

Seyit Ömer Kansu
General Manager

Finteks Tekstil ve Halı San Ltd Sti.

**“With our responsible
production
approach,
we reduce
our environmental
impact while creating
sustainable value for
our employees and
stakeholders.**

About Us

Finteks Tekstil ve Halı San Ltd Sti. is a ready-to-wear manufacturer operating in the textile sector since 1989, with an innovative and sustainable production approach. By managing design, product development, fabric production, and garment manufacturing processes in an integrated structure, it serves leading global brands.

Finteks, headquartered in Istanbul, has an annual production capacity of approximately 9 million units with manufacturing operations in Istanbul and Anatolia. Our company conducts product development and design activities in line with international fashion trends and customer expectations, placing quality, speed, and sustainability at the heart of all its processes.

Finteks maintains high quality standards throughout the production chain, from yarn to final product, while creating added value for its customers through its innovative product development approach. Thanks to its strong technical infrastructure, experienced staff, and flexible production capabilities, it is a reliable business partner for brands operating in Europe, America, and other international markets.

Finteks, which operates with 241 employees as of 2025, considers its employees its most valuable resource and attaches importance to safe working environments, continuous training, equal opportunities, and employee development.

In line with its sustainable growth objectives, our company aims to reduce its environmental impact, increase resource efficiency, strengthen ethical business practices, and create long-term value for all stakeholders.



Our Mission, Vision, Values and Principles

Our Mission

Our mission is to provide innovative and sustainable textile solutions by meeting the expectations of our customers, employees, and business partners with the highest quality standards; and to be a reliable production partner in our sector in line with the principles of ethical business practices, environmental responsibility, and social awareness.

Our Vision

Our goal is to be one of the leading textile manufacturers worldwide, preferred by brands for our experience, technical expertise, and sustainable production approach, and for our innovative and responsible manufacturing philosophy.

Our Values

Customer Focus:

We understand our customers' needs and expectations, and provide high-quality, fast, and reliable solutions.

Sustainability

We aim to reduce our environmental impact, use resources efficiently, and fulfill our responsibilities to future generations.



Our Mission, Vision, Values and Principles

Ethics and Integrity

We conduct all our operations in accordance with the principles of transparency, honesty, and ethical business practices.

Human-Centered Approach

We consider our employees our most valuable asset and create a safe, fair and inclusive working environment.

Quality and Continuous Improvement

We prioritize quality in all our processes and operate with an innovative solution and continuous improvement approach.

Our principles

- To fully comply with legal and ethical regulations. To
- respect human rights and labor rights. To consider occupational health
- and safety as a priority in all activities. To reduce environmental impact and increase
- resource efficiency.
- Promoting responsible business practices in the supply chain.
- To build open, transparent, and trust-based relationships with our stakeholders.
- To foster a culture of continuous improvement and innovation.



2- Our Corporate Governance



2- Our Corporate Governance

Our organization

Finteks Tekstil ve Halı San Ltd Sti. conducts its operations in accordance with an effective, transparent, and accountable management approach. Our organizational structure aims to ensure the effective implementation of company strategies, increase operational efficiency, and support sustainable growth targets.

Our company has a management structure where core functions such as production, planning, quality, human resources, sustainability, occupational health and safety, finance, and administrative affairs work in a coordinated manner. Activities carried out in Istanbul and Konya locations are managed under a central management system in accordance with common policies and procedures.

As of 2025, Finteks employs a total of 241 people. Regular training activities are conducted to improve the knowledge, experience, and skills of our employees, a participatory management approach is supported, and employee opinions are taken into account in decision-making processes.

Our corporate structure is designed to integrate ethical business practices, respect for human rights, environmental responsibility, occupational health and safety, and sustainability principles into all our operations.

Through this approach, FinTech aims to create long-term value for its customers, employees, and other stakeholders.



2- Our Corporate Governance

Corporate Risk Management

At Finteks Tekstil ve Halı San Ltd Sti., we believe that sustainable growth is only possible through effective risk management. Accordingly, we regularly assess operational, financial, environmental, social, and legal risks that may affect our operations and take the necessary precautions.

Our risk management approach is based on the principle of early detection of risks, mitigation of their impact, and evaluation of emerging opportunities. Areas such as production processes, supply chain, occupational health and safety, environmental management, human resources, information security, and regulatory compliance are reviewed regularly.

In particular, climate change, energy costs, supply chain disruptions, occupational health and safety risks, and changes in legal requirements are among our company's priority risk areas. Relevant policies, procedures, and control mechanisms are implemented to manage these risks.

Finteks views risk management not only as a process for mitigating negative impacts, but also as a strategic management tool that enhances the company's resilience and supports the creation of sustainable value.



2- Our Corporate Governance

Risk Area	Potential Impact	Management Approach
Climate Change	Energy costs, regulatory risks.	Energy efficiency, carbon management
Occupational Health and Safety	Workplace accidents, loss of workforce.	Risk assessments, trainings
Supply Chain	Delivery delays	Supplier reviews
Legal Compliance	Administrative sanctions	Regular monitoring of legislation.
Human Resources	Loss of skilled workforce	Training and employee development
Information Security	Data loss and reputational risk.	Access controls and data protection



2- Our Corporate Governance

Information Security

At Finteks Tekstil ve Halı San Ltd Sti., we consider the protection of our information assets, ensuring business continuity, and the security of our stakeholders' information as an important part of our corporate responsibilities.

Our company manages its information security processes in accordance with international standards and operates under the ISO 27001 Information Security Management System. This system ensures the confidentiality, integrity, and accessibility of information assets, regularly assesses information security risks, and implements necessary controls.

Our company aims to protect the confidentiality, integrity, and accessibility of information belonging to employees, customers, suppliers, and business partners. In this context, information security risks are regularly assessed, and necessary administrative and technical measures are implemented.

Access to information systems is restricted according to authorization levels, company data is stored in secure environments, and protection mechanisms are used to prevent data loss. At the same time, regular information and training activities are conducted to increase employees' awareness of information security.

Finteks is committed to continuously improving its information security practices and protecting its digital assets in accordance with applicable legal regulations and customer requirements.



2- Our Corporate Governance

Internal Audit

Finteks Tekstil ve Halı San Ltd Sti. conducts regular internal audits to ensure the effectiveness of our operations, compliance with legal requirements, and the performance of our management systems.

Within the scope of internal audit activities, quality, environment, occupational health and safety, information security, social compliance, human resources, and sustainability processes are evaluated in accordance with annual audit plans. During these audits, compliance with legal regulations, customer requirements, company policies and procedures, and the effectiveness of management systems are reviewed.

