



Sustainability Report

2023



CONTENTS

1	3	1. INTRODUCTION	4	25	4. ENVIRONMENTAL COMMITMENT AT 3TEKS
	3	1.1. About the Report		25	4.1. Utilization of Recycled Products
2	4	1.2. Message from the General Manager	5	28	4.2. Energy and Resource Efficiency
	5	2. ABOUT 3TEKS		29	5. WORK LIFE AT 3TEKS
	6	2.1. Partnership and Governance Structure		29	5.1. Employee Profile
	7	2.2. Vision, Mission, and Values		29	5.2. Diversity, Equal Opportunity, and Inclusion
	8	2.3. Milestones		31	5.3. Fair and Ethical Work Environment
	9	2.4. Products and Services		32	5.4. Occupational Health and Safety
3	11	2.5. Quality Approach and Certifications	6	33	5.5. Career and Talent Management
	13	3. SUSTAINABILITY AT 3TEKS		35	6. CORPORATE GOVERNANCE AT 3TEKS
	13	3.1. Sustainability Governance Structure		35	6.1. Compliance with National and International Regulations and Standards
	13	3.2. Sustainability Strategy		36	6.2. Responsibility Towards Customers
	16	• 3.2.1. Risks and Opportunities for 3Teks		37	6.3. Risk Management and Business Continuity
	17	• 3.2.2. Sustainability in the Supply Chain		38	6.4. Business Ethics, Transparency, and Anti-Corruption
	18	• 3.2.3. Collaboration with Stakeholders and Business Development			
	19	• 3.2.4. Materiality Analysis and Matrix			
	23	• 3.2.5. Our Sustainability Goals, Commitments, and Contribution to the Sustainable Development Goals			





ANNEXES

- Memberships and Collaborations
- SASB Reference Table
- GRI Content Index
- Abbreviations
- Contact Information

1. INTRODUCTION

1.1. About the Report

As 3Teks Medical Textile, we are pleased to present our inaugural sustainability report, covering the period from January 1 to December 31, 2023. Through this report, we aim to share the fundamental elements shaping our sustainability strategy, our stakeholder engagement approach, our vision and commitments related to climate change, our management approach toward the value and impact created by our activities, our sustainability priorities, and our contributions to the United Nations (UN) Sustainable Development Goals (SDGs).

This report has been prepared in accordance with the **2021 Global Reporting Initiative (GRI)** Standards and comprehensively outlines our contributions to the UN SDGs. With this first sustainability report, 3Teks also includes disclosures aligned with the material topics of

the **Sustainability Accounting Standards Board (SASB)** for the Medical Equipment & Supplies industry, as defined within the Sustainability Industry Classification System (SICS), published in collaboration with International Financial Reporting Standards (IFRS).

At 3Teks, we acknowledge that a single report is not sufficient to fully address the seriousness of today's environmental and social challenges. Therefore, we are committed to updating our sustainability report annually, continuously improving our practices, adopting innovative solutions for more responsible production that benefits both the environment and society, and transparently sharing our progress throughout this journey.



1.2. Message from the General Manager

SUSTAINABLE SUCCESS
IS THE GREATEST BLISS

Dear Stakeholders,

The global population is expected to double within the next 50 years. This projection reminds us of our responsibility not only to the present but also to the future. We are fully aware of the need to use our natural resources consciously and responsibly to ensure that future generations can meet their needs. With this awareness, we strive to address our current needs with a planned and sustainable approach.

We view sustainability not only as an environmental responsibility but also as an economic and social imperative. Therefore, we continuously review and improve our business processes while integrating sustainable practices at every stage, from our supply chain to production processes. In the mean time, operating in a sector that directly impacts human health and evolves constantly, we closely monitor risks, opportunities, and global innovations. Since our establishment, we have been

proud to achieve direct sales in over 100 countries and to lead the industry. To ensure the continuity of these accomplishments, we are committed to relentless efforts. In this regard, we are delighted to share with you our first sustainability report, where we outline both our current initiatives and our future plans.

Throughout this process, we have carefully considered the valuable insights, suggestions, and recommendations of all our stakeholders, aligning them with our mission and vision. This alignment not only provides us with significant motivation but also places upon us a critical responsibility. With this sense of responsibility, we will pursue our efforts to generate environmental, social, communal, and economic value continuously..

On this occasion, I would like to extend my gratitude to everyone who has supported us on our sustainability journey, and I look forward to achieving even greater successes together.

Sincerely,

GÖKMEN KÖROĞLU



2. ABOUT 3TEKS

Founded in 2004 in Gaziantep, **3Teks Medical Textile has become a strong global player in its field, leveraging nearly 20 years of industry experience, team of 140 employees, and exports to over 100 countries.** 3Teks Medical Textile specializes in producing sterile disposable surgical drapes, gowns, and sets, as well as non-sterile gowns, drapes, and covers. The company offers tailored, need-focused solutions by assembling product groups that meet customer demands. 3Teks Medical Textile manufactures specialized products for medical use with nonwoven fabrics and is certified by **KIWA**, a globally trusted and accredited organization.

With sales offices in Istanbul and Ankara, our sales representatives serve to provide customer-centric services to all medical device users.

While medical products in our industry are predominantly sterilized using Ethylene Oxide sterilization, 3Teks is the first in Türkiye to adopt the far superior and more effective **Gamma Sterilization** technique. This groundbreaking achievement underscores our commitment to innovation. Simultaneously, we continue to enhance our digital infrastructure uninterrupted, keeping in mind the needs of tomorrow.

Our company is dedicated to utilizing and disseminating knowledge for public health, and fostering sustainable relationships with stakeholders through national and international collaborations. We prioritize industry and sector partnerships to develop solution-oriented projects at local, regional, and national levels. In this context, we aim to create economic, social, and cultural impacts that guide our city, region, country, and the world. Our societal contribution activities are planned and implemented in alignment with the SDGs. Additionally, we uphold universal values and respect human, animal, and environmental rights, while explicitly declaring the sanctions to be applied in cases of ethical violations.

We are the first medical textile company established in the Eastern and Southeastern Anatolia regions.



2.1. Partnership and Governance Structure

The company’s shareholders were Muharrem BALAT and Emine Ebru BALAT. The new company ownership structure, after Muharrem BALAT passed away in June 2023, includes Emine Ebru BALAT, Orkun BALAT, Zerrin BALAT, Gamze AŞNÜK, and Pinar PANCAR..

The General Manager serves as the highest governance body of our company, with the authority to sign and represent the company vested in the General Manager. During the nomination process for

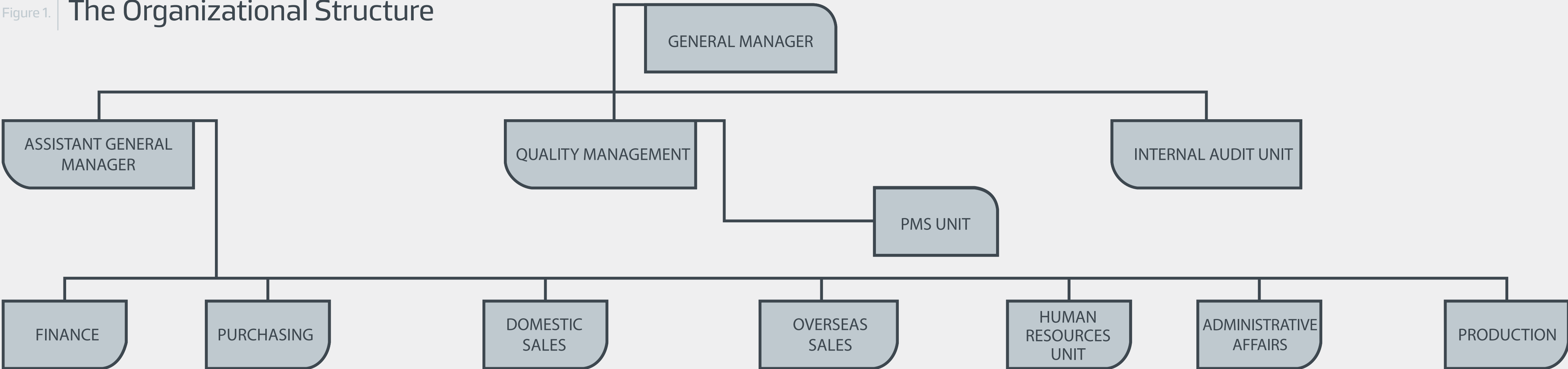
this position, we evaluate candidates’ qualifications by considering their industry knowledge, education, proficiency in foreign languages, expertise in ESG (Environmental, Social, and Governance) matters, general management experience and skills, and international trade experience. We also place great emphasis on ensuring that the General Manager works with a team possessing diverse experiences and competencies. We believe this diversity significantly contributes to the company’s success in the eyes of stakeholders, customers, and business partners.

Under the leadership of the General Manager, we adopt a management approach enriched by a variety of skills and perspectives, which plays a critical role in achieving our strategic objectives and driving company performance forward. The performance of the General Manager is regularly evaluated by the General Assembly, ensuring accountability and transparency within our governance processes.

As illustrated in **Figure 1**, our organizational chart identifies the key departments of our company,

which include Production, Finance, Procurement, Domestic Sales, International Sales, Human Resources, and Administrative Affairs. While the core departments report directly to the Deputy General Manager, the Quality Management and Internal Audit units report directly to the General Manager. This structure ensures the smooth operation and thorough oversight of critical processes, maintaining high standards of quality. The General Manager may delegate signature authority to the Deputy General Manager on specific matters through internal regulations.

Figure 1. The Organizational Structure



2.2. Vision, Mission, and Values

Our Vision

3Teks, envisions itself as a leading organization in the healthcare sector, serving as a global actor that guides industry developments, prioritizes the needs of its stakeholders at the highest level, and creates a positive impact on society through environmentally and socially responsible practices.

Our Mission

- To manage competitive and sustainable growth potential in a way that adds value to stakeholders,
- To protect human health and the environment,
- To continuously follow technical and technological innovations and integrate these into the production process,
- To produce products and services that fully and consistently meet the needs and expectations of customers,

- To prioritize the development of qualified personnel by preparing and implementing necessary training programs,
- To conduct continuous innovation and improvement efforts and seamlessly integrate them into existing operations,
- To carry out activities in compliance with national and international standards and regulations,
- To contribute to stakeholders and the national economy through activities conducted on a global platform.

Our Values

Sustainability: We prioritize environmental, social, and governance sustainability in all our endeavors.

Reliability: We produce products and services that meet national and international quality standards.

Ethical Conduct: We adhere to global professionalism standards in our business processes and decision-making mechanisms, operating with principles of fairness, respect, confidentiality/security, and accountability.

Integrity: We uphold the highest ethical standards and transparency in all our activities.

Professionalism: We continuously strive to achieve the highest quality and professionalism standards.

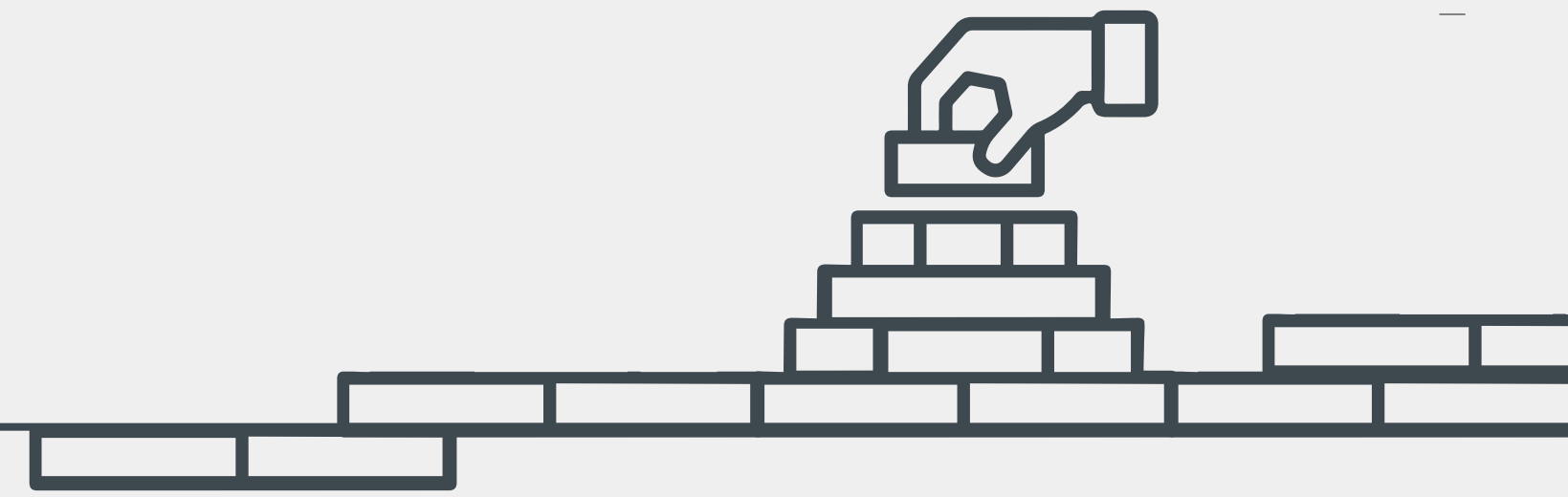
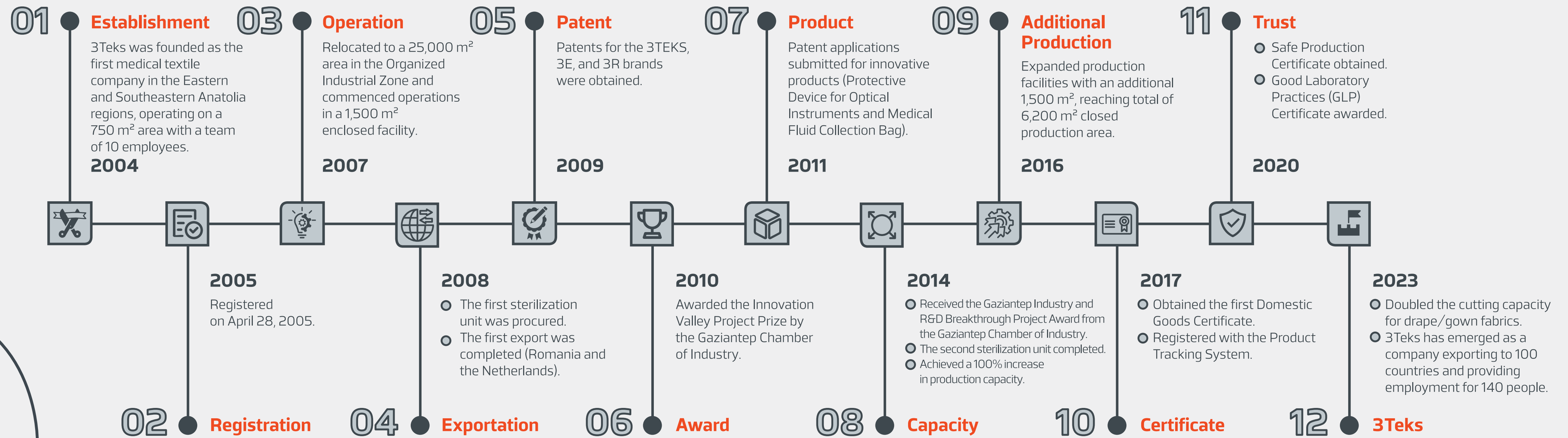
Innovation: We foster a culture of innovation and forward-thinking.