In addition to our internal processes, our suppliers and subcontractors are also considered an important part of our sustainability and social compliance approach. Within this scope, critical suppliers and subcontractors are audited at least once a year; their working conditions, occupational health and safety practices, environmental performance, human rights, and legal compliance are monitored. Corrective action plans are developed for any non-conformities identified during audits, and improvement processes are followed.

Findings from internal and external audits are regularly reviewed by senior management, process performance is evaluated, and necessary actions are taken in line with the principle of continuous improvement. This approach increases operational efficiency, reduces corporate risks, and supports our sustainable growth objectives.

Finteks views its internal audit mechanism not merely as a control tool, but as a strategic management element that supports a culture of transparency, accountability, and continuous improvement.



2- Our Corporate Governance

Business Ethics and Compliance (Ethical Violations and Ethical Line)

Finteks Tekstil ve Halı San Ltd Sti. conducts all its activities in accordance with the principles of honesty, transparency, fairness, and accountability. Our understanding of business ethics forms the foundation of the relationships we build with our employees, customers, suppliers, and other stakeholders.

Our company adopts a zero-tolerance approach to respecting human rights, fair working conditions, equal opportunities, preventing discrimination, and promoting ethical business practices. All our employees and business partners are expected to act in accordance with the company's ethical guidelines.

Finteks has various communication channels to allow employees and stakeholders to securely submit their opinions, suggestions, and complaints. All applications submitted through open-door policies, employee representatives, complaint boxes, and other notification mechanisms are evaluated within the framework of confidentiality

Reports of ethical violations, inappropriate behavior, discrimination, harassment, mobbing, corruption, conflicts of interest, or similar issues are investigated impartially, and necessary corrective actions are taken. Retaliation against those who report such incidents is strictly prohibited.

Finteks aims to strengthen its corporate culture based on ethical values, create a work environment where employees can share their views safely, and develop trust-based relationships with all its stakeholders.



2- Our Corporate Governance

Combating Corruption and Bribery

Finteks Tekstil ve Halı San Ltd Sti. conducts its operations in accordance with the principles of honesty, transparency, and ethical business practices; we adopt a zero-tolerance approach against corruption, bribery, irregularities, and all forms of unethical behavior.

Our company expects all employees, managers, suppliers, and business partners to comply with applicable legal regulations and company ethical codes in all business processes. No employee or business partner may directly or indirectly give, offer, or accept bribes in order to obtain business or gain a commercial advantage.

Preventing conflicts of interest, ensuring the proper use of company resources, conducting fair procurement processes, and maintaining neutrality in commercial relationships are among our fundamental management principles. Gift-giving, hospitality, or practices that may provide benefits are evaluated and controlled within the framework of company policies.

Situations suspected of corruption or ethical violations can be securely reported by employees and stakeholders through existing reporting mechanisms. These reports are evaluated confidentially, and the necessary investigations are carried out.

Finteks aims to extend ethical and responsible business practices not only within its own operations but also throughout its supply chain, and expects all its business partners to adhere to the same ethical standards.



2- Our Corporate Governance

Sustainable Supply Chain Management

Finteks Tekstil ve Halı San Ltd Sti., we believe that sustainability is not limited to our own operations but should be extended throughout the entire supply chain. In line with this, we aim to develop long-term, transparent, and responsible business relationships with our suppliers, contract manufacturers, and business partners.

In our supplier selection and evaluation processes, in addition to quality, delivery performance, and cost criteria, we also consider social compliance, occupational health and safety, environmental performance, human rights, and legal compliance criteria. All our business partners are expected to operate in compliance with applicable legislation, customer requirements, and our company's ethical guidelines.

Finteks conducts regular monitoring and evaluation activities for critical suppliers and subcontractors in its supply chain. Within this scope, suppliers and subcontractors are audited at least once a year and evaluated in terms of working conditions, occupational health and safety practices, environmental management, human rights, and ethical business practices. Corrective action plans are being developed for the identified non-conformities, and improvement processes are being monitored.

Our company works closely with its business partners to increase transparency in the supply chain, support the use of sustainable raw materials, and promote responsible production practices. At the same time, we conduct information sharing and development activities with our suppliers to raise awareness on social compliance, environmental, and sustainability issues.

Finteks views sustainable supply chain management as a crucial tool in reducing environmental and social impacts and continues to strengthen responsible production practices throughout the entire value chain.



3- Our Sustainability Approach



3- Our Sustainability Approach

Our Sustainability Strategy

Finteks Tekstil ve Halı San Ltd Sti., we consider sustainability a fundamental element of our business model and long-term growth strategy. We evaluate economic success alongside environmental responsibility and social value creation, and conduct all our activities in line with the principles of sustainable development.

Our sustainability strategy is built on reducing environmental impact, improving employee well-being, strengthening ethical business practices, and promoting responsible supply chain management. In line with this approach, we aim to increase resource efficiency, reduce carbon emissions, improve our occupational health and safety performance, and create long-term value for our stakeholders.

We approach our work with a holistic perspective under the headings of environmental, social, and governance (ESG); we manage our sustainability goals by integrating them into our company strategies and operational processes. Energy efficiency, the use of renewable energy, waste management, employee development, human rights, ethical business practices, and sustainable supply chain management are among our priority areas of work.

At Finteks, we view sustainability not just as an approach to meet today's needs, but as a necessity stemming from our responsibility towards future generations. In this regard, we continue to create sustainable value for our employees, customers, suppliers, and society while reducing our environmental impact.



3- Our Sustainability Approach

Our Priority Issues (Materiality Analysis)

- Climate Change and Carbon Management
- Energy Efficiency
- Renewable Energy Use, Occupational
- Health and Safety, Employee
- Rights and Welfare
- Education and
- Development Human Rights
- Ethical Business Practices
- Sustainable Supply Chain
- Chemical Management
- Waste Management
- Customer Satisfaction



3- Our Sustainability Approach

Priority Issue	Importance for Stakeholders	Importance for FinTech
Occupational Health and Safety	Very High	Very High
Employee Rights and Social Compliance	Very High	Very High
Ethical Business Practices and Compliance	Very High	Very High
Customer Satisfaction and Product Quality	Very High	Very High
Climate Change and Carbon Management	Very High	Very High
Sustainable Supply Chain Management	Very High	Very High
Energy Efficiency	High	Very High
Use of Renewable Energy	High	Very High
Human rights	Very High	Very High
Chemical Management	High	High
Waste Management and Circular Economy	High	High
Training and Employee Development	High	Very High



3- Our Sustainability Approach

Evaluation

As a result of the significance assessment conducted by Finteks, occupational health and safety, employee rights, ethical business practices, customer satisfaction, climate change and carbon management, and sustainable supply chain management have been identified as the highest priority sustainability issues for both our stakeholders and our company. These issues form the basis of our sustainability strategy and play a significant role in shaping our goals.