Stakeholder-Centric Approach: The demands and satisfaction of our stakeholders are at the center of our efforts.

Responsibility: We take responsibility for our actions and their impact on society and the environment.



2.3. Milestones



2.4. Products and Services

3Teks Medical Textile operates within the Gaziantep 2nd Organized Industrial Zone with a total enclosed area of 6,200 m². Our company specializes in the manufacturing and marketing of a wide range of products for medical use, including sterilized set groups, sterilized auxiliary products, sterile transparent covers, medical bandages and sponges, and sterilization rolls and packages, all crafted from nonwoven fabrics. Each of our products is meticulously tracked using micro-software with lot and reference numbers. To ensure traceability, final products are reported to end-users via the Product Tracking System (PTS) established by the Ministry of Health. As 3Teks, we take pride in the global reach of our KIWA-certified products, which were exported to 37 countries across Europe, Africa, the Arabian Peninsula, Asia, and South America in 2023.

The sterilization of our products is performed using two advanced methods: **Ethylene Oxide Gas Sterilization and Gamma Radiation Sterilization**. Ethylene Oxide Gas Sterilization complies with **ISO 11135 Standard**, while Gamma Radiation Sterilization adheres to ISO 11137 Standard. Through meticulous sterilization validation processes, 3Teks ensures the reliability and safety of its products.

Notably, **3Teks Medical Textile is the only company in Türkiye to implement Gamma Radiation Sterilization**, which distinguishes itself from other sterilization methods with the following features:

- It ensures absolute sterilization thanks to its high penetration capability.
- It is a healthier method as it can be applied to packaged products.
- It is easy to validate.
- It reduces endotoxin levels.
- It provides exceptional safety.
- The gamma rays emitted during the process are non-radioactive, ensuring no radioactive or toxic residues are left on the products.

Our products, which combine Gamma Sterilization and nonwoven fabric properties, feature an antibacterial structure that prevents bacterial growth and habitation. With their breathable characteristics, they stand apart from traditional medical textile products, enhancing the comfort of healthcare personnel, especially during long procedures. This contributes to a more comfortable and efficient environment for conducting operations.

Our nonwoven fabric products provide a unique solution by offering extra hygiene and comfort to patients, healthcare professionals, and visitors in hospitals and clinics. Studies have shown that these products reduce the risk of infection transmission by 56%. With their liquid-resistant and breathable properties, our products ensure maximum comfort while contributing to sustainable transformation with their eco-friendly design. Packaged using vacuum-sealing methods to maintain sterility, these products also stand out for their practical use, lightweight structure, and cost-effective solutions.



STERILE SURGICAL SETS	General Surgery Sets	Disposable Sterile General Surgery Sets
	Urology Sets	Disposable Sterile TUR Sets, Disposable Sterile Urology Sets, Disposable Sterile Percutaneous Sets, Disposable Sterile Cystoscopy Sets
	ENT (Ear, Nose, and Throat) Sets	Disposable Sterile ENT Sets, Disposable Sterile Tonsil Adenoid Drapes
	Orthopedic Sets	Disposable Sterile Hip Sets, Disposable Sterile Arthroscopy Sets (With and Without Pouch), Disposable Sterile Upper Extremity Sets, Disposable Sterile Shoulder Arthroscopy Sets (With Pouch), Disposable Sterile Shoulder Arthroscopy Sets (Elastic Opening), Disposable Sterile Vertical Isolation Drapes
	Ophthalmic Sets	Disposable Sterile Ophthalmic Sets (Single-Pouch), Disposable Sterile Ophthalmic Sets (Double-Pouch)
	Gynecology and Obstetrics Sets	Disposable Sterile Delivery Sets, Disposable Sterile L.T.T. Cesarean Sets, Disposable Sterile Gynecology O.P.U Sets, Disposable Sterile E.T. Sets, Disposable Sterile Gynecology Sets, Disposable Sterile Lithotomy Gynecology Sets
	Neurosurgery Sets	Disposable Sterile Neurosurgery Sets, Disposable Sterile Laminectomy Sets, Disposable Sterile Carpal Tunnel Sets, Disposable Sterile Shunt Drapes
	Cardiovascular Surgery (CVS) Sets	Disposable Sterile Bypass Sets, Disposable Sterile Heart Valve Sets, Disposable Sterile Congenital Cardiovascular Sets, Disposable Sterile Angiography Sets, Disposable Sterile Femoral Radial Angiography Sets, Disposable Sterile Cardiovascular Sets ("U"-Shaped Incision)
	Other Sets	Disposable Sterile Minor Surgery Sets, Disposable Sterile Biopsy Sets, Disposable Sterile Chemotherapy Sets, Disposable Sterile Laparotomy Sets, Disposable Sterile Laparoscopic Abdominal Perineal Sets, Disposable Sterile Laparoscopic Pelviscopy Sets, Disposable Sterile Liposuction Sets, Disposable Sterile Hand Surgery Sets, Disposable Sterile Implant Sets, Disposable Sterile Thoracic Sets, Disposable Sterile Thyroid Sets, Disposable Sterile X-Ray Sets, Disposable Sterile Intervention Sets, Disposable Sterile Veterinary Sets, Disposable Sterile Dental Mini Sets, Disposable Sterile Circumcision Sets, Disposable Sterile Hair Transplantation Sets, Disposable Sterile Plastic Surgery Sets, Disposable Sterile Head Sets, Disposable Sterile Dressing Sets, Disposable Sterile Suture Sets, Disposable Sterile Vesical Catheter Sets, Disposable Sterile Epidural Sets, Disposable Sterile Surgical Gowns, Disposable Sterile Drapes, Non-Sterile Personnel Uniforms, Non-Sterile Patient Uniforms, Non-Sterile D&C Uniforms, Non-Sterile Examination Sets, Non-Sterile Colonoscopy Sets, Non-Sterile Gastroscopy Sets, Stretcher Covers, Sheets and Bed Covers, Examination Table Covers, Sterile Transparent Covers, Body Bags
STERILE AUXILIARY PRODUCTS	Umbilical Clamp, Chemotherapy Goggles, Gloves & Protective Masks, Forceps & Kocher Forceps, Medical Waste Bags & Suture Bags, Gloves & Painting Sponges, Introducer Sheath (6F-7F-8F), Syringes, Guidewire (180 cm, 3 mm "J" Tip), Inflator, Liquid Container & Kidney Basin & Tray, Aspirator Hose, Sucker (Aspirator Tip), Yankauer (Suction) Set, Y Tur Set with Valve, Extension Lines & Tubes, PTCA Adapter, Blood Transfusion Sets, PTCA "Y" Adapter and Kit, PTCA "Y" Adapter "W" Line, Torquer, Manifold, Introducer Needle & Insertion Tool, Stopcock Three-Way Tap, Manifold Kit Set, Radial Artery Compression Band, Heparin Cap, Ultrasound Gel & Genital Wipes, Needle Tips, Top Tip Forceps, Foley Catheter, Thoracic Catheter, Guidewire Holder, Cautery Pen & Cautery Pad, Nasal Syringe, Needle Box & Needle Holder, Skin Marker & Ruler, Swab Stick & Safety Scalpel, Lamp Cover	
STERILE TRANSPARENT COVERS	Portable Bag & Instrument Cover, Liquid Collection Bag, Organ Bag (PE), Scope Cover, Fluoroscopy Cover, Transparent Hose Cover, Ultrasound Probe Cover & Transparent Adhesive Drape (PE), Microscope Cover, Camera Cover	
MEDICAL BANDAGES AND SWABS	Prewashed Abdominal Swab with X-Ray, Abdominal Swab with X-Ray, Abdominal Swab, Nonwoven Swabs, Gauze Swabs & Cotton Sponges, Esmarch Bandages, Coban Bandages, Sterile/Non-Sterile Elastic Bandages, Elastic Gauze Bandages, Gauze Bandages	
STERILIZATION ROLLS AND PACKS	Sterilization Wraps, Tyvek Paper & Window Packs, Envelope Packs, Tyvek Sterilization Rolls, Gusseted Sterilization Rolls, Flat Sterilization Roll	



2.5. Quality Approach and Certifications



At 3Teks Medical Textile, maintaining consistently high production quality is among our top priorities. An effectively managed quality management system is essential to our organization, emphasizing customer loyalty and brand reliability. As a result of our efforts in this direction, we have **“Medical Device Quality Management System Certificate (EN ISO 13485:2016)”**, **“CE 1984 Certificate”**, **“TSE Product Certificates (TSE EN ISO 13795-1)”** and **“GLP (Good Laboratory Practices)”** certificates and we carry out our production in accordance with the **“European Union Medical Devices Directive (MDD) 93/42/EEC”**. We ensure that our product and service information, as well as labeling, comply with the standards outlined in **“EN ISO 15223-1:2021”**.

All facilities within our organization are subject to regular audit programs to maintain quality consistency. Currently, supplier facilities are not included in this process; however, suppliers are obligated to allow third-party audits of their facilities upon request. To ensure continuity of quality, the compliance and effectiveness of ethical rules regulating the off-label promotion



of products are evaluated annually through internal audits conducted in line with the requirements of the ISO 13485 Standard. Through these measures, we develop a quality approach aligned with our operational principles, ensure continuous improvement, and guarantee compliance with all legal regulations. Thanks to our certifications and practices, we achieve the following benefits:

- Development of a quality culture within the organization,
- Increased profitability, efficiency, and market share,
- Enhanced consumer trust,
- Improved employee satisfaction,
- Ensured effective and efficient management.

Additionally, our company collaborates with suppliers who hold Wooden Pallet Certifications in compliance with the ISPM-15 standard established by the International Plant Protection Convention (IPPC). The fumigation or heat treatment processes for our wooden pallets are meticulously conducted to prevent

the transfer of harmful organisms to other countries. After treatment, the pallets are labeled with markings compliant with ISPM-15 standards, making them suitable for safe use in international trade. These processes are carried out exclusively in certified facilities authorized to perform such treatments, adhering to the highest quality standards. In addition to our goal of maintaining consistently high production quality, we embrace environmental sensitivity, compliance with standards, and continuous improvement as our core principles in our logistics solutions.

Within the framework of our [Quality Policy](#) we prioritize social responsibilities, occupational health, and safety at all times, maintaining our management processes and product quality in compliance with national and international standards. Our goal is to strengthen our presence in national and global markets, solidifying our position as a reliable and leading brand in the industry. At the same time, we strive to create long-term value through innovative solutions and sustainable practices.



3. SUSTAINABILITY at 3TEKS



3.1. Sustainability Governance Structure

Sustainability initiatives at 3Teks are managed through the Sustainability Committee, established by the decision of the General Directorate. Operating in line with our [Sustainability Commitments](#), the Sustainability Committee is responsible for conducting sustainability related due diligence analyses, identifying risks and opportunities, facilitating stakeholder dialogue, determining material and priority issues, setting sustainability goals, developing and implementing the necessary sustainability strategy to achieve these goals.

The 3Teks Sustainability Committee is chaired by the **Deputy General Manager and includes senior executives from the Production, Finance, Procurement, Export, Human Resources, and Quality Management departments.** This structure ensures a holistic approach to all areas of the company's core operations.

This governance structure allows 3Teks to align its sustainability efforts with its strategic priorities, ensuring effective management and progress toward its sustainability objectives. The committee organizes meetings, surveys,

3Teks Sustainability Committee Members:

- **Vildan Gökçe** – Deputy General Manager
- **Hasan Özaslan** – Finance Manager
- **Serhat Bilecen** – Procurement and Administrative Affairs Manager

training sessions, and on-site visits to maximize the contribution of all stakeholders to 3Teks' sustainability strategy. In addition, it monitors sustainability developments in Türkiye and globally, ensuring compliance with relevant legal regulations and developing policies and procedures to meet the company's social, environmental, and economic needs.

The Sustainability Committee meets quarterly and reports on activities and progress to the General Manager after each meeting. In addition to these reports, the committee may provide recommendations to the General Manager when necessary, particularly in cases of extraordinary events such as natural disasters, economic or political shocks, which may impact the company's overall operations.

The committee's recommendations are advisory and the final decision-making authority rests with the General Manager. In addition, the General Manager has assigned the Internal Audit Unit to review the committee's reports and verify the accuracy of the data presented.

3Teks' sustainability strategy is designed to

- **Mehtap Taşkın** – Quality Management Officer
- **Murat Kaleli** – Deputy Production Manager
- **Hanife Bilben** – Human Resources Officer
- **Metin Korkmaz** – Deputy Export Manager

3.2. Sustainability Strategy

minimize risks and create continuous value while focusing on stakeholder engagement, in alignment with the company's principles and vision. As part of the preparation process for our first sustainability report;



We began by identifying risks and opportunities. This process involved evaluating both short-term (2 years) and long-term (10 years) global and regional risks in line with our vision.

Additionally, we assessed and prioritized risks and opportunities across our value chain, considering both short- and long-term impacts specific to our company.

Stakeholders' expectations, insights, and feedback on identified risks were gathered through surveys and face-to-face interviews.

By consolidating this information, we identified the most critical issues to form the foundation of our strategy. For each of these key topics, we explained how we create value and set goals to improve in areas where further development is needed.

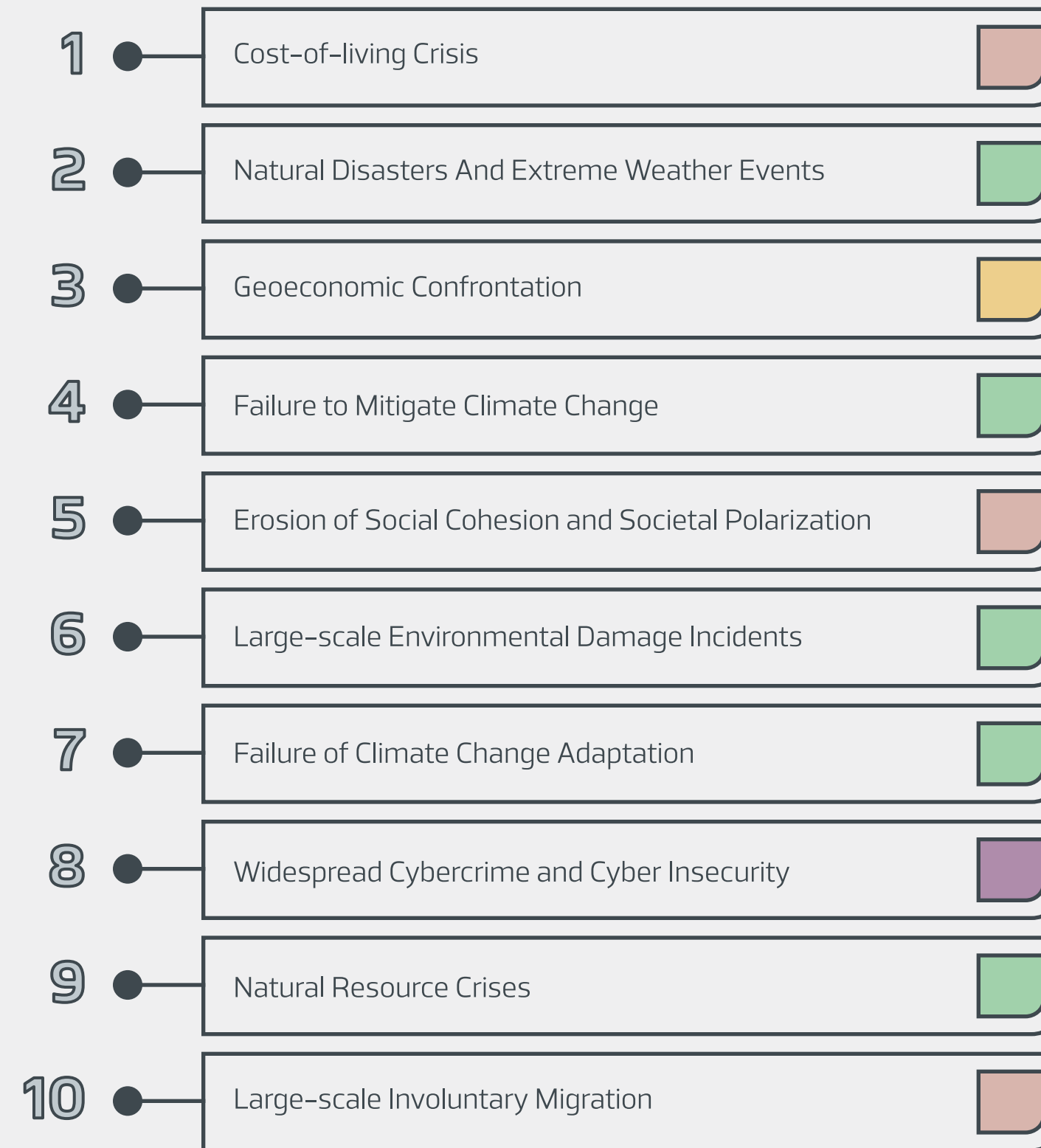
We also detailed our plans for achieving these objectives in the subsequent sections of this report



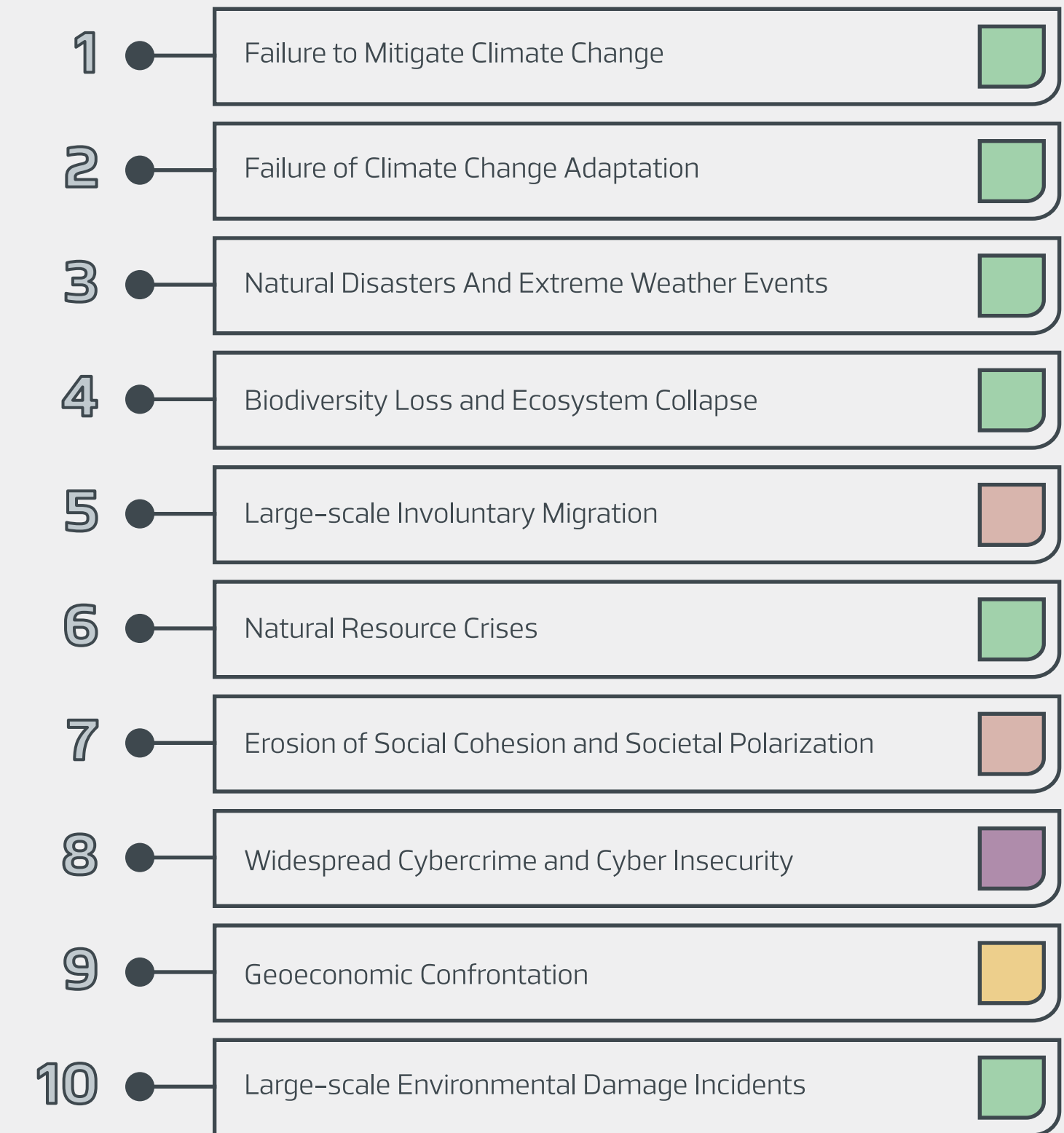
Global and Regional Risk Outlook

The World Economic Forum (WEF)'s 2023 Global Risks Report, outlines the most pressing global risks in the short and the long term. In the short term, the cost-of-living crisis, geoeconomic conflicts, and the failure to combat climate change are identified as the most critical risks. In the long term, environmental and social risks, such as climate change, biodiversity loss, and forced migration, come to the forefront. This assessment highlights the urgency of addressing climate change, resource crises, and strengthening social cohesion from a sustainability perspective. It particularly underscores the importance of enhancing environmental resilience and societal stability. As 3Teks, we have reviewed our supply chain and all operations with a clear awareness of these risks. We have identified and evaluated our risks and opportunities, ensuring our activities align with sustainable and resilient practices.

2 YEARS



10 YEARS



RISK CATEGORIES

- Economic
- Environmental
- Geopolitical
- Societal
- Technological



From Türkiye's perspective, **the 2025–2027 Medium-Term Program (MTP)** highlights key policy areas that will support the macroeconomic policy framework in the upcoming period. These areas include implementing public financial reforms, enhancing R&D and innovation capacity, achieving technological transformation for the transition to a green and digital economy, strengthening human capital, activating the labor market, improving the business and investment environment, and reducing the informal economy. All the activities and goals we set as 3Teks are fully aligned with these priorities.

According to the MTP, geopolitical tensions and post-election policy uncertainties are likely to perpetuate protectionism in global trade and disruptions in supply chains in the near future. The trajectory of tightening financial conditions and the timing of the anticipated easing cycle will influence global risk appetite, with capital flows to emerging economies shaped accordingly. Additionally, the increasing frequency and severity of natural disasters, such as droughts linked to climate change, may cause supply-side disruptions, affecting global inflation expectations.

As outlined in the MTP, rising interest rates and macroprudential measures have recently slowed credit growth, with trends indicating a balancing in economic activity. In the upcoming period, as a result of this balance, a slight increase in non-performing loan ratios is anticipated. However, the banking sector's strong capital structure,

provision levels, profitability, and balanced balance sheet are expected to keep risks stemming from asset quality at manageable levels. **In this context, as 3Teks, we aim for long-term stability and sustainability by aligning our risk management measures with macroeconomic policies.**



3.2.1. Risks and Opportunities for 3Teks

Our [Risk Management Policy](#), aims to safeguard the company's assets, manage risks effectively, and contribute to sustainable development. This policy is centered on identifying risks, implementing preventive measures, and evaluating opportunities. In our risk management process, the performance measurement of departments and the relevant reporting mechanisms are key elements. Efforts to involve all employees in the process and enhance stakeholder awareness are also integral parts of our policy.

As part of the preparation process for the 3Teks Sustainability Report, the Sustainability Committee conducted a series of meetings to identify and evaluate the risks and opportunities facing 3Teks across its value chain. Subsequently, through assessments and consensus reached during these meetings, the likelihood (very low, low, medium, high, very high) and expected impact (minor, moderate, major)

of these risks and opportunities in both the short and the long term were determined. This report includes risks and opportunities identified as being above "medium/moderate" in terms of either likelihood or expected impact in the short or the long term. Additionally, information is provided on how these issues are managed.

Notably, while opportunities with potential likelihood and impact were identified during the Sustainability Committee's evaluations, it was observed that no opportunities with a likelihood and expected impact of "medium or above" were detected. At this point, the Sustainability Committee decided to regularly monitor both global and regional developments, thereby allowing for the reevaluation of currently identified opportunities and the consideration of any new opportunities that may arise. As a result, it was concluded that the identification and management of risks, both in the short and the long term, take precedence for 3Teks.

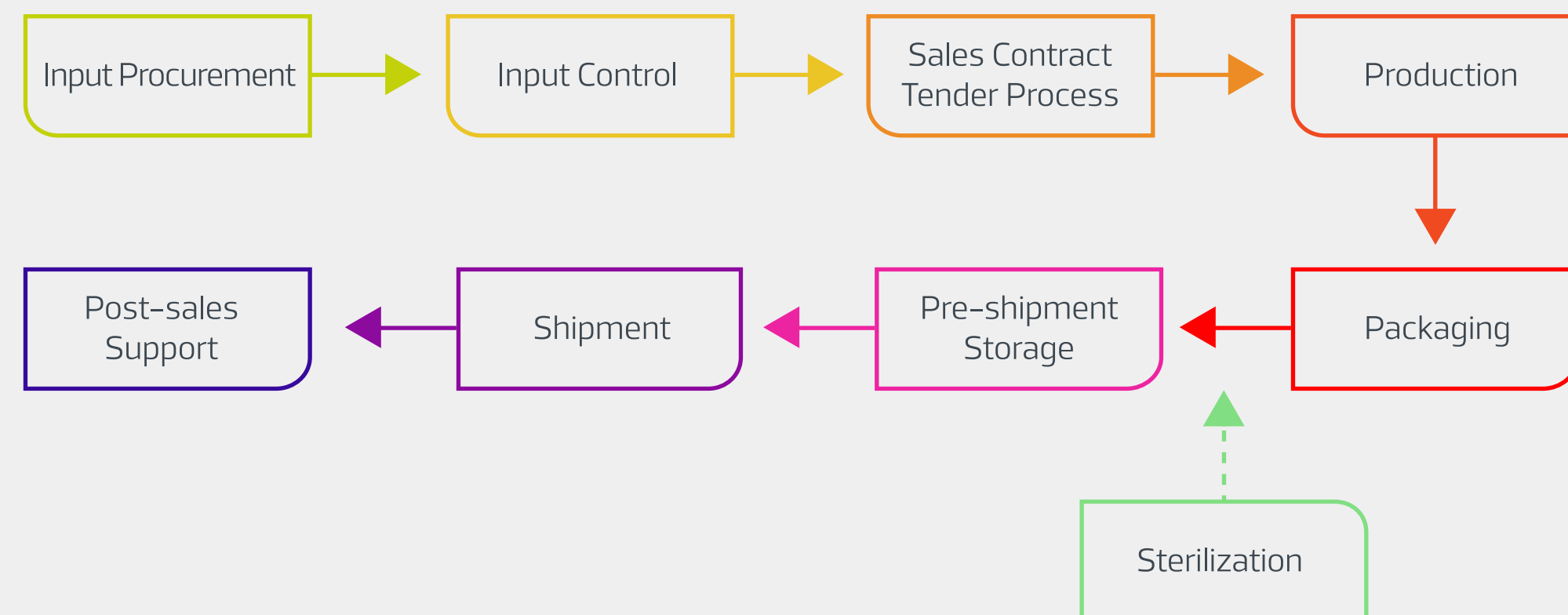
RISK AREA	FUNDAMENTAL RISK	LIKELIHOOD OF OCCURRENCE		EXPECTED IMPACT LEVEL		PREVENTIVE MEASURES
		Short Term (2 years)	Long Term (10 years)	Short Term (2 years)	Long Term (10 years)	
PRODUCTION	Operational Risks Related to the Production Process	Very Low	Very Low	Major	Major	Routine maintenance is carried out in line with the 3Teks production process maintenance plan. In addition, it is ensured that the raw materials in the product recipes are used correctly through production tracking software.
	The inability to use recyclable materials in the product	High	Medium	Moderate	Minor	Although recyclable materials cannot be used in a significant portion of our products, we utilize recyclable materials in external packaging components. Additionally, research is being conducted to source recycled materials that comply with CE standards for the medical equipment used in our surgical kit groups.
PROCUREMENT	Failure of the supplier to notify critical changes.	Low	Very Low	Major	Major	We ensure that all our suppliers are informed of the requirement to notify us with detailed information in the event of any critical changes to their formulations. For suppliers who fail to comply, we reserve the right to impose penalties or terminate our business relationship. This is communicated to them in writing, and the matter is explicitly addressed in our contractual agreements.
	The supplier's refusal to comply with audit requests.	High	Low	Major	Minor	Currently, audits are conducted by inspecting necessary quality certifications from our suppliers. However, as part of the MDR process, it is highly likely that many suppliers may initially respond negatively to on-site audits, which are a mandatory requirement. Over time, this risk is expected to diminish as industry stakeholders become more accustomed to the MDR process. In the meantime, provisions to mitigate this risk have already been included in our supplier contracts. Both parties are aware that in the event this risk materializes, the contract will be subject to termination.
	The use of non-compliant raw materials by the supplier.	Very Low	Very Low	Major	Major	Currently, audits are conducted by inspecting necessary quality certifications from our suppliers. Additionally, provisions to mitigate this risk have already been included in our supplier contracts. In the event of such a violation being identified, the purchase of the goods is canceled.
HUMAN RESOURCES	The risk of not being able to access qualified human resources and retaining existing talent.	Medium	Medium	Moderate	Moderate	Human Resources processes are carried out within the framework of our company's Human Resources Policy. In the initial phase, the need for qualified personnel is identified (e.g., number, competencies, specific criteria, etc.). Subsequently, recruitment announcements are made through career centers and human resources networks. For new personnel, an orientation program is conducted to ensure adaptation to in-house rules, leave procedures, and similar topics. In line with the annually prepared training plan, efforts are undertaken to meet employees' professional qualification requirements and enhance their competencies. Additionally, to support the well-being of our employees and promote work-life balance, we provide various fringe benefits and support programs.
SECTOR RISKS	Production of competitors that does not comply with global market standards for patient safety and the 93/42/EEC product standard	Medium	Low	Moderate	Minor	In the event of identifying such practices by competitors, the necessary reports are submitted to the relevant public authorities and hospitals. Hospitals are also informed about this risk. With the increasing implementation of the MDR process around Türkiye and the world, this risk is expected to decrease in the long term.
	Challenges encountered during the certification and document auditing process (limited number of certification bodies, lack of sufficient experience among auditors regarding new regulations).	Medium	Low	Moderate	Minor	Regulatory monitoring is conducted regularly, and transition regulations are closely followed.
SECTOR RISKS	Exchange Rate Risk	Medium	Medium	Moderate	Moderate	Price quotations are prepared by considering payment terms and maturity differences.
	Production Cost Risk	Medium	Medium	Moderate	Moderate	Stocked raw materials and finished products are maintained.
	The requirement to provide annual price quotations in domestic tenders.	High	High	Moderate	Moderate	Purchases for tenders are made in accordance with the tender requirements; if necessary, maintaining stocked raw materials and finished products is preferred.