3- Our Sustainability Approach

Stakeholder Engagement

At Finteks Tekstil ve Halı San Ltd Sti., we believe that the views and expectations of our stakeholders play a significant role in the success of our sustainability efforts. Therefore, we maintain regular communication with our employees, customers, suppliers, public institutions, local communities, and other business partners to understand their expectations and develop our operations accordingly.

Feedback from our stakeholders is taken into account in the development of our sustainability strategy, the identification of priorities, and continuous improvement efforts. Through communication activities conducted in line with the principles of transparency, mutual trust, and cooperation, we aim to build long-term and strong relationships with our stakeholders.

Fintech aims to create shared value that contributes to sustainable growth objectives by operating in open communication with all its stakeholders.





3- Our Sustainability Approach

Stakeholder Engagement

Stakeholder Group	Communication Method	Frequency
Employees	Representative meetings, trainings, surveys, complaints mechanism	Continually
Customers	Meetings, audits, performance evaluations	Continually
Suppliers	Audits, visits, evaluations	Annual / Permanent
Public Institutions	Official notifications and inspections	As needed
Local Community	Social responsibility activities	As needed
Certification Bodies	Audits and verifications	Annual

3- Our Sustainability Approach

Our Sustainability Strategy

At Finteks Tekstil ve Halı San Ltd Sti., we consider sustainability a fundamental element of our business model and long-term growth strategy. We evaluate economic success alongside environmental responsibility and social value creation, and conduct all our activities in line with the principles of sustainable development.

Our sustainability strategy is based on reducing environmental impact, improving employee well-being, strengthening ethical business practices, and promoting responsible supply chain management.

In line with this approach, we aim to increase resource efficiency, reduce our carbon emissions, improve our occupational health and safety performance, and create long-term value for our stakeholders.

We approach our work with a holistic perspective under the headings of environmental, social, and governance (ESG); and we manage our sustainability goals by integrating them into our company strategies and operational processes. Energy efficiency, the use of renewable energy, waste management, employee development, human rights, ethical business practices, and sustainable supply chain management are among our priority areas of work.

At Finteks, we view sustainability not just as an approach to meet today's needs, but as a necessity stemming from our responsibility towards future generations. In this regard, we continue to create sustainable value for our employees, customers, suppliers, and society while reducing our environmental impact.



3- Our Sustainability Approach

Our Sustainability Management (Our Sustainability Policy)

At Finteks Tekstil ve Halı San Ltd Sti., we view sustainability as an integral part of our business processes and conduct all our activities with a sense of economic, environmental, and social responsibility.

Our sustainability policy aims to reduce our environmental impact, use natural resources efficiently, provide safe and fair working conditions for our employees, respect human rights, and integrate ethical business practices into all our operations.

Within this scope, reducing energy and water consumption, monitoring and reducing greenhouse gas emissions, preventing waste generation, increasing recycling practices, and improving resource efficiency are among our priority areas of work.

In line with our understanding of social responsibility, we aim to support the development of our employees, strengthen the occupational health and safety culture, promote diversity and equal opportunity, and build trust-based relationships with all our stakeholders.

We regularly monitor our sustainability performance, conduct continuous improvement efforts in line with our defined goals, and continue to extend our sustainable growth approach throughout our entire value chain.



4- Our Environmental Performance



4- Our Environmental Performance

Our Environmental Management

At Finteks Tekstil ve Halı San Ltd Sti. we consider the protection of the environment and the transfer of natural resources to future generations as one of the fundamental elements of our corporate responsibility.

In conducting our operations, we aim to reduce our environmental impact, use resources efficiently, and continuously improve our environmental performance.

Our environmental management approach is based on full compliance with legal requirements, pollution prevention, conservation of natural resources, and sustainable production principles. Within this framework, energy consumption, greenhouse gas emissions, water usage, waste management, and resource efficiency are regularly monitored, and improvement efforts are implemented.

To improve its environmental performance, our company provides regular environmental training to its employees, supports the raising of environmental awareness, and encourages the active participation of all employees in the environmental management system.

Separating waste at the source, expanding recycling practices, energy efficiency projects, and efforts to reduce carbon emissions constitute important components of our environmental management system.

Finteks is committed to continuing its efforts to reduce its environmental impact and increase efficiency in resource use, in line with its sustainable production approach.



4- Our Environmental Performance

Our Energy Management

At Finteks Tekstil ve Halı San Ltd Sti., we consider energy efficiency a fundamental element of our environmental sustainability approach. We continuously conduct improvement efforts to ensure the efficient use of energy resources in our production processes, reduce energy consumption, and lower greenhouse gas emissions.

Our energy performance is regularly monitored, consumption data is analyzed, and projects aimed at increasing energy efficiency are implemented. Efficient use of production equipment, reduction of energy losses, effective maintenance activities, and increased employee awareness constitute the basic components of our energy management efforts.

In 2025, our efforts to support the use of renewable energy continued, and a significant portion of our electricity consumption was met under the International Renewable **Energy Certificate (I-REC) scheme** . We secured **308 MWh** of renewable energy certificates for our Istanbul facility and **93 MWh** for our Konya facility, supporting a total of **401 MWh** of renewable energy use.

Our energy management efforts contribute not only to maintaining current performance but also to supporting our long-term carbon reduction goals. In this context, investments in energy efficiency, the use of renewable energy, and low-carbon production practices will continue to be among our priority areas of focus in the coming years.

Finteks is committed to effectively managing energy consumption and supporting the responsible use of energy resources in line with its sustainable growth objectives.



4- Our Environmental Performance

Energy Performance Assessment

ISTANBUL FACILITY ENERGY CONSUMPTION

Energy Source	Unit	2023	2024	2025
Diesel	litre	47.773	61.020	51.994
Natural Gas	kWh	770.509	810.115	795.891
Purchased Electricity (Grid)	kWh	324.845	348.394	307.161
I-REC Certified Electricity	kWh	0	348.394	307.161

Electricity consumption at the Istanbul facility in 2025 was 307,161 kWh, showing a decrease compared to the previous year. During the same period, natural gas consumption remained at similar levels, while diesel consumption also decreased. All electricity used in 2024 and 2025 was powered by I-REC certified renewable energy sources.