3.2.2. Sustainability in the Supply Chain

In line with our [Product Safety And Secure Supply Policy](#), we strive to create value throughout our entire supply chain. To this end, we prioritize the satisfaction of both our customers and suppliers, shaping our operational activities to maximize contributions to the circular economy model. With the goal of creating a more sustainable world, we aim to implement best practices in environmental, social, and governance issues at every stage of our value chain.

Our company prioritizes sourcing from legal, ethical, and human rights-compliant resources while providing services to its business partners with a solution-oriented approach.

We require our suppliers to implement quality management systems and provide product safety certifications. Suppliers meeting these criteria are included in our approved supplier list. Furthermore, we prioritize collaboration with suppliers who respect human rights, adhere to occupational health and safety standards, and demonstrate environmental responsibility. We also prefer suppliers who actively combat bribery and corruption and respect intellectual property rights. To ensure compliance with these principles, we conduct on-site audits. For suppliers found to be in violation of these principles, we initially request corrective actions. However, we reserve the right to terminate commercial relationships with suppliers who fail to show improvement.



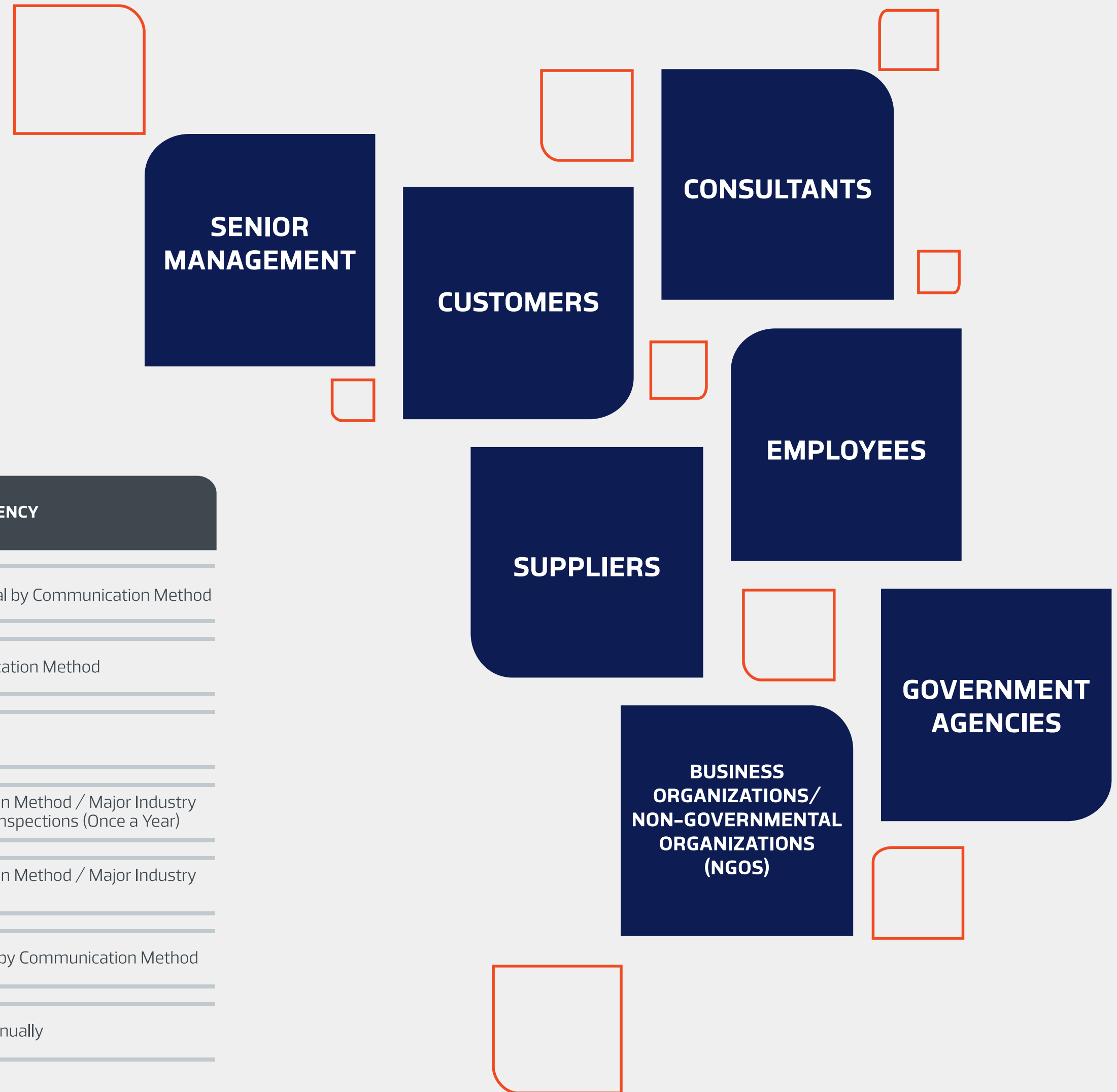
SUPPLY CHAIN	CURRENT IMPLEMENTATIONS	PLANNED IMPLEMENTATIONS
DIGITALIZATION	<ul style="list-style-type: none"> 3Teks' workflow processes are managed through customized software tailored to enable each main unit to carry out its own operations. 	<ul style="list-style-type: none"> Efforts are underway to implement an ERP system to ensure the integrated execution of workflow processes.
INPUT PROCUREMENT	<ul style="list-style-type: none"> Research is being conducted to promote the use of recycled and biodegradable materials. We request quality certifications for raw materials from suppliers, and perform biocompatibility tests on the final products. Since the medical device becomes medical waste after use by our end customers—hospitals—it cannot be recycled. 	<ul style="list-style-type: none"> We plan to review procurement planning for both raw material acquisitions and finished product shipments, as well as to optimize the number of transport operations.
PRODUCTION	<ul style="list-style-type: none"> Efforts are underway to increase mechanization in the production process, which bring out both risks and opportunities: <ul style="list-style-type: none"> Risks include layoffs and similar scenarios; opportunities include reductions in costs and working hours. Labeling processes are monitored in compliance with labeling instructions to minimize potential risks, following the 93/42/EEC Standard. User manuals are provided for drape/gown groups and surgical set groups. Guiding labels are used across all product groups, along with size and name information. Necessary process controls are conducted in accordance with the process quality plan, following the 93/42/EEC Standard. Traceability is ensured through our production tracking software via lot numbers and reference numbers, in accordance with the traceability procedure. Additionally, delivery notifications to the end user are provided through the Ministry of Health's Product Tracking System. This also allows for the monitoring of the product's final usage period. Following the 93/42/EEC Standard, hygiene measures are implemented in the production area, including HEPA filters and antibacterial flooring and wall coatings. Our cleanroom meets Class 7 conditions. 	<ul style="list-style-type: none"> To ensure production continuity, the modernization and automation of the existing machinery park are planned. This aims to increase capacity for both the drape and surgical set groups. The procurement of a sterilization unit is planned to enhance the production capacity of the sterilization chamber.
STORAGE	<ul style="list-style-type: none"> Storage processes are managed according to the First In, First Out (FIFO) principle. Inventory tracking is conducted using a barcode system through stock cards and lot numbers. Operations are currently carried out based on a stockholding principle. Additionally, suppliers' lead times are closely monitored. 	<ul style="list-style-type: none"> Research is being conducted to integrate the existing warehouse management system with the ERP application.
DISTRIBUTION	<ul style="list-style-type: none"> The planning of the number of transport operations is being reviewed with the aim of optimization. 	<ul style="list-style-type: none"> Efforts to optimize the shipment system are ongoing, with plans to implement city-based shipment scheduling on specific days of the week.
RECYCLING	<ul style="list-style-type: none"> Pallets, nylons, shrink wraps, polyethylene boxes, and fabric scraps are sent to licensed recycling companies for recycling. Vegetable oil waste generated in the cafeteria is also delivered to licensed recycling companies. Recyclable materials are used in the external packaging elements of our products. 	<ul style="list-style-type: none"> Research is being conducted to repurpose waste fabrics for social benefit projects, such as donating them for toys, bags, and similar initiatives. Studies are underway to source recycled materials compliant with CE standards for the medical equipment used in our surgical set groups.
WASTE	<ul style="list-style-type: none"> Expired products remaining in the warehouse are sent to licensed recycling and disposal companies 	

3.2.3. Collaboration with Stakeholders and Business Development

We define our stakeholders as individuals and organizations affected by our activities and those who can play a role in achieving our business objectives. Within this framework, as a result of the Sustainability Committee's efforts, we have identified the key stakeholders with the most significant economic, social, and environmental interactions with 3Teks.

During this process, we categorized our stakeholders based on their degree of impact from our activities, their influence on achieving our business objectives, their ability to shape the medical textile sector, and their potential for long-term collaboration within the scope of our strategic priorities

STAKEHOLDERS	DIALOGUE PLATFORMS	FREQUENCY
SENIOR MANAGEMENT	General Assembly Meetings, Emails, Financial Reports, and Related Feedback Mechanisms	Daily/Weekly/Monthly/Annual by Communication Method
EMPLOYEES	Human Resources Practices, Surveys, Events and Meetings, Internal Communication Meetings, Emails and Information Sessions, Occupational Health and Safety Meetings, Training and Development Programs	Monthly/Annual by Communication Method
CONSULTANTS	Meetings, Emails, Collaborations	Every Month
SUPPLIERS	Emails, Collaborations, Fairs, On-Site Inspections	Every Month by Communication Method / Major Industry Fairs (Twice a Year) / On-Site Inspections (Once a Year)
CUSTOMERS	Meetings, Informative Emails, Feedback Mechanisms, Social Media Channels, Visits, Fairs	Every Month by Communication Method / Major Industry Fairs (Twice a Year)
GOVERNMENT AGENCIES	Sectoral Meetings, Feedback Mechanisms	As needed, Monthly/Annually by Communication Method
BUSINESS ORGANIZATIONS/ NON-GOVERNMENTAL ORGANIZATIONS (NGOS)	Business Organizations, Social Media Channels, Volunteer Programs	Every Month / Biannually / Annually



3.2.4. Materiality Analysis and Matrix

To initiate the sustainability reporting process for 3Teks, a Sustainability Committee was established. **The Committee Members received training on sustainability and its core elements, carbon footprint measurement, circular economy, life cycle analysis, stakeholder dialogue, materiality analysis, GRI Standards, and sustainability strategy development.**

Following the training, **a due diligence analysis was conducted for 3Teks based on the guidance of the GRI Standards.** This analysis served as the first step in identifying the environmental, social, and governance/economic risks facing 3Teks and in preparing a development plan. Additionally, key stakeholders who are most affected by or have the potential to be impacted by 3Teks' activities were identified. Upon the completion of the training sessions and the due diligence analysis, the 3Teks Sustainability Team commenced the sustainability reporting process.

Following the identification of key stakeholders, a comprehensive approach was adopted

to assess 3Teks' impacts from both the short-term and the long-term perspectives. **The GRI Standards were primarily used as a framework for the study, providing a roadmap to categorize environmental, social, and governance/economic impacts. As the GRI Standards currently lack a sector-specific standard for Medical Textiles and Medical Products, the "Medical Equipment and Supplies" standard published by the Sustainability Accounting Standards Board (SASB) was utilized.** This allowed the analysis to incorporate material issues specific to the sector. Additionally, the results of the due diligence analysis conducted for 3Teks were integrated, ensuring a diverse range of topics that reflect stakeholders' interests and expectations. This approach comprehensively addressed the environmental, social, and governance/economic dimensions of sustainability. **To identify the expectations regarding 3Teks' products and production processes, key topics under the "product sustainability" category were developed based on the findings of the study.**



Considering the need to prioritize engagement with stakeholders most affected by or with the potential to be affected by 3Teks' operations, to leverage the strong communication network that 3Teks already maintains with its stakeholders, and to ensure cost efficiency in practice, the Sustainability Committee decided to conduct a survey as part of the data collection process. The survey consisting of four sections (Environmental Sustainability, Social Sustainability, Governance/Economic Sustainability, and Product Sustainability) and a total of 36 questions was sent to key stakeholders. The survey content for the Environmental, Social, and Governance/Economic Sustainability sections asked stakeholders to indicate the level of importance their companies/organizations attribute to the topics addressed under each question. In the Product Sustainability section, stakeholders were asked, "From a Product Sustainability perspective, how much importance does your organization place on the following topics related

to 3Teks?". Respondents were asked to select one of the following options for each question: "0 = Not Important at All, 1 = Almost Unimportant, 2 = Neither Important Nor Unimportant, 3 = Important, 4 = Very Important"

As a result, a total of 101 stakeholders participated in the survey, including 10 international stakeholders and 91 domestic stakeholders (26 internal stakeholders and 75 external stakeholders), achieving a response rate of 71%. Additionally, the responses provided by 3Teks' General Manager were considered to represent the perspective of the company's Senior Management. **Reflecting 3Teks' stakeholder-focused work culture, stakeholder feedback was weighted at 60%, while Senior Management input was weighted at 40% while determining the company's material topics.** Based on the Materiality Matrix and calculations, topics that received a score of 80 or above out of 100 were categorized as "3Teks Material Topics," as outlined below.

INTERNAL STAKEHOLDER SURVEY PARTICIPATION

(26 individuals)

14 are white-collar employees, 11 are blue-collar employees, and 1 is a consultant.

EXTERNAL STAKEHOLDER SURVEY PARTICIPATION

(75 individuals)

Among the external stakeholders, participants included a diverse range of groups within the country, such as suppliers, customers, NGOs, universities, hospitals, and public institutions. Additionally, senior management and mid-level managers from MB Holding A.Ş., one of the 3Teks' key stakeholders, also participated in the survey. Furthermore, international customers and suppliers from various countries and regions were included in the priority stakeholders list.

SURVEY METHOD

In the process of determining our sustainability priorities, feedback from 3Teks senior management and other stakeholders were considered to establish our key priorities. Before distributing the surveys, we conducted phone calls with all external stakeholders, particularly those located abroad, to provide preliminary information about the survey. During these calls, we emphasized the importance of their participation for 3Teks. The survey was conducted digitally, and we shared an access link to the survey via a letter addressing to the stakeholders, which included basic information about the survey as well. In addition to the letter, we provided an Information Note summarizing the concepts covered in the survey. This ensured that stakeholders encountering these concepts for the first time would have sufficient context, minimizing the risk of them being unfamiliar with the content of the questions. The 3Teks General Manager played a direct role in the communication process, conducting one-on-one meetings with the MB Holding's senior management and the executives of the MB Holding subsidiaries. We also sent notifications to 3Teks employees via email. Furthermore, all internal stakeholders were provided with the same letter and supplementary information note that were shared with the external stakeholders.

ENVIRONMENTAL SUSTAINABILITY

- E1 Climate Change
- E2 Reducing Carbon Footprint
- E3 Energy and Resource Efficiency
- E4 Use of Renewable Energy
- E5 Utilization of Recycled Products
- E6 Waste Management and Prevention of Environmental Pollution
- E7 Transportation and Logistics
- E8 Water Usage and Management
- E9 Impact on Biodiversity
- E10 Considering Environmental Criteria in Supply Chain Formation

SOCIAL SUSTAINABILITY

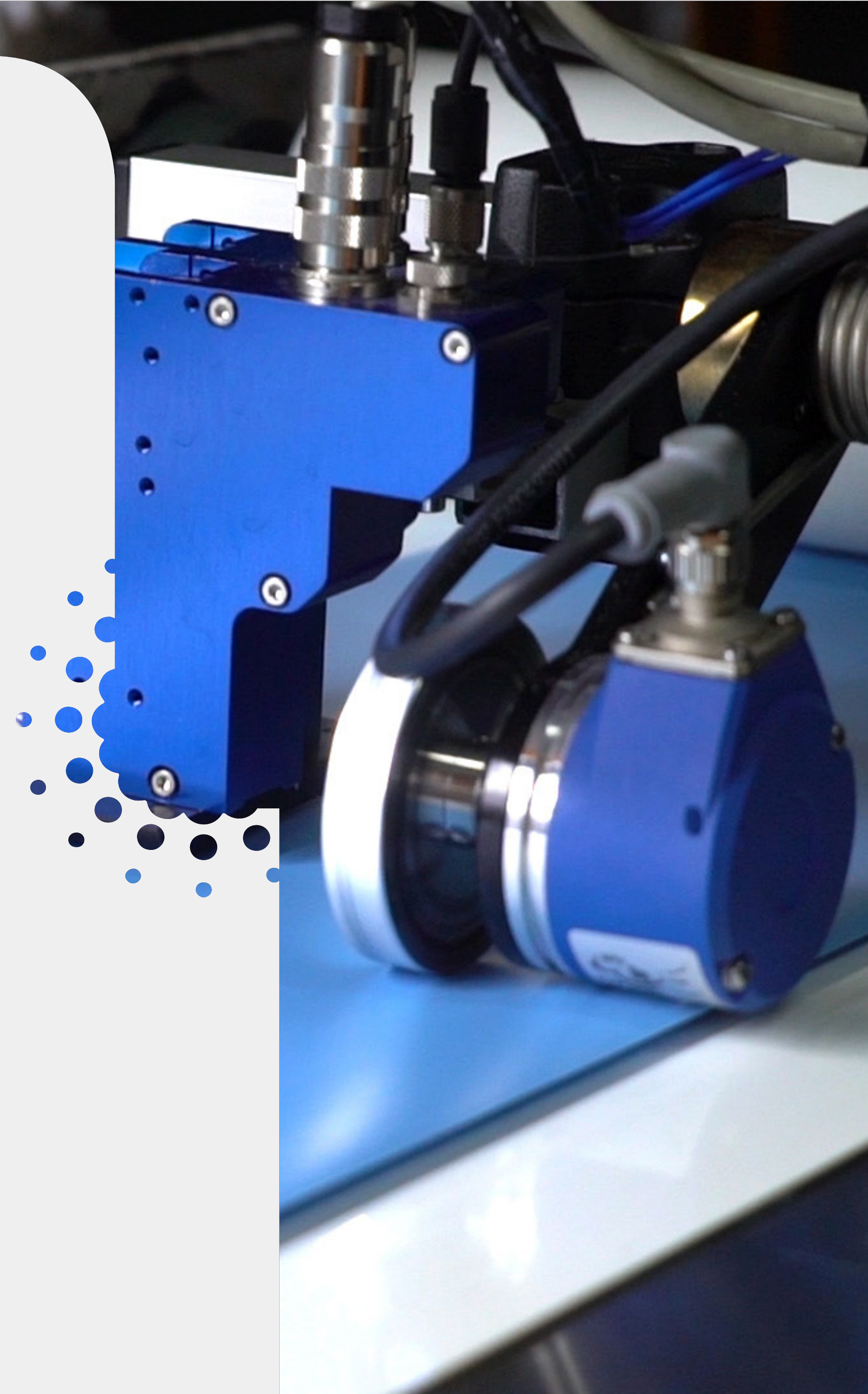
- S1 Responsibility Towards Customers
- S2 Ensuring Quality Assurance
- S3 Employee Welfare and Rights
- S4 Workplace Health and Safety
- S5 Human Resource Development and Talent Acquisition
- S6 Human Rights and Fair Working Conditions
- S7 Collaboration with Stakeholders and Business Development
- S8 Social Impact-Oriented Programs
- S9 Considering Social Criteria in Supply Chain Formation

GOVERNANCE SUSTAINABILITY

- G1 Corporate Governance
- G2 Risk Management and Business Continuity
- G3 Profitability and Financial Performance
- G4 Business Ethics, Transparency, and Anti-Corruption
- G5 Compliance with National and International Regulations
- G6 Supply and Sales Chain Management
- G7 Information Security and Management
- G8 Digitalization
- G9 R&D and Innovation-Oriented Investments

PRODUCT SUSTAINABILITY

- P1 Sustainable Product Design
- P2 Sustainable Packaging
- P3 Compliance with National and International Quality Standards
- P4 Product Safety and Chemical Input Management
- P5 Use of Sustainable Raw Materials/Inputs
- P6 Resource Efficiency in Production
- P7 Incorporating Circular Economy in Production
- P8 Plastic Waste-Preventing Product Solutions

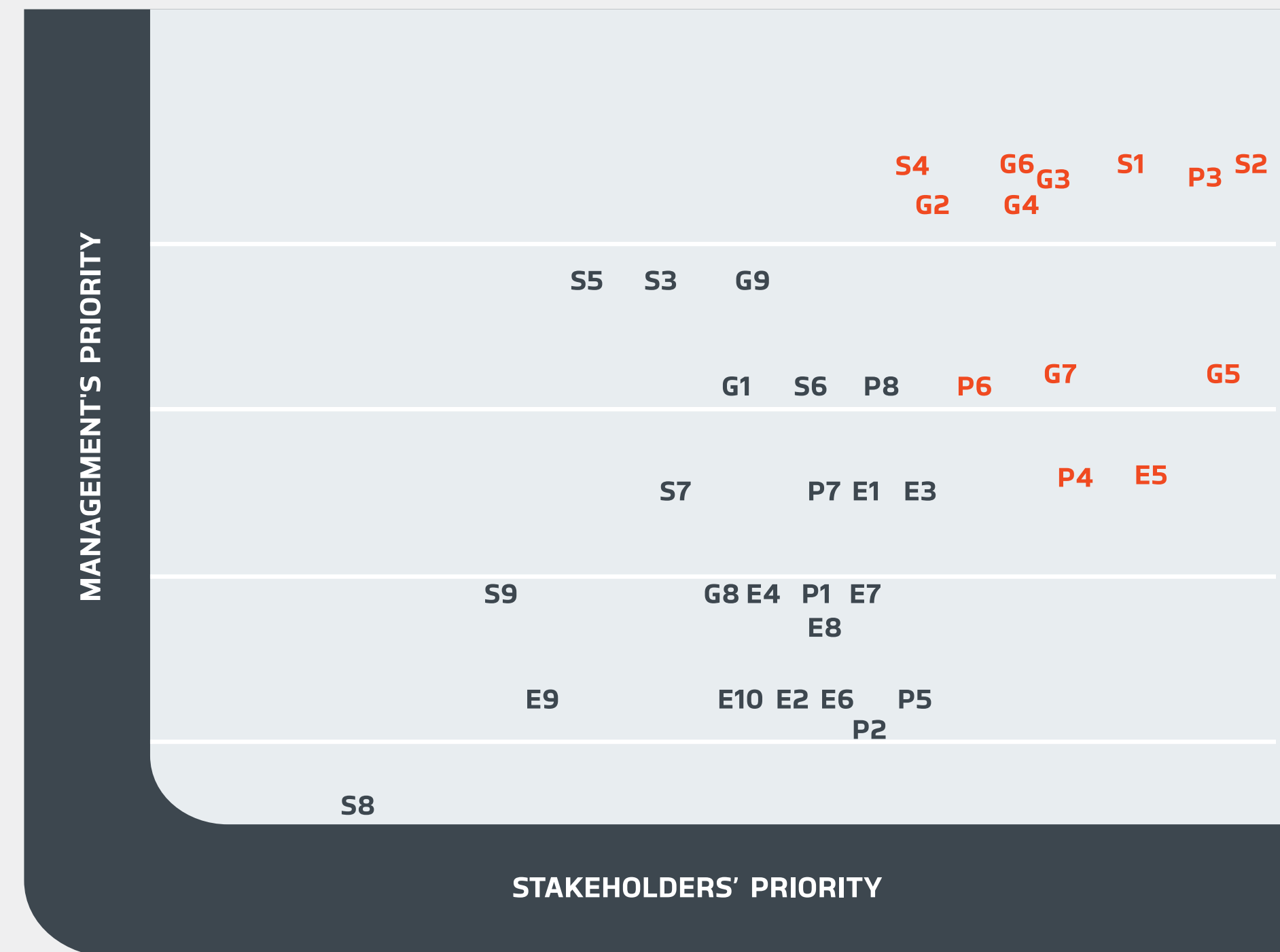


3Teks Priority Topics

ENVIRONMENTAL SUSTAINABILITY	E5	Utilization of Recycled Products
SOCIAL SUSTAINABILITY	S1	Responsibility Towards Customers
	S2	Ensuring Quality Assurance
	S4	Workplace Health and Safety
GOVERNANCE SUSTAINABILITY	G2	Risk Management and Business Continuity
	G3	Profitability and Financial Performance
	G4	Business Ethics, Transparency, and Anti-Corruption
	G5	Compliance with National and International Regulations
	G6	Supply and Sales Chain Management
	G7	Information Security and Management
	P3	Compliance with National and International Quality Standards
PRODUCT SUSTAINABILITY	P4	Product Safety and Chemical Input Management
	P6	Resource Efficiency in Production

“S2 – Ensuring Quality Assurance,” “P3 – Compliance with National and International Quality Standards,” and “S1 – Responsibility Towards Customers” are considered the most important by both stakeholders and 3Teks Senior Management. When examining the overall table, it becomes apparent that topics under the Governance Sustainability category predominantly stand out for 3Teks. A significant portion of these topics are clustered towards the upper right corner of the 3Teks Materiality Matrix, indicating that they are prioritized by both Senior Management and stakeholders.

3Teks Materiality Matrix



In this context, the topics of “Risk Management and Business Continuity,” “Profitability and Financial Performance,” “Business Ethics, Transparency, and Anti-Corruption,” “Compliance with National and International Regulations,” “Supply and Sales Chain Management,” and “Information Security and Management” emerge as the material topics for 3Teks under the Governance Sustainability category. On the other hand, as a result of placing greater

emphasis on stakeholder input, it is notable that topics such as “E5 – Utilization of Recycled Products,” “S4 – Workplace Health and Safety,” “G2 – Risk Management and Business Continuity,” and “P6 – Resource Efficiency in Production” have been included among 3Teks' material topics. Overall, it can be observed that the listed topics largely align with the priority topics outlined in the SASB Medical Equipment and Supplies standard.

3.2.5. Our Sustainability Goals, Commitments, and Contribution to the Sustainable Development Goals

As 3Teks, we aim to strengthen our leadership in the medical textile sector by adopting sustainable production practices. With an environmentally friendly, innovative, and high-hygiene standard approach to manufacturing, we contribute to preventing hospital infections and provide sustainable solutions aligned with our mission to protect public health. Through this commitment, we continuously innovate to leave a cleaner and healthier environment for future generations, aspiring to be a globally impactful company in both sustainability and health sectors. Within the framework of sustainable growth principles, we continue to create value for our stakeholders by adopting operational efficiency and continuous improvement principles.

We conduct our activities with a high level of awareness of social and environmental issues, embracing an inclusive approach and integrating sustainability strategies at the Senior Management level. To minimize our environmental impact, we measure our carbon footprint and implement improvement initiatives accordingly. By developing environmentally conscious business processes, we systematically progress to meet not only today's needs but also the demands of the future.

In line with our sustainability vision, we evaluate economic, social, and environmental impacts through a holistic approach and commit to conducting all our business processes ethically, fairly, transparently, and in full compliance with

laws and regulations. Contributing to the SDGs is one of our strategic priorities, and we shape all our operations in alignment with these goals. Aware of our environmental responsibilities, we develop projects focused on resource efficiency, waste management, and energy efficiency, integrating sustainable development as an essential part of our business processes.

Additionally, to minimize and effectively manage the risks that may arise in our operations, we establish and continuously improve the necessary management systems. In this context, we support operational sustainability through our risk management strategies while taking into account our economic, social, and environmental responsibilities. Our goals,

commitments, and contributions to the SDGs concerning our key topics are summarized in the table below. Although reducing our carbon footprint is not among our key topics due to the low-carbon-intensive nature of our industry, we remain aware of the carbon emissions we generate. We are committed to minimizing our environmental impact through short-term optimization efforts and long-term neutralization initiatives aimed at reducing our environmental footprint.





3TEKS MATERIALITY TOPICS ACCORDING TO THE MATERIALITY ANALYSIS RESULTS		GOAL / COMMITMENT	PERFORMANCE METRICS	OUR CONTRIBUTION TO THE UN SDG GOALS
ENVIRONMENTAL SUSTAINABILITY	E5	Utilization of Recycled Products We commit to prioritizing the use of recycled products in all areas permitted by regulations. Our goal is to achieve at least a 75% utilization rate of recyclable materials in external packaging by 2025. Efforts will continue to explore opportunities for recycled materials in other products, taking sector-specific requirements into account.	Annual amount of recycled materials used (in kg) The proportion (%) of recyclable packaging within the total packaging	
	S1	Responsibility Towards Customers We aim to maintain our current customer satisfaction rate of 96.75%, achieved through our regular customer satisfaction surveys.	Customer Satisfaction Rate (%)	
SOCIAL SUSTAINABILITY	S2	Ensuring Quality Assurance We will continue manufacturing in compliance with ISO 13485:2016 and MDD standards while completing our MDR certification process.	MDR Transition Completion Certificate MDD Certificate Status	
	S4	Workplace Health and Safety We are committed to maintaining our current workplace health and safety practices and aim to ensure that every employee receives First Aid Training, Hygiene Training, and Fire Safety Training by 2025.	Percentage of Trained Personnel (%) Number of Workplace Accidents and Incidents	
GOVERNANCE SUSTAINABILITY	G2	Risk Management and Business Continuity We aim to integrate sustainability aspects into our existing risk management system by the end of 2025.	Number of Integrated Sustainability Criteria	
	G3	Profitability and Financial Performance By the end of 2026, we aim to increase our total sales by 50% and adjust our current export-to-domestic sales ratio of 40%-60% to 60% exports and 40% domestic sales.	Total Sales Change (%) Export/Total Sales Ratio (%)	
	G4	Business Ethics, Transparency, and Anti-Corruption Awareness training on these topics will be provided to all employees by the first quarter of 2025. Additionally, these trainings will be incorporated into the orientation process for new hires.	Percentage of Employees Trained (%)	
	G5	Compliance with National and International Regulations We manufacture in compliance with the MDD standard, ensuring quality assurance in line with EU regulations; while making efforts on completing the MDR certification process.	Quality Assurance Audit Results MDR Certification Status	
	G6	Supply and Sales Chain Management We are planning a transition to an automation system by 2030, including the coordination of orders and production to ensure more effective planning through the control and optimization of procurement and sales management processes.	Automation System Implementation Status Inventory Turnover Ratio Change in Average Order Delivery Time (%)	
	G7	Information Security and Management We aim to enhance our existing digital infrastructure with capabilities for data collection, processing, and management aligned with sustainability criteria. To achieve this, we will conduct research on suitable digital infrastructure and transition to an automation system by 2030.	Number of Digital Service Providers Assessed Automation System Implementation Status	
	P3	Compliance with National and International Quality Standards Quality assurance is provided in compliance with EU regulations. We have initiated the transition process to the new regulation, 2017/745 MDR, and aim to complete this process by 2025.	Quality Assurance Audit Results MDR Certification Status	
PRODUCT SUSTAINABILITY	P4	Product Safety and Chemical Input Management Regular audits and tests will be conducted annually in accordance with ISO 13485, and the disposal of chemical waste will continue in compliance with regulations.	Number of Audits and Tests Conducted According to ISO 13485 Total Waste Sent for Disposal (kg/ton/m²)	
	P6	Resource Efficiency in Production The completion of all necessary improvements to the entire climate control system (due to its high energy usage) is targeted by the beginning of 2026.	Energy Efficiency Improvement Rate (%) Reduction Rate in Energy Consumption (%)	

4. ENVIRONMENTAL COMMITMENT AT 3TEKS

4.1. Utilization of Recycled Products

Our company prioritizes practices that support recycling and the circular economy in line with its sustainability goals. However, due to sectoral regulations and product safety requirements, the use of recycled materials in our main products is currently not applicable. In this regard, our company closely monitors relevant regulations and actively explores innovative recycling-focused solutions.