4- Our Environmental Performance

Energy Performance Assessment

KONYA FACILITY ENERGY CONSUMPTION				
Energy Source	Unit	2023	2024	2025
Diesel	litre	4.830	9.266	2.970
Coal	ton	5	15	14
Pellet	ton	0	0	9
Purchased Electricity (Grid)	kWh	135.545	108.592	92.740
I-REC Certified Electricity	kWh	0	108.592	92.740

Electricity consumption at the Konya facility has shown a downward trend over the past three years. Total electricity consumption in 2025 reached 92,740 kWh. To reduce coal use and transition to lower-carbon energy sources, pellet use has been initiated at the facility. Furthermore, all electricity consumed in 2024 and 2025 was supported by I-REC certified renewable energy sources. Finteks aims to completely eliminate coal use at its Konya facility by 2030.



4- Our Environmental Performance

Energy Performance Assessment

TOTAL ENERGY CONSUMPTION OF ISTANBUL AND KONYA FACILITIES				
Energy Source	Unit	2023	2024	2025
Diesel	litre	52.603	70.286	54.964
Natural Gas	kWh	770.509	810.115	795.891
Coal	ton	5	15	14
Pellet	ton	0	0	9
Electricity	kWh	460.390	456.986	399.901
I-REC Certified Electricity	kWh	0	456.986	399.901

As Finteks Tekstil ve Halı San Ltd Sti. we regularly monitor our energy consumption, conduct studies to increase energy efficiency, and support the use of renewable energy. Through energy management efforts carried out in our Istanbul and Konya facilities, we aim to use energy resources more efficiently and reduce environmental impact.



4- Our Environmental Performance

Energy Performance Assessment

Electricity Consumption Performance			
Year	Istanbul (kWh)	Konya (kWh)	Total (kWh)
2023	324.845	135.545	460.390
2024	348.394	108.592	456.986
2025	307.161	92.740	399.901

An examination of the data from the last three years shows that our total electricity consumption will decrease by approximately 12.5% in 2025 compared to the previous year. Energy efficiency practices, operational improvements, and close monitoring of energy usage have contributed to achieving this performance.

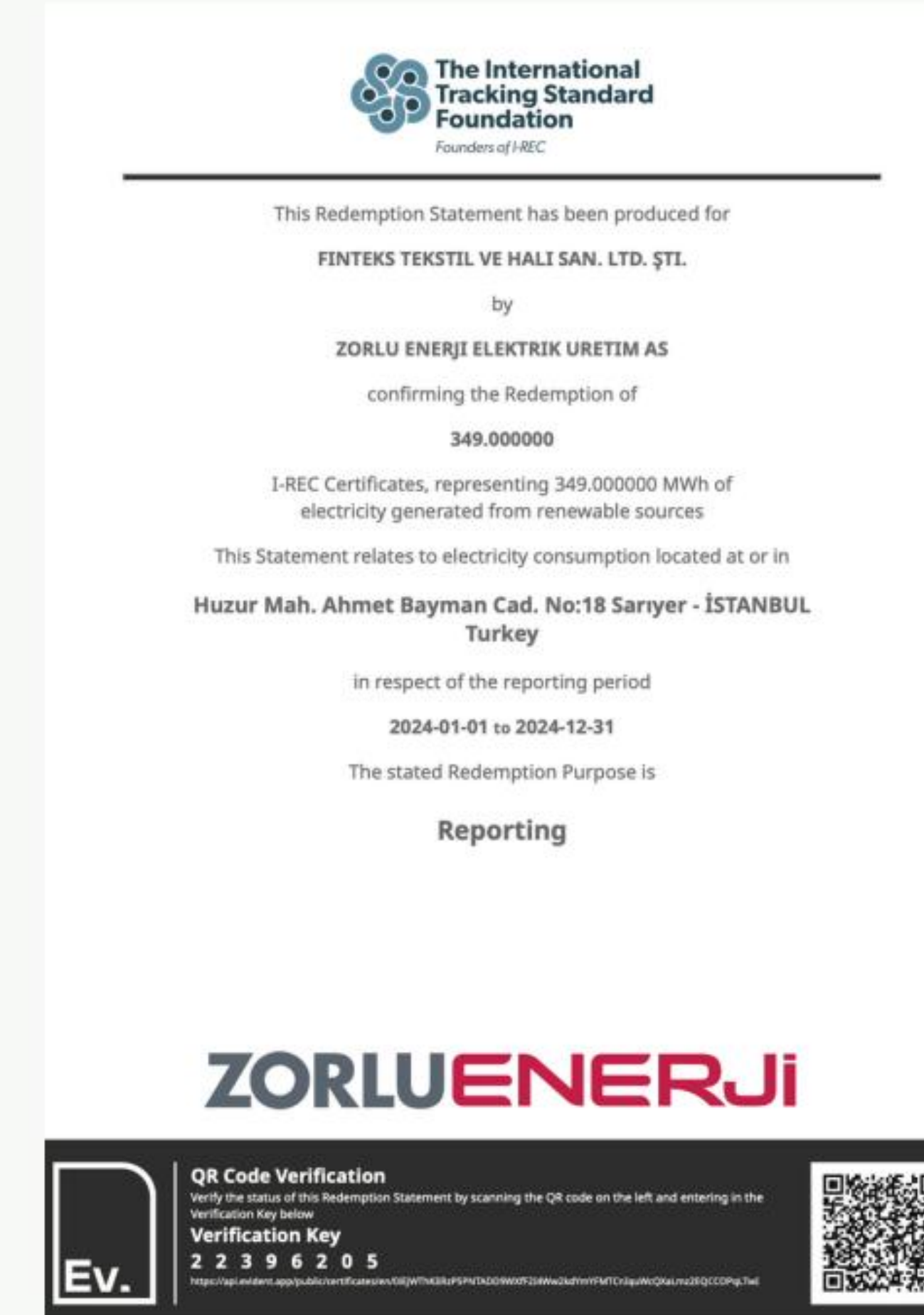
In 2024 and 2025, all electricity used at our Istanbul and Konya facilities was powered by I-REC certified renewable energy sources. This contributed to reducing our electricity-related greenhouse gas emissions and supporting our low-carbon production targets.

Finteks aims to reduce resource consumption, increase the use of renewable energy, and contribute to climate change mitigation goals by continuing its energy efficiency efforts.