Beyond our main products, significant steps have been taken to increase the use of recycled and biodegradable materials across various operational areas. Recycled materials are utilized in numerous areas, including office supplies, outer packaging, cafeteria equipment, and warehouse materials, with traceability ensured throughout their supply chains. Additionally, best practices in the sector for the use of biodegradable materials are being closely followed, and efforts are underway to expand their integration on a broader scale.

Our collaboration with licensed recycling companies ensures that packaging materials such as pallets, nylon, shrink wrap, and polyethylene boxes generated during the production process are regularly recycled.

In addition to being included in the recycling process, fabric waste is also repurposed for projects that create social benefits. Efforts are underway to utilize these fabric scraps in the production of items such as toys, bags, and similar products, with ongoing research and partnerships supporting these initiatives.

Expired products remaining in our warehouses are directed to licensed recycling and disposal companies to ensure environmentally safe disposal. These processes are carefully carried out in compliance with environmental regulations and sustainability principles. Additionally, regular audits are conducted to monitor the environmental impacts of these practices and to ensure continuous improvement.

As 3Teks, we closely monitor our carbon footprint and actively work towards transitioning to a carbon-neutral structure. **Our carbon footprint measurements are conducted in accordance with the GHG Protocol, while we simultaneously establish and operate a management system compliant with ISO 14064-1.** We calculate our carbon footprint under Scope 1, Scope 2, and, to the extent possible, Scope 3, as per the GHG Protocol, and

present the results in Table 1. Furthermore, the measurement results conducted in line with ISO 14064-1 are detailed in Table 2 by primary categories and types of greenhouse gases.

Accordingly, the primary factor influencing our company's carbon footprint is purchased goods and services. Among these, transportation services stand out as the most significant contributor. Due to the limited shelf life of sterile products, storage options are restricted, and the distribution of our products is carried out in parts through courier companies.

However, with the optimization initiatives we plan to implement, **we aim to reduce the carbon footprint from purchased goods and services by 20% by 2025. This is expected to result in a 12% reduction in our total carbon footprint compared to 2023. Additionally, we aim to decrease our total carbon footprint by 50% by 2032,** and as part of this commitment, we pledge to plant 8,000 trees annually. **We are also conducting research on renewable energy investments and plan to proceed with these investments to achieve carbon neutrality by 2040.**

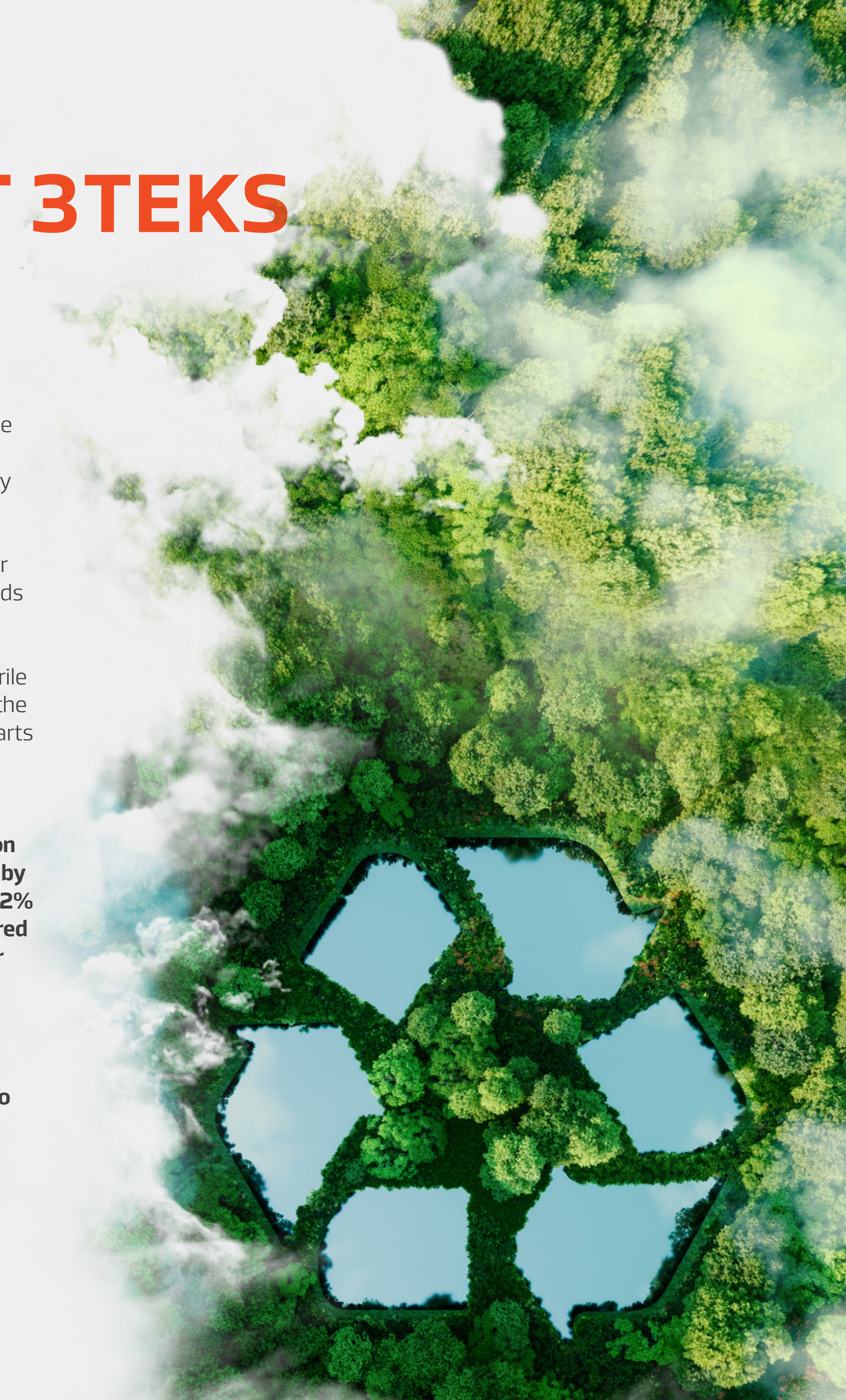


Table 1 | GHG Protocol (2004) Carbon Footprint Measurement

SCOPES AND CATEGORIES	METRIC TONS CO ₂ e
Scope 1 and Scope 2	579,39
Scope 1: Direct emissions from owned/controlled operations	139,89
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	439,5
Upstream Scope 3 Emissions	2244,51
Category 1: Purchased goods and services	1948,23
Category 2: Capital goods	0
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	103,35
Category 4: Upstream transportation and distribution	92,9
Category 5: Waste generated in operations	2,92
Category 6: Business travel	23,27
Category 7: Employee commuting	73,84
Category 8: Upstream leased assets	0
Other	0
Downstream Scope 3 Emissions	393,73
Category 9: Downstream transportation and distribution	78,49
Category 10: Processing of sold products	0
Category 11: Use of sold products	0
Category 12: End-of-life treatment of sold products	315,24
Category 13: Downstream leased assets	0
Category 14: Franchises	0
Category 15: Investments	0
Other	0
TOTAL	3217,63

Table 2. | ISO 14064-1 Carbon Footprint Measurement

EMISSIONS	CO ₂ ton	CH ₄ ton	N ₂ O ton	HFC ton	PFC tons	SF6 tons	NF3 tons	Total tCO ₂ e	
CATEGORY 1	137,99	0,28	1,62	-	-	-	-	139,89	4,35%
CATEGORY 2	439,5	0	0	-	-	-	-	439,5	13,66%
CATEGORY 3	266,32	0,03	2,14	-	-	-	-	268,49	8,34%
CATEGORY 4	2.054,50	0	0	-	-	-	-	2.054,50	63,85%
CATEGORY 5	315,24	0	0	-	-	-	-	315,24	9,80%
CATEGORY 6	-	-	-	-	-	-	-	0	0,00%
Total tCO₂e								3.217,63	100%





Resource efficiency
in production is
among our
materiality topics.



4.2. Energy and Resource Efficiency

A significant portion of energy demand is still met through fossil fuels, contributing to the rise in global carbon emissions and exacerbating climate change. The limited reserves of fossil fuels pose a serious risk to energy security. In this context, transitioning to renewable energy sources and adopting circular economy principles are of critical importance for ensuring a sustainable future.

Our Approach to the Use of Recycled Materials: We recognize that building a sustainable business model requires not only environmental responsibility but also the development of systematic processes. The use of recycled materials in our products and processes is a fundamental element in reducing our environmental impact. In this context, we aim to increase the use of recycled raw materials to the extent allowed by regulations and industry standards, reduce waste generation, and develop solutions that promote the circular economy. Additionally, through efficient use of natural resources and waste management strategies, we actively contribute to achieving zero-waste goals.

Our Energy Management Policy and Sustainability:

Within the framework of our [Energy Management Policy](#), we prioritize not only optimizing our energy consumption but also investing in technologies that enhance energy efficiency and operate with recyclable materials. In line with this, we adopt energy-efficient and environmentally friendly technologies in our new projects to minimize energy consumption and reduce our environmental footprint.

Through training programs for our employees, we raise awareness about energy conservation and aim to extend this awareness to all our stakeholders. In doing so, we are fostering a culture of energy efficiency throughout the organization.

Sustainable Products and Processes:

Our strategy for using recycled materials encourages the utilization of recyclable resources at every stage of our production processes. Additionally, our commitment to

environmentally conscious product development is supported by designs that incorporate recycled materials. By developing sustainable products, we aim to both reduce carbon emissions and meet customer expectations with eco-friendly solutions.

In line with this, 3Teks commits to guiding its activities within the framework outlined below:

- Prioritizing energy efficiency across all our processes,
- Continuously improving our energy performance to reduce carbon emissions,
- Increasing the use of renewable energy sources,
- Promoting the use of recyclable and environmentally friendly products,
- Investing in innovative projects focused on waste management and recycling.

These efforts contribute to the preservation of natural resources and support sustainable development. At the same time, in alignment with our goals for a circular economy and environmental sustainability, we aim to strengthen collaboration not only within our internal operations but also with all stakeholders across our supply chain. Through energy management, recycling, and the use of eco-friendly technologies, we are always committed to advancing our sustainability vision.

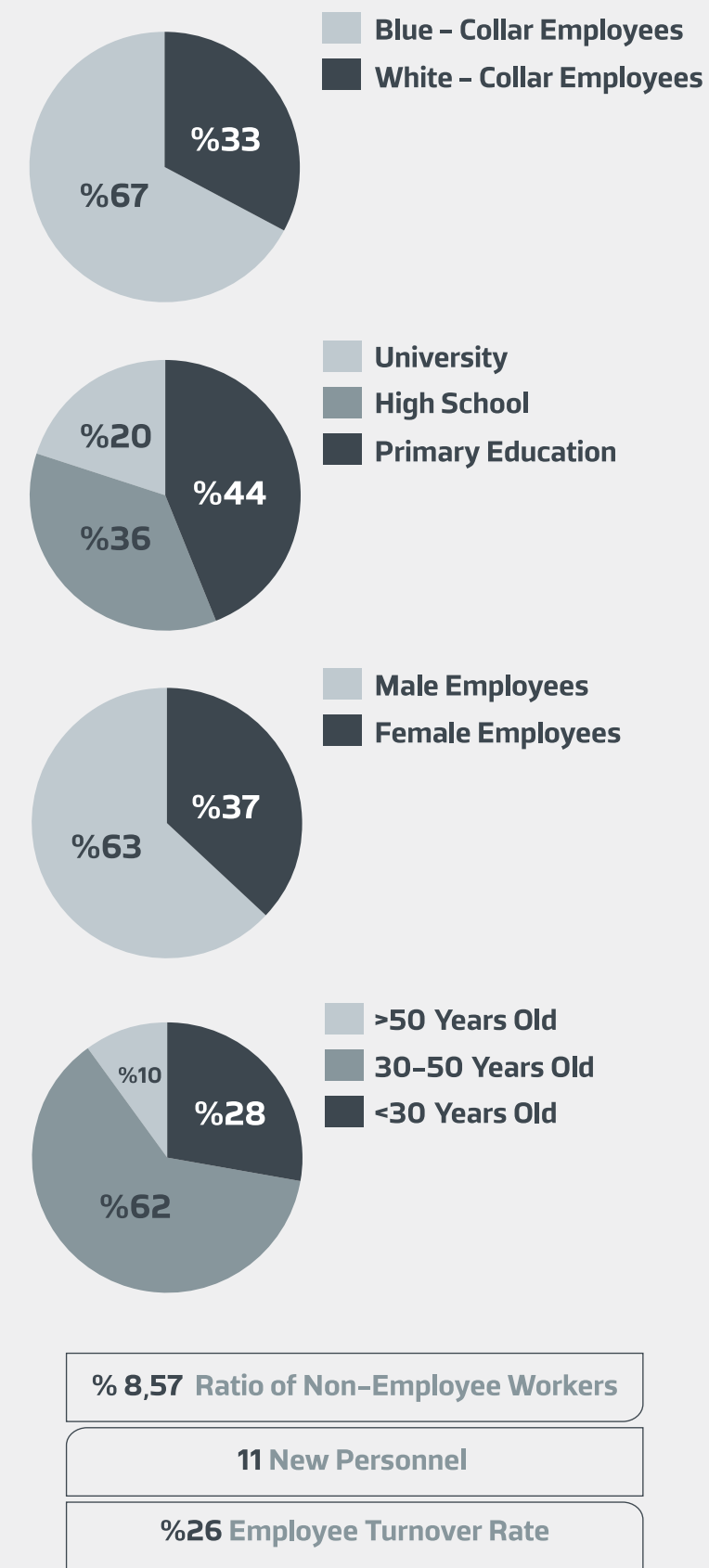


5. WORK LIFE AT 3TEKS

As 3Teks, our sustainable human resources approach aims to attract competent and qualified individuals who are environmentally conscious and possess a strong sense of social responsibility. Our human resources strategies not only focus on hiring talented employees but also emphasize providing a fair and inclusive work environment that fosters the sustainable development of these talents. Aligned with the principles of environmental sustainability, our [Human Resources Policy](#) prioritizes creating a dynamic and communicative workplace where employees can express their creativity and thrive.



5.1. Employee Profile



5.2. Diversity, Equal Opportunity, and Inclusion

Our company believes that diversity, inclusion, and equal opportunity are the cornerstones of sustainable growth and corporate success. Our commitment to providing fair, inclusive, and equal opportunities to all employees reflects our respect for human rights and our dedication to ethical business practices. In this regard, we view differences as a strength and believe that diversity fosters creativity, innovation, and organizational resilience.

In our recruitment, promotion, training, and other human resources processes, we adhere to the principle of equal opportunity and do not tolerate discrimination based on gender, age, ethnicity, religion, disability, or any other differences. By integrating this policy into all human resources processes, we aim to create a work environment where every individual can reach their full potential. This inclusive approach not only positively impacts on our employees but also extends to our business partners and the broader community. As part of our mission to support diversity and raise awareness, we actively promote the employment of women and provide opportunities for career development to strengthen gender equality. In

addition to safeguarding union rights, we uphold a zero-tolerance policy against forced labor and child labor, reflecting our unwavering respect for human rights in the workplace.

During this reporting period, all our programs aimed at enhancing diversity and inclusion were successfully implemented, with no incidents of discrimination, rights violations, or adverse events. We remain committed to these values and will continue to position diversity and equal opportunity at the core of our business strategies. Guided by our corporate values and ethical principles, our human resources policy reflects our ongoing commitment to providing a fair, transparent, and development-focused working environment for our employees.







5.3. Fair and Ethical Work Environment

In our business processes, we prioritize adherence to fair and ethical practices, ensuring the protection of employee rights and the maintenance of a safe and healthy working environment. Our "equal pay for equal work" policy, the impartial and inclusive evaluation system we implement, as well as the steps we take to safeguard employee welfare and rights, form the cornerstone of the environment we have established.

The feedback mechanisms we operate and the processes we have in place to encourage employee participation are integral to supporting and enhancing our fair and ethical work environment.

Equal Pay for Equal Work Policy: We adhere to the principle of "equal pay for equal work and equal rights," ensuring that our employees' competencies, experience, performance, and job descriptions are assessed based on objective criteria. In this regard, we implement a fair and competitive compensation policy by considering industry benchmark pay structures and the country's overall economic development. To enhance employee engagement and attract qualified talent, we prioritize implementing competitive reward systems and recognizing our employees' contributions,

exemplary attitudes, and behaviors. These principles are central to our approach to fostering a motivated and high-performing workforce.

An Impartial and Inclusive Evaluation System: At 3Teks, we embrace the principle of valuing our employees as a core practice. We implement a neutral and transparent evaluation system for recruitment, promotions, and internal role changes. Through this system, we provide equal opportunities for each of our employees to showcase their talents and potential to the fullest. Furthermore, we apply a performance-based and fair set of criteria for our compensation and promotion strategies.

Employee Welfare and Rights Protection: Within the framework of our [Employee Welfare Policy](#), our commitment to safeguarding the

welfare and rights of our employees to the highest standards is one of the foundational pillars of our sustainability approach. To enhance employee satisfaction and loyalty, we provide various benefits and flexible working conditions. Additionally, we offer leave policies for special circumstances such as marriage, childbirth, bereavement, or the education of employees' children. These practices not only support work-life balance but also directly contribute to the physical and mental well-being of our employees. Although our activities and suppliers do not present significant risks related to unionization or collective bargaining, we implement a zero-tolerance policy against forced labor, human trafficking, and child labor across all our operations with unwavering determination.

Feedback Mechanisms and Employee Engagement: To enhance workplace experiences and ensure continuous improvement, regular feedback mechanisms have been established. In addition to surveys, monthly meetings with department supervisors provide employees with significant opportunities to voice their concerns and offer solutions. Our employees constitute a key part of our internal stakeholders and play an influential role in shaping our sustainability strategy through their direct contributions during its development process.

★ Meal Service Provided to All Employees.

★ Company Cars Provided for Senior Executives.

★ Social Assistance Package Provided to All Employees.

★ Work Attire Provided to All Production Facility Employees.

★ Financial Support for Employees at Company-Designated Hospitals.

★ Shuttle Service and Commuting Allowance for Employees Without Shuttle Access.

★ Provision of Phones and Phone Lines to All White-Collar Employees.



5.4. Occupational Health and Safety

At 3Teks, we take strict measures to ensure safe working conditions for our employees and implement comprehensive occupational health and safety programs to achieve this goal. Going beyond legal requirements, we develop and apply innovative solutions for occupational health and safety.

Our [Occupational Health And Safety Policy](#) is built on prevention, detection, and improvement. Within this framework, all risk factors in the work environment are continuously monitored, necessary precautions are taken, and a safe working environment is provided for our employees. At 3Teks, our commitment to the health and safety of our employees is one of the cornerstones of our sustainable business processes.

We are committed to creating safe working environments in every area of our operations to achieve "zero workplace accidents" and "zero occupational diseases." In this context, we adopt a meticulous approach to proactively identifying potential occupational health and safety (OHS) risks at various levels, minimizing these risks, and implementing preventive measures against possible accidents.

Regarding occupational health and safety, we aim for full compliance with national and international regulations. We emphasize the importance of OHS to all our employees, interns, suppliers, and other stakeholders. Through training sessions and regular updates, we raise awareness and strive to embed a culture of safety at every level of our workplace.

The trainings provided in this context are listed below:

- Emergency Plan Personnel Awareness Training
- First Aid Training
- Hygiene Training
- Professional Training Programs
- On-the-Job OHS Trainings
- Fire Safety Team Training / Fire Drills / Fire Extinguisher Inspections

Regular workplace environment assessments are conducted at our facilities, focusing on chemical, physical, and biological factors. Employees' personal exposure levels are meticulously monitored. In addition, all employees undergo comprehensive health examinations during onboarding and on an annual basis. Furthermore, the periodic inspections and testing of lifting

and conveying equipment, as well as pressure vessels, are conducted regularly. Special annual health checks and specific tests for personnel working in the sterilization department further demonstrate our commitment to occupational health and safety.

In the past year, the following training sessions have been conducted:

- Earthquake Training: 91 participants, 2 hours each
- Ethylene Oxide Training: 6 participants, 4 hours each
- Basic OHS Training: 31 participants, 8 hours each
- Employee Representative Training: 3 participants, 2 hours each
- Fire Drill Training: 84 participants, 2 hours each
- Emergency Response Training: 19 participants, 4 hours each
- Risk Assessment Training: 5 participants, 2 hours each



5.5. Career and Talent Management

Our performance management system includes regular feedback processes aimed at maximizing our employees' potential. These feedback mechanisms help employees identify their areas for development and take the necessary steps to achieve their career goals. Additionally, this system supports their personal and professional growth, enabling us to build a stronger workforce. Supporting the continuous development of our employees is key to our company's success. In this context, creating development opportunities to enhance both personal skills and professional competencies is one of our primary responsibilities.

Our company supports its employees through regular training programs, equipping them to adapt to evolving business dynamics and advancing technologies. These programs are designed not only to meet job requirements but also to align with employees' individual career aspirations. Through technical training sessions, we provide access to the latest industry knowledge and technologies. At the same time, we provide personal development programs focusing on enhancing skills such as

leadership, communication, problem-solving, and teamwork. This approach to fostering career growth increases employee motivation and strengthens their commitment to our company. Moreover, these programs enhance our workforce's contribution to sustainable development while supporting the achievement of our company's strategic objectives.

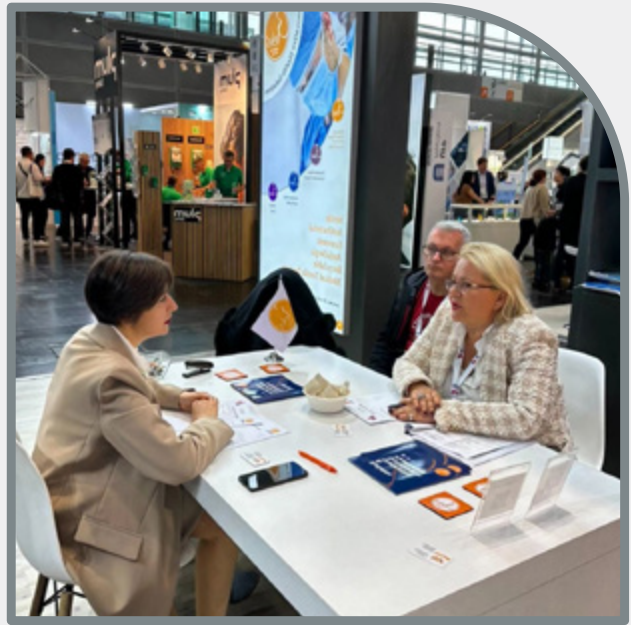
At 3Teks, we aim to bring training and development activities to an equal standard across all our facilities. By considering local requirements and needs, we prioritize enhancing the efficiency of our business processes while supporting our employees in performing their tasks safely and effectively.

We conduct internship programs to provide opportunities for young professionals and identify future talents at an early stage. These programs not only facilitate the integration of young talents into the business world but also support the development of individuals who will contribute to 3Teks' sustainable success. Furthermore, they directly contribute to our goal of recruiting and retaining qualified personnel.

Throughout 2023, 3Teks successfully implemented various training programs aimed at enhancing the professional development and competencies of its employees. These programs were designed to support the company's quality policies and efficiency objectives, focusing on both technical skills and personal development. Covering a wide range of topics—from quality management systems and sales techniques to lean manufacturing principles and the use of Micro Software—these training sessions have significantly contributed to the career growth of our employees.



TRAINING PROGRAM	DESCRIPTION	NUMBER OF PARTICIPANTS	TOTAL TRAINING HOURS
QUALITY POLICY TRAINING	A training program aimed at teaching employees 3Teks' quality objectives, customer satisfaction, continuous improvement processes, and quality management systems.	65 participants	1 hour
SALES TECHNIQUES AND SKILLS TEST	A training designed to develop the professional sales skills of our sales teams and equip them with various sales strategies. This training aims to make sales processes more efficient, strengthen customer relations, and increase the success rate of achieving sales targets.	5 participants	2 hour
5S LEAN MANUFACTURING TRAINING	A training program aimed at teaching employees the 5S methodology, developed to improve workplace order, efficiency, and cleanliness. This methodology is one of the foundational principles of lean manufacturing philosophy and focuses on optimizing workflows.	5 participants	2 hour
MICRO SOFTWARE TRAINING	A training program aimed at providing knowledge and skills for using Micro Software effectively. Micro Software supports managing processes such as accounting, finance, stock management, human resources, purchasing, and sales.	10 participants	1 hour



6. CORPORATE GOVERNANCE AT 3TEKS

6.1. Compliance with National and International Regulations and Standards

At 3Teks, we have adopted compliance with legal regulations, internal policies, and the highest ethical standards as a fundamental principle, while we manage our relationships with our stakeholders in line with this understanding.

Given the nature of our business, we are subject to numerous national and international regulatory compliance requirements. Therefore, compliance efforts are an integral part of all our activities. We closely monitor developments in regulations and standards both domestically and internationally, ensuring swift compliance through effective interdepartmental coordination.

Additionally, we design and implement our operations and processes in alignment with globally recognized documents such as the **United Nations Universal Declaration of Human Rights (UDHR)**, **The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises**, and **The International Labour Organization (ILO)'s**

Declaration on Fundamental Principles and Rights at Work.

One of the most significant agenda items in terms of compliance with international regulations and standards in our sector is the **EU Medical Device Regulation (MDR) 2017/745**, which was published and entered into force on May 25, 2017. Initially scheduled to be implemented on May 26, 2020, the application date of the MDR was postponed to May 26, 2021, due to the COVID-19 pandemic. This regulation replaces the previous Directives 93/42/EEC and 90/385/EEC, defining the market entry requirements and conformity assessment procedures for medical devices within the EU.

The MDR aims to ensure the free movement of medical devices and accessories within the EU market by adhering to high-quality and safety standards. Additionally, it seeks to guarantee the reliability and robustness of clinical investigation data and safeguard the safety of volunteers participating in these studies. Article 120 of the

MDR specifies the transitional requirements, stating that devices failing to meet these requirements at the end of the transition period will no longer be allowed to enter the market.

However, due to the insufficiency of notified bodies both globally and in Türkiye, the EU Health Ministers decided on December 9, 2022, to extend the MDR transition period beyond May 26, 2024, based on risk classifications. Once Kiwa Türkiye's MDR designation is completed, we plan to continue our compliance process through Türkiye.

We have reached an agreement with Kiwa Cermet Italia for MDR compliance for the year 2024.



6.2. Responsibility Towards Customers

At 3Teks, we embrace a corporate culture centered around meeting customer expectations. Our top priority is to exceed our customers' expectations regarding product quality, after-sales services, and environmental sensitivity. In this context, we effectively implement our corrective action procedures and strive to develop projects tailored to our customers' needs.

In our product pricing processes, we adopt a transparent and fair approach, prioritizing customer satisfaction. Pricing is determined by adhering to tender specifications and considering product content, raw material costs, and daily exchange rates, with a set profit margin applied. This transparent process aims to build trust with our customers and strengthen our collaboration.

In partnerships with healthcare providers, the prices we offer in tenders are submitted using a sealed envelope method, as stipulated in the specifications, ensuring confidentiality. However, in cases of direct procurement, the confidentiality clause is not applied. Nonetheless, we maintain a fair and customer-focused approach in both scenarios. Through this commitment, we ensure reliable and satisfaction-oriented service for all our business partners.

We regularly evaluate data collected through customer satisfaction surveys, feedback, and post-sales monitoring surveys during our meetings to implement improvement activities. According to the results of the satisfaction survey conducted in 2023, our products were rated very high in terms of quality, achieving a customer satisfaction rate of 96.75%.



However, two areas for improvement were highlighted based on feedback from our customers: requests for "price improvements/ discounts for our products" and "enhancements to our online survey form." We have communicated to our stakeholders that the relatively higher pricing of our products compared to competitors in the sector is due to the additional costs associated with maintaining our high-quality standards. Additionally, we have committed to transitioning our surveys to an online format in the future. During the reporting period, there were no complaints regarding breaches of customer confidentiality or any incidents of customer data loss.



**We have achieved
a customer
satisfaction rate of
96.75%.**

6.3. Risk Management and Business Continuity

For 3Teks, the production process constitutes a critical component of our operations and is meticulously managed in compliance with the Medical Device Directive (MDD) standards to align with medical device regulations. To ensure the continuity of our quality and safety standards, our production processes are subject to regular audits conducted by our notified body, KIWA. Within the scope of these audits, any operational changes cannot be implemented without prior approval from KIWA. This demonstrates that our quality management system operates transparently and adheres to principles of compliance.

The minimum notification periods for operational changes vary depending on the scope and nature of the change. To ensure the seamless and effective management of these changes, related notification and approval processes are carefully executed. This approach maintains operational continuity while ensuring full compliance with regulatory requirements and quality standards. This strategy is regarded as a key step in reinforcing 3Teks' commitment to quality and maximizing customer satisfaction.



6.4. Business Ethics, Transparency, and Anti-Corruption

We are committed to conducting all our activities in compliance with the international agreements to which the Republic of Türkiye is a party, and in alignment with the United Nations Global Compact principles. Within the framework of our [Ethics And Compliance Policy](#), guiding principles have been established for all our employees, managers, and business partners.