4- Our Environmental Performance

Our Renewable Energy and I-REC Certificates



As Finteks Tekstil ve Halı San Ltd Sti., we support the use of renewable energy in line with our goals of combating climate change and achieving low-carbon production.

As part of our energy management strategy, we support the procurement of electricity from renewable energy sources included in the International Renewable Energy Certificate (I-REC) system in order to reduce the environmental impact of our electricity consumption.

In 2024 and 2025, all electricity used in our Istanbul and Konya facilities was supplied entirely from 100% I-REC certified renewable energy sources.

4- Our Environmental Performance

Our Greenhouse Gas Management

Our Net Zero Journey

As Finteks Tekstil ve Halı San Ltd Sti., we are aware of the environmental, economic, and social impacts of climate change. Accordingly, we consider measuring, monitoring, and reducing our greenhouse gas emissions a crucial part of our sustainability strategy.

As part of our carbon management approach, our company calculates greenhouse gas emissions from its operations in accordance with internationally accepted methodologies and evaluates opportunities for improvement.

Our carbon footprint calculations are carried out in accordance with the principles of the ISO 14064-1 Greenhouse Gas Calculation and Reporting Standard, and our direct and indirect emission sources are comprehensively analyzed.

Scope 1: Direct

emissions resulting from activities under company control (Fuel consumption: natural gas, diesel, coal, etc.)

Scope 2:

Indirect emissions resulting from purchased electricity.

Scope 3: Other

indirect emissions from our value chain (supply processes, logistics, business travel, waste management, employee transportation, etc.)

It is considered as such.



4- Our Environmental Performance

Our Greenhouse Gas Management

Our 2025 Carbon Footprint Results

Finteks Tekstil ve Halı San Ltd Sti. has calculated its greenhouse gas emissions for 2025, covering our facilities in Istanbul and Konya. These calculations were carried out in accordance with the ISO 14064-1 approach, taking into account both direct and indirect greenhouse gas sources.

Our 2025 carbon footprint study evaluated emissions from fuel consumption, purchased electricity, raw material use, logistics activities, waste management, business travel, and employee transportation.

2025 GREENHOUSE GAS EMISSION RESULTS			
Scope	Total tCO ₂ e	Konya	Istanbul
Scope 1 – Direct Emissions	320.96	41.67	279.29
Scope 2 – Energy Indirect Emissions	0	Market-based: 0	Market-based: 0
Scope 3 – Other Indirect Emissions	2,942.16	12.83	2,929.33
Total Market-Based Emissions	3,263.12 tCO ₂ e	54.50	3,208.62



4- Our Environmental Performance

Our Greenhouse Gas Management

Emission Intensity Per Employee

Finteks Tekstil ve Halı San Ltd Sti., we monitor our carbon performance not only through total greenhouse gas emissions but also through emission intensities per employee and per unit of production.

Emission intensity indicators are used to assess the carbon efficiency of our production processes and to monitor their progress over the years.

EMISSION INTENSITY PER EMPLOYEE	
Emission Scope	tCO ₂ e / Employee
Scope 1	1.33
Scope 2 (Market-Based)	0
Scope 3	12.21
Total	13.54



4- Our Environmental Performance

Our Greenhouse Gas Management

Emission Density Per Product

In the 2025 assessment, the emission intensity per product from Scope 1 sources was 0.129 tCO₂e/product. Scope 2 emissions, on the other hand, were calculated as 0 tCO₂e/product according to the market-based method, thanks to the fact that all electricity consumption is supported by I-REC certified renewable energy sources .

The emission intensity per product from Scope 3 sources was 0.00118 tCO₂e/product, and sustainable supply chain management, low-carbon logistics practices, and resource efficiency studies are among our priority areas in order to reduce value chain impacts.

EMISSION INTENSITY PER PRODUCT	
Emission Scope	tCO ₂ e / Product
Scope 1	0.129
Scope 2 (Market-Based)	0
Scope 3	0.0118



5- Our Social Performance



5- Our Social Performance:

Human Rights and Social Compliance

At Finteks Tekstil ve Halı San Ltd Sti, we consider creating a fair, safe, and inclusive working environment that respects human rights as one of our fundamental responsibilities. We adopt a management approach that protects the rights of our employees, adheres to ethical values, and is compliant with international labor standards.

Our social compliance approach is based on the principles of preventing forced labor and child labor, preventing discrimination, ensuring equal opportunities, and ensuring that working hours and wage practices comply with legal requirements.

Finteks conducts its operations in accordance with national legislation, international social compliance standards, and customer expectations. Within this framework, working conditions are regularly monitored, employee feedback is evaluated, and continuous improvement activities are implemented.

Our company has been improving its social compliance performance for many years through independent audits and client evaluations. Audits conducted under BSCI, Sedex/SMETA, and client social compliance programs contribute to the continuous improvement of our operating standards.

To ensure our employees can freely share their views, we have employee representatives, an open-door policy, and complaint mechanisms in place. All incoming feedback is evaluated within the framework of confidentiality, and necessary actions are taken.

At Finteks, we continue to strengthen a human rights-respecting, safe, and responsible work culture throughout our entire value chain.



5- Our Social Performance

Our Social Compliance Management

At Finteks Tekstil ve Halı San Ltd Sti, we believe that respecting human rights and providing safe, fair, and ethical working conditions are fundamental elements of sustainable success.

Our social compliance management system is based on the principles of protecting employee rights, improving occupational health and safety standards, strengthening an ethical work culture, and promoting responsible production practices across all our operations.

We operate in accordance with national labor legislation, International Labour Organization (ILO) conventions, and customer codes of conduct; and we adopt a zero-tolerance approach against forced labor, child labor, discrimination, harassment, ill-treatment, and unethical practices.

Our social compliance performance is regularly monitored through independent third-party audits and customer evaluations. In this context;

•Amfori BSCI

Sedex / SMETA

Customer Social Compliance Audits

Our processes are evaluated within the scope of international standards such as those mentioned.

Finteks has been involved in audit processes under the amfori BSCI social compliance program since 2015 and improves its working standards with a continuous improvement approach.



5- Our Social Performance

Talent Management and Career Development

At Finteks Tekstil ve Halı San Ltd Sti. we consider our employees to be the most important element of our sustainable success. Developing our employees' knowledge, skills, and competencies, supporting their career development, and creating a work environment where they can realize their potential are among our fundamental priorities.

Our human resources approach is based on attracting the right talent, increasing employee engagement, supporting a culture of continuous learning, and strengthening the professional development of our employees.

Within this framework, technical training, occupational health and safety training, social compliance training, and environmental and sustainability awareness training are regularly conducted for our employees in accordance with their duties and responsibilities.