These principles aim to ensure adherence to legal regulations and the company's ethical standards. Our company upholds respect for human rights and adopts the fight against discrimination as a fundamental principle, integrating fair trade practices into our business processes. We expect the same ethical standards from our suppliers, subcontractors, distributors, and other business partners, ensuring integrity and accountability across all operations.

Our senior management embraces the concept of ethical leadership, encouraging all employees to act in alignment with these values. Within this framework, the General Manager, along with managers and employees, is responsible for adhering to the company's Code of Business Ethics. As part of the recruitment process, all employees sign the Code of Business Ethics Agreement as a commitment to comply with these rules.

To uphold the principles of ethics and transparency in our supply chain, we ensure interdepartmental collaboration and continuously monitor compliance with business ethics through processes such as quality certifications, global market analysis, and customer visits. Our zero-tolerance policy on bribery and corruption is an integral part of our business operations.

Our ethical principles are built on prevention, detection, and response, with the primary goals of promoting a culture of integrity, reporting violations, and addressing them fairly. In this context, critical issues such as environmental protection, information security, and occupational health are prioritized. While encouraging employees to act in line with these values, we also expect the same level of responsibility from our business partners.

During the reporting period, it was confirmed that our employees did not engage in any political activities during working hours or use the company's name, position, title, or resources for political purposes. Additionally, no cases of corruption occurred within the company during this period, nor was 3Teks involved in any legal proceedings related to anti-competitive behavior or monopoly regulations.



ANNEXES

Memberships



Collaborations



SASB Reference Table

ACTIVITY METRIC		
Number of units sold by product category		
CATEGORY	UNIT OF MEASURE	CODE
Quantitative	Number	HC-MS-000.A
STATEMENT		
SET GROUPS	%25	
SINGLE COVERS	%25	
APRON GROUPS	%47	
NON-STERILE GROUP	%3	

SASB Medical Equipment & Supplies Sustainability Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASUREMENT	CODE	PAGE / INFORMATION
AFFORDABILITY & PRICING	Description of how price information for each product is disclosed to customers or to their agents	Discussion and Analysis	n/a	HC-MS-240a.2	Responsibility Towards Customers, 36
	Percentage change in: <ul style="list-style-type: none"> Weighted average list price and Weighted average net price across product portfolio compared to previous reporting period 	Quantitative	Percentage (%)	HC-MS-240a.3	Since this is our first reporting, this metric is not yet within our scope.
PRODUCT SAFETY	<ul style="list-style-type: none"> Number of recalls issued, Total units recalled 	Quantitative	Number	HC-MS-250a.1	No alert or product recall situation occurred for our company's products during 2023.
	Products listed in any public medical product safety or adverse event alert database	Discussion and Analysis	n/a	HC-MS-250a.2	There are no products listed in public medical product safety or adverse event alert databases.
	Number of fatalities associated with products	Quantitative	Number	HC-MS-250a.3	No incidents resulting in death or injury occurred during the reporting period.
	Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	Quantitative	Number	HC-MS-250a.4	A total of 16 nonconformities were identified in internal and external audits conducted in 2023, and the process was managed through corrective actions.
ETHICAL MARKETING	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Quantitative	Presentation Currency	HC-MS-270a.1	There is no financial loss resulting from legal proceedings related to false marketing claims.
	Description of code of ethics governing promotion of off-label use of products	Discussion and Analysis	n/a	HC-MS-270a.2	Quality Approach and Certifications, 11-12
PRODUCT DESIGN & LIFECYCLE MANAGEMENT	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Discussion and Analysis	n/a	HC-MS-410a.1	Utilization of Recycled Products, 25
	Total amount of products accepted for take-back and reused, recycled or donated, broken down by: <ul style="list-style-type: none"> Devices and equipment and Supplies 	Quantitative	Metric Tonnes (t)	HC-MS-410a.2	There are no products returned, reused, recycled, or donated.
SUPPLY CHAIN MANAGEMENT	Percentage of <ul style="list-style-type: none"> Entity's facilities and Tier 1 suppliers' facilities participating in third-party audit programmes for manufacturing and product quality 	Quantitative	Percentage (%)	HC-MS-430a.1	Products and Services, 9 Utilization of Recycled Products, 25
	Description of efforts to maintain traceability within the distribution chain	Discussion and Analysis	n/a	HC-MS-430a.2	Products and Services, 9
	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	n/a	HC-MS-430a.3	There are no critical materials.
	BUSINESS ETHICS	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Quantitative	Presentation Currency	HC-MS-510a.1
Description of code of ethics governing interactions with health care professionals		Discussion and Analysis	n/a	HC-MS-510a.2	Our organization implements internal ethical guidelines in interactions with healthcare professionals and conducts audit mechanism programs to ensure compliance.

GRI Content Index

Statement of Use	3Teks has prepared the information specified in this GRI content index for the period of January 1, 2023 – December 31, 2023, with reference to the GRI Standards.		GRI 1	GRI 1: Foundation 2021
GRI STANDARD	DISCLOSURE	PAGE / INFORMATION		
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	About 3Teks, 5 Milestones, 8		
	2-2 Entities included in the organization’s sustainability reporting	3Teks		
	2-3 Reporting period, frequency and contact point	About the Report, 3 Contact Information, 47		
	2-4 Restatements of information	No restated information is included in the report.		
	2-5 External assurance	The report has not been subject to external assurance.		
	2-6 Activities, value chain and other business relationships	Message from the General Manager, 4 About 3Teks, 5 Products and Services, 9 Sustainability in the Supply Chain, 17 Collaboration with Stakeholders and Business Development, 18		
	2-7 Employees	Employee Profile, 29		
	2-8 Workers who are not employees	Employee Profile, 29		
	2-9 Governance structure and composition	Partnership and Governance Structure, 6 Sustainability Governance Structure, 13		
	2-10 Nomination and selection of the highest governance body	Partnership and Governance Structure, 6		
	2-11 Chair of the highest governance body	Partnership and Governance Structure, 6		
	2-12 Role of the highest governance body in overseeing the management of impacts	Partnership and Governance Structure, 6		
	2-13 Delegation of responsibility for managing impacts	Partnership and Governance Structure, 6		
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure, 13		
	2-15 Conflicts of interest	Ethics and Compliance Policy		
	2-16 Communication of critical concerns	Fair and Ethical Work Environment, 31		
	2-17 Collective knowledge of the highest governance body	Partnership and Governance Structure, 6		

GRI STANDARD	DISCLOSURE	PAGE / INFORMATION
GRI 2: GENERAL DISCLOSURES 2021	2-18 Evaluation of the performance of the highest governance body	Partnership and Governance Structure, 6
	2-19 Remuneration policies	Fair and Ethical Work Environment, 31
	2-20 Process to determine remuneration	Fair and Ethical Work Environment, 31
	2-21 Annual total compensation ratio	Not disclosed in accordance with 3Teks Privacy Policy.
	2-22 Statement on sustainable development strategy	Message from the General Manager, 4 Sustainability Strategy, 13 Overview of Global and Regional Risks, 15 Our Sustainability Goals, Commitments, and Contribution to the Sustainable Development Goals, 23
	2-23 Policy commitments	Compliance with National and International Regulations and Standards, 35
	2-24 Embedding policy commitments	Quality Approach and Certifications, 12 Sustainability Governance Structure, 13 Risks and Opportunities for 3Teks, 16 Sustainability in the Supply Chain, 17 Energy and Resource Efficiency, 28 Work Life at 3Teks, 29 Fair and Ethical Work Environment, 31 Occupational Health and Safety, 32 Business Ethics, Transparency, and Anti-Corruption, 38
	2-25 Processes to remediate negative impacts	Risks and Opportunities for 3Teks, 16 Our Sustainability Goals, Commitments, and Contribution to the Sustainable Development Goals, 23 Utilization of Recycled Products, 25 Energy and Resource Efficiency, 28
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Governance Structure, 13 Collaboration with Stakeholders and Business Development, 18 Fair and Ethical Work Environment, 31 Responsibility Towards Customers, 36
	2-27 Compliance with laws and regulations	Quality Approach and Certifications, 12 Utilization of Recycled Products, 25 Compliance with National and International Regulations and Standards, 35
2-28 Membership associations	Memberships and Collaborations, 39	

GRI STANDARD	DISCLOSURE	PAGE / INFORMATION
GRI 2: GENERAL DISCLOSURES 2021	2-29 Approach to stakeholder engagement	Message from the General Manager, 4 Vision, Mission and Values, 7 Sustainability Strategy, 13 Collaboration with Stakeholders and Business Development, 18 Materiality Analysis and Matrix, 19-22
	2-30 Collective bargaining agreements	There is no right to collective bargaining.
GRI 3 : MATERIAL TOPICS 2021	3-1 Process to determine material topics	Materiality Analysis and Matrix, 19-22
	3-2 List of material topics	Materiality Analysis and Matrix, 22
	3-3 Management of material topics	Our Sustainability Goals, Commitments, and Contribution to the Sustainable Development Goals, 23-24
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	Not disclosed in compliance with 3Teks privacy policy.
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Strategy, 14-15 Risks and Opportunities for 3Teks, 16
	201-3 Defined benefit plan obligations and other retirement plans	We do not have a corporate contribution-based individual retirement program.
	201-4 Financial assistance received from government	As of 2023, no significant financial support has been received from the government.
GRI 202: MARKET PRESENCE 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Wage rates are not disclosed in accordance with the 3Teks privacy policy. However, 3Teks upholds the principle of equal pay for equal work, ensuring no gender-based discrimination.
	202-2 Proportion of senior management hired from the local community	The senior management of 3Teks employs local personnel both at the headquarters and in its branch offices in the respective cities.
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Sustainability in the Supply Chain, 17 Business Ethics, Transparency, and Anti-Corruption, 38
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics, Transparency, and Anti-Corruption, 38
	205-3 Confirmed incidents of corruption and actions taken	Sustainability in the Supply Chain, 17 Business Ethics, Transparency, and Anti-Corruption, 38
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics, Transparency, and Anti-Corruption, 38

GRI STANDARD	DISCLOSURE	PAGE / INFORMATION
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	Not disclosed in compliance with 3Teks privacy policy.
	301-2 Recycled input materials used	Utilization of Recycled Products, 25 Energy and Resource Efficiency, 28
	301-3 Reclaimed products and their packaging materials	Utilization of Recycled Products, 25
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	This information cannot be shared as, when combined with other data, it falls under the scope of trade secrets in accordance with our company's privacy policy.
	302-2 Energy consumption outside of the organization	This information cannot be shared as, when combined with other data, it falls under the scope of trade secrets in accordance with our company's privacy policy.
	302-3 Energy intensity	This information cannot be shared as, when combined with other data, it falls under the scope of trade secrets in accordance with our company's privacy policy.
	302-4 Reduction of energy consumption	Energy and Resource Efficiency, 28 Energy Management Policy
	302-5 Reductions in energy requirements of products and services	Energy and Resource Efficiency, 28
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Employee Profile, 29
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	Fair and Ethical Work Environment, 31
	401-3 Parental leave	Fair and Ethical Work Environment, 31
GRI 402: LABOR/ MANAGEMENT RELATIONS 2016	402-1 Minimum notice periods regarding operational changes	Risk Management and Business Continuity, 37
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, 32
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, 32
	403-3 Occupational health services	Occupational Health and Safety, 32
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, 32
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, 32
	403-6 Promotion of worker health	Occupational Health and Safety, 32
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability in the Supply Chain, 17 Occupational Health and Safety, 32
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, 32

GRI STANDARD	DISCLOSURE	PAGE / INFORMATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-9 Work-related injuries	As no incidents were reported during the reporting period, this number is stated as 0.
	403-10 Work-related ill health	As no incidents were reported during the reporting period, this number is stated as 0.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Partnership and Governance Structure, 6
	405-2 Ratio of basic salary and remuneration of women to men	Diversity, Equal Opportunity, and Inclusion, 29 Fair and Ethical Work Environment, 31 Human Resources Policy
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, Equal Opportunity, and Inclusion, 29
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Fair and Ethical Work Environment, 31
GRI 410: SECURITY PRACTICES 2016	410-1 Security personnel trained in human rights policies or procedures	We do not have security personnel trained in human rights policies or procedures.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	Products and Services, 9 Quality Approach and Certifications, 11-12
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	No such non-compliance occurred during the reporting period.
GRI 417: MARKETING AND LABELING 2016	417-1 Requirements for product and service information and labeling	Quality Approach and Certifications, 11
	417-2 Incidents of non-compliance concerning product and service information and labeling	No such non-compliance occurred during the reporting period.
	417-3 Incidents of non-compliance concerning marketing communications	No such non-compliance occurred during the reporting period.
GRI 418: CUSTOMER PRIVACY 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No incidents of customer data privacy breaches or losses occurred during the reporting period.

ABBREVIATIONS

Institutions and Organizations

EU: European Union
UN: United Nations
DMO: State Supply Office
GSO: Gaziantep Chamber of Industry
GTO: Gaziantep Chamber of Commerce
ILO: International Labour Organization
ISO: International Organization for Standardization
MASSIAD: Marmara Medical Device Manufacturers and Suppliers Association
OECD: Organisation for Economic Co-operation and Development
SGK: Social Security Institution
TSE: Turkish Standards Institution
WEF: World Economic Forum

Global Abbreviations

R&D: Research & Development
CE: Conformité Européenne
EN: European Norm
ESG: Environmental, Social and Governance
ERP: Enterprise Resource Planning
GHG: Greenhouse Gas
GRI: Global Reporting Initiative
IFRS: International Financial Reporting Standards
IPPC: International Plant Protection Convention
SASB: Sustainability Accounting Boards Standard
OHS: Occupational Health and Safety
SICS: Sustainable Industry Classification System
SDG: Sustainable Development Goals
NGO: Non-Governmental Organization
UDHR: Universal Declaration of Human Rights

Technical Abbreviations

D&C: Dilation and Curettage
E.T.: Embryo Transfer
GLP: Good Laboratory Practice
GMP: Good Manufacturing Practice
ISPM-15: International Standards for Phytosanitary Measures
ENT: Ear, Nose, and Throat
MDD: Medical Devices Directive
MDR: Medical Device Regulation
O.P.U.: Ovum Pick-Up
MTP: Medium-Term Program
PE: Polyethylene
PTCA: Percutaneous Transluminal Coronary Angioplasty
TUR: Transurethral Resection
USG: Ultrasonography
PTS: Product Tracking System
5S: Sort, Set in Order, Shine, Standardize, Sustain



GAZİANTEP

2. Organize Sanayi Bölgesi
No:5 Başpınar/Gaziantep/Türkiye

+90 (342) 337 24 16

info@3teks.com.tr

İSTANBUL

Tatlısu Mah. Nurettin Duman Sk.
No: 20 Şerif Ali Çiftliği
Ümraniye/İstanbul/Türkiye

+90 (216) 384 24 48

+90 (216) 384 24 57

info@3teks.com.tr

ANKARA

Turan Güneş Blv. Korman St. No:51
A Blok D:2 Çankaya/Ankara/Türkiye

+90 (312) 442 15 79

+90 (312) 442 15 79

info@3teks.com.tr



Sustainability Reporting Content Consultancy & Design:

Ecosolis Management and Sustainability Consulting Co. Ltd.

Kızılırmak Mah. 1450. Sok. No:3/33 Çankaya/Ankara/Türkiye

info@ecosolis.com.tr