Orientation processes are implemented for our new employees; they are informed about company culture, occupational health and safety rules, ethical principles, employee rights and responsibilities.

Performance appraisal processes identify areas for employee development, foster a feedback culture, and encourage a commitment to continuous improvement.

Finteks continues to support both individual success and the company's sustainable growth by investing in the development of its employees.



5- Our Social Performance

Talent Management and Career Development

2025 EMPLOYEE DEVELOPMENT AND ENGAGEMENT INDICATORS

Indicator	Status
Total Employees	241 employees
Employee Satisfaction Survey	Completed
Employee Representative System	Active
Suggestion & Grievance Mechanism	Active
Orientation Training	Provided to All New Employees
Social Compliance Trainings	Regularly Conducted
Occupational Health & Safety Trainings	Regularly Conducted

Employee development, satisfaction, and commitment are key elements of our sustainable success. In this context, we aim to create a safer, more inclusive, and more development-oriented work environment through training activities, employee feedback mechanisms, and satisfaction measurements.



5- Our Social Performance

Diversity, Equality and Inclusion

At Finteks Tekstil ve Halı San Ltd Sti. we view diversity, equality, and inclusion as fundamental elements of a strong and sustainable corporate culture. We believe that our employees, with their diverse perspectives, experiences, and skills, contribute significantly to our company's growth.

We aim to create a fair, safe, and respectful working environment for all our employees. In recruitment, task assignment, compensation, training, performance evaluation, and career development processes, we only consider our employees' knowledge, skills, experience, and competencies.

Our company absolutely rejects discrimination based on gender, age, language, religion, ethnicity, disability, or any other personal difference, and is committed to providing equal opportunities to all its employees.

We support the creation of an inclusive work environment where our employees can freely express their views, participate in decision-making processes, and feel valued. To this end, we regularly evaluate our employees' expectations and suggestions through employee representatives, feedback mechanisms, and employee satisfaction surveys.

Supporting women's employment, strengthening equal opportunities, and ensuring all employees have access to professional development opportunities are important components of our social sustainability approach.

In line with human rights and international labor standards, we have a zero-tolerance policy against practices such as forced labor, child labor, harassment, ill-treatment, and discrimination.

Our goal at Finteks is to create a sustainable work culture where our employees can realize their potential, differences are valued, and everyone has equal opportunities.



5- Our Social Performance

2025 Diversity, Equity and Inclusion KPI Indicators

2025 DIVERSITY, EQUALITY AND SOCIAL PERFORMANCE KPI INDICATORS	
KPI Indicator	2025 Status
Total Number of Employees	241 employees
Female Employee Ratio	Monitored
Female Manager Ratio	Monitored
Equal Opportunity Policy	Implemented
Anti-Discrimination and Anti-Harassment Policy	Active
Discrimination Cases	0 cases
Forced Labour Cases	0 cases
Child Labour Cases	0 cases
Employee Grievance Mechanism	Active
Employee Representative System	Active
Employee Satisfaction Survey	Completed
Ethics Hotline / Reporting Channels	Active
New Employee Orientation Process	100% implemented



5- Our Social Performance:

Occupational Health and Safety

At Finteks Tekstil ve Halı San Ltd Sti. we consider protecting the health and safety of our employees one of our most important responsibilities. We aim to create a safe and healthy working environment by establishing an occupational health and safety culture that identifies risks in advance, adopts a preventive approach, and supports continuous improvement.

We conduct our occupational health and safety processes in accordance with the ISO 45001 Occupational Health and Safety Management System. Within this scope, we aim to ensure safe working conditions in all our operations by taking into account legal requirements, international standards, and customer expectations.

Risk assessments are conducted in our production areas to identify potential hazards, and control measures are implemented to mitigate these risks. Machine safety, chemical management, fire safety, ergonomics, and emergency preparedness are among the main issues regularly monitored.

To increase our employees' awareness of occupational health and safety, regular training is provided; fire drills, emergency procedures, and field inspections are also carried out.

Our occupational safety and health (OSH) performance is regularly monitored through indicators such as workplace accidents, near miss reports, nonconformities, training activities, and field observations. Employees are encouraged to report unsafe situations, and a participatory safety culture is fostered.

Finteks continues its efforts to create safe, healthy, and sustainable working environments in line with its "people first" approach and its goal of zero workplace accidents.



5- Our Social Performance

2025 Occupational Health and Safety Indicators

KPI	2025 Status
ISO 45001 Management System	Active
Risk Assessments	Updated
Emergency Plans	Active
Fire Drills	Completed
OHS Trainings	Completed
Number of Employees	241
Occupational Accident Monitoring	Conducted
Near Miss Reporting System	Active
Periodic Inspections	Completed
Workplace Inspections	Regularly Conducted
PPE Management	Active

Finteks adopts a preventive approach to safety, identifying risks before they occur, rather than a reactive one, and aims to create a strong workplace safety culture with the participation of all employees.



5- Our Social Performance

Employee Satisfaction and Engagement

At Finteks Tekstil ve Halı San Ltd Sti. we adopt a management approach that values our employees' opinions, supports open communication, and aims to create a participatory work culture.

We establish regular communication channels to understand our employees' expectations, suggestions, and needs, and employee feedback is considered a valuable resource in our continuous improvement efforts.

Within this framework, employee satisfaction surveys are conducted to gather feedback on issues such as work environment, communication, management approach, training needs, occupational health and safety, and employee engagement. The survey results are analyzed to identify areas for improvement, and necessary improvement activities are planned.

To support our employees' participation in decision-making processes, we have implemented an employee representatives system. Through these representatives, employees' views are conveyed to management through regular meetings, and their active involvement in processes is encouraged.

Furthermore, thanks to our open-door policy, suggestion system, and complaint mechanisms, our employees can safely share their opinions, suggestions, and concerns. All feedback is evaluated in accordance with the principle of confidentiality, and no retaliation against employees is permitted.

Finteks believes that employee satisfaction and engagement are fundamental elements of sustainable success; therefore, it aims to create a work environment that is based on trust, is inclusive, and supports continuous development.



5- Our Social Performance

2025 Employee Engagement KPI Indicators

KPI	2025 Status
Employee Satisfaction Survey	Completed
Employee Representative System	Active
Employee Representative Meetings	Regularly Conducted
Open Door Policy	Implemented
Grievance Mechanism	Active
Suggestion System	Active
Anti-Retaliation Approach	Implemented
Employee Feedback	Evaluated
Corrective Action Follow-up	Conducted
Social Dialogue Mechanism	Active

Finteks believes that employees are not only a part of the production processes but also one of the most important stakeholders contributing to the company's development. Therefore, employee feedback is regularly evaluated and incorporated into sustainable improvement processes.



5- Our Social Performance

Social Contribution and Social Responsibility

At Finteks Tekstil ve Halı San Ltd Sti. we do not limit our understanding of sustainability solely to our production activities; we aim to create a positive impact on our employees, their families, and society.

In line with our people-centered approach, we carry out projects that increase our employees' social awareness, support their personal development, and create a more inclusive work culture.

In 2025, within the scope of this approach, awareness and development trainings were carried out for our employees in collaboration with MUDEM (Refugee Support Association) and AÇEV (Mother and Child Education Foundation).

Within the scope of MUDEM trainings, the aim is to increase employee awareness on issues related to social cohesion, diversity, inclusion, rights-based approach, and strengthening a culture of collaboration.

The trainings conducted in collaboration with AÇEV covered topics such as family communication, parenting awareness, social development, and supporting the social life quality of employees.

With these trainings, we aim to support not only the professional development of our employees, but also their awareness and quality of life in their social lives.

As Finteks, we will continue to develop our social responsibility efforts to create a future that is value-creating for society, respectful of human rights, inclusive, and sustainable.



6. Our Economic Performance



6- Our Economic Performance

Production and Export Performance

Finteks Tekstil ve Halı San Ltd Sti. operating in the textile sector since 1989, serves international brands with its high quality standards, strong production infrastructure, and sustainable production approach.

Finteks, with its production experience extending from yarn to final product, offers its customers fast, high-quality, and innovative solutions; and with its operations in its Istanbul and Konya facilities, it continues to be one of the reliable business partners of the global textile supply chain.

With an annual production capacity of approximately 9 million units, our company manufactures for international markets, primarily in Europe, America, and Canada, and focuses on developing high value-added and sustainable products that meet customer expectations.

Quality, timely delivery, resource efficiency, and environmental responsibility are among our core priorities in our production processes. Through our R&D and product development efforts, we adapt quickly to changing customer expectations and offer innovative and sustainable product solutions.

Finteks evaluates its economic growth not only through financial results but also through the value it provides to its employees, customers, suppliers, and society, and adopts a sustainable growth approach.



6- Our Economic Performance

2025 Production and Economic Contribution Indicators

Indicator	Value
Establishment Year	1989
Years of Experience	35+ years
Production Capacity	9 million pieces/year
Locations	Istanbul & Konya
Total Employees	241 employees
Served Markets	Europe, USA, Canada
Production Approach	Integrated process from yarn to garment

With over 35 years of industry experience, Finteks continues to create long-term value for global brands by combining its production power with a focus on quality, innovation, and sustainability. In line with our commitment to sustainable growth, we aim to continuously improve not only our production capacity but also our environmental and social performance.



6- Our Economic Performance

Local Suppliers

At Finteks Tekstil ve Halı San Ltd Sti. we believe that a strong and sustainable supply chain is one of the key elements of our long-term success. In line with this, we aim to develop trust-based, transparent, and long-term business relationships with our local suppliers.

In our procurement processes, we consider environmental and social responsibility criteria in addition to quality, delivery performance, and cost. By working with local suppliers, we both increase the efficiency of our operational processes and contribute to the development of the local economy.

By supporting Türkiye's strong textile supply infrastructure, we prioritize the use of local resources wherever possible in raw materials, accessories, production services, and other purchasing processes.

To improve the sustainability performance of our suppliers, we share our expectations in the areas of social compliance, occupational health and safety, environmental management, and ethical business practices; and we conduct regular evaluation and audit processes.

Finteks aims to contribute to the development of a sustainable production culture not only in its own operations but throughout its entire value chain, through its responsible procurement approach.



6- Our Economic Performance

2025 Local Supply Management Indicators

Indicator	Status
Local Supplier Usage	Supported
Supplier Evaluation System	Active
Subcontractor Audits	At least once a year
Social Compliance Criteria	Implemented
Environmental Criteria	Evaluated
Supplier Improvement Follow-up	Conducted
Long-Term Partnership Approach	Adopted

Through strong collaborations with our local partners, we are developing our sustainable production chain and continuing to create economic and social value.



6- Our Economic Performance

Contribution to Local Employment

At Finteks Tekstil ve Halı San Ltd Sti. we consider contributing to economic and social development in the regions where we operate as an important part of our sustainability approach.

Through the employment opportunities we create at our Istanbul and Konya facilities, we contribute to the local economy and aim to create a long-term work environment that supports the professional and personal development of our employees.

As of 2025, we continue our operations with a total of 241 employees. We prioritize supporting the local workforce and strengthening regional employment by adopting the principle of equal opportunity in our recruitment processes.

We conduct regular training activities to enhance the skills of our employees; and we carry out awareness campaigns on occupational health and safety, professional development, social compliance, and sustainability.

We support regional development, particularly through the employment we provide at our Konya facility, and we continue to create economic value in the regions where our production activities are located.

Finteks aims to continue contributing to local employment by creating safe, inclusive, and sustainable working environments through its people-oriented approach.



6- Our Economic Performance

2025 Local Employment Indicators

Indicator	2025
Total Number of Employees	241 employees
Operating Locations	Istanbul & Konya
Local Workforce Employment	Supported
Employee Training Programs	Active
Orientation Process	100% implemented
Equal Opportunity Approach	Active

Finteks aims to be more than just a manufacturing company in the regions where it operates; it strives to be a long-term business partner that creates employment and supports local development.



6- Our Economic Performance

Our Sustainable Procurement Approach

At Finteks Tekstil ve Halı San Ltd Sti. we believe that achieving our sustainable production goals is only possible with a strong and responsible supply chain. In our purchasing processes, we consider not only quality, cost, and delivery criteria, but also environmental, social, and ethical performance criteria.

As part of our sustainable procurement approach, we expect our suppliers to operate in accordance with human rights, safe working conditions, environmental responsibility, and ethical business principles.

In supplier selection and evaluation processes, criteria

- such as legal
- compliance, quality
- performance, social compliance
- standards, occupational health and
- safety practices,
- environmental

performance, and ethical business practices are evaluated.

To improve the sustainability performance of our supply chain, our critical suppliers and contract manufacturers are audited at least once a year. Corrective action processes are established for areas of improvement identified during these audits, and improvement efforts are monitored.

We also support the use of certified, traceable, and more sustainable raw materials to reduce environmental impact. Promoting products with organic and recycled ingredients is a key part of our responsible purchasing strategy.

Finteks aims to strengthen the culture of sustainability throughout the entire value chain by developing long-term collaborations with its suppliers.





6- Our Economic Performance

2025 Sustainable Procurement KPI Indicators

Indicator	Status
Supplier Evaluation System	Active
Subcontractor Audits	At least once a year
Social Compliance Criteria	Implemented
Environmental Criteria	Evaluated
Ethical Code Compliance	Expected
Certified Material Usage	Supported
GOTS / OCS / GRS / RCS Processes	Active
Traceability Approach	Implemented

With our sustainable purchasing approach, we aim not only to meet today's needs but also to create a responsible and traceable value chain for future generations.

7- Our Certificates and Memberships



7- Our Certificates and Memberships

At Finteks Tekstil ve Halı San Ltd Sti. we prioritize compliance with internationally recognized standards in the areas of quality, environment, occupational health and safety, information security, sustainable production, and social compliance.

Our certifications and sustainability programs are important indicators of our responsible production approach, our culture of continuous improvement, and the trust we offer our stakeholders.



Our Management Systems Certifications

ISO 9001 – Quality Management System

Increasing customer satisfaction, improving process efficiency and quality.

It is implemented with the aim of continuously improving our performance.

ISO 14001 – Environmental Management

System supports the control of our environmental impacts, the efficient use of resources, and the improvement of our environmental performance.

ISO 45001 – Occupational Health and Safety Management System

is implemented to create safe working environments for our employees and to strengthen the occupational health and safety culture.

ISO 27001 – Information Security Management System

provides secure information management by protecting the confidentiality, integrity, and availability of our information assets.



7- Our Certificates and Memberships

Sustainable Textile Certifications

GOTS – Global Organic Textile Standard supports production processes that meet environmental and social criteria in organic textile products.

OCS – Organic Content Standard ensures the traceability of organic raw materials.

GRS – Global Recycled Standard
The use of recycled materials, traceability, and responsible production processes. It supports.

RCS – Recycled Claim Standard ensures the verification and traceability of recycled content throughout the supply chain.

OEKO-TEX Standard 100 & Made in Green contributes to product safety, control of harmful chemicals, and support for sustainable production conditions.

Better Cotton
Reducing environmental impacts in cotton production contributes to improving water and resource use, supporting farmer well-being, and developing more sustainable cotton supply chains.

REPREVE®
It supports the circular economy approach with performance fibers obtained from recycled plastic bottles; enabling the development of products with recycled content and a lower environmental impact.



7- Our Certificates and Memberships

Social Compliance and Sustainability Programs

Amfori BSCI

It is an international social responsibility program that supports the continuous improvement of our social compliance performance in the areas of human rights, workers' rights, safe working conditions, and ethical business practices.

Sedex / SMETA

Labor standards, occupational health and safety, environmental management, and ethical trade. It is a social compliance audit methodology that enables the evaluation of practices.

Disney FAMA (Facility and Merchandise Authorization)

This is Disney's certification program under the International Labour Standards (ILS) requirements, demonstrating that production facilities meet social compliance criteria and responsible manufacturing expectations. Finteks supports ethical, safe, and responsible manufacturing practices by meeting the requirements under Disney FAMA.

I-REC – International Renewable Energy Certificate verifies our use of renewable electricity, thus supporting our low-carbon production goals.

The Zero Waste Certificate contributes to the reduction of waste, its separation at the source, and the improvement of our resource efficiency efforts.



8- Our Goals and Future Roadmap



8- Our Goals and Future Roadmap

Social Compliance and Sustainability Programs

As Finteks Tekstil ve Halı San Ltd Sti. we are setting long-term goals in our sustainability journey to reduce our environmental impact, use our resources more efficiently, and create a stronger working environment for our employees.

We pursue our sustainability goals in four key areas: carbon reduction, energy efficiency, waste reduction, and improvement of social performance.

Our 2030 Sustainability Goals

Focus Area	Our Targets
 Carbon Reduction	• Gradually reduce greenhouse gas emission intensity • Regularly monitor Scope 1 and Scope 3 emission sources • Completely phase out coal consumption at the Konya facility by 2030 • Improve low-carbon production practices
 Energy Efficiency	• Reduce energy consumption per unit of production • Maintain the use of 100% I-REC certified renewable electricity • Increase energy-saving projects and the use of energy-efficient equipment
 Waste Reduction	• Reduce production-related waste generation • Increase recycling rates • Strengthen the Zero Waste approach across all processes • Support efficient use of resources
 Training and Social Performance	• Increase training hours per employee • Improve employee satisfaction initiatives • Continuously improve social compliance performance • Strengthen diversity, equality and inclusion culture



8- Our Goals and Future Roadmap

Looking to the Future

As Finteks Tekstil ve Halı San Ltd Sti. we continue to carry our production experience, gained since 1989, into the future by strengthening it with our sustainability approach.

In today's changing global landscape, we believe success is achieved not only through quality production but also through environmental responsibility, people-centered management, ethical values, and strong collaborations.

In this regard;

We aim to Create lower-carbon production processes, Increase energy and resource efficiency,
Strengthen the circular economy approach,
Provide a safe and inclusive working environment for our employees.
Creating a sustainable value chain together with our suppliers.

We have identified these as our primary goals.

Through our use of renewable energy, certified and sustainable raw materials, social compliance practices, and culture of continuous improvement, we act with the responsibility of creating a more livable world for future generations.

At Finteks, with our experience from the past, our responsibilities today, and our goals for the future, we will continue to be a strong part of sustainable textiles.





" Today we take responsibility and together we design the sustainable production of the future."



Finteks Tekstil ve Halı Sanayi Ltd Sti.

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Finteks Tekstil ve Halı Sanayi Ltd. Şti. 2025 Sustainability Report has been prepared based on the Global Reporting Initiative (GRI) Reporting Principles.

This report has been prepared to share Finteks' sustainability approach, its performance in environmental, social and governance areas, and its future goals with its stakeholders.

The information in this report was obtained from internal records, management systems, performance indicators, and related data sources that are believed to be accurate and reliable as of the reporting period.

The information presented in this report is not intended to form the basis for any investment decision, trading transaction, or financial evaluation. The statements contained in this report should not be considered as any representation, warranty, or guarantee.

Finteks Tekstil ve Halı Sanayi Ltd. Şti. takes due care to ensure the accuracy of the data contained in this report, but reserves the right to make changes to future assessments and targets.

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