

2023 | SUSTAINABILITY REPORT

#dönüştürsürdür

LONCA MAK. SAN. TİC. A.Ş.

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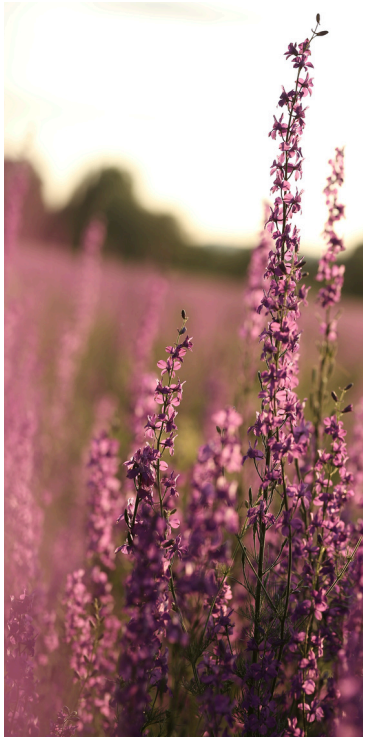
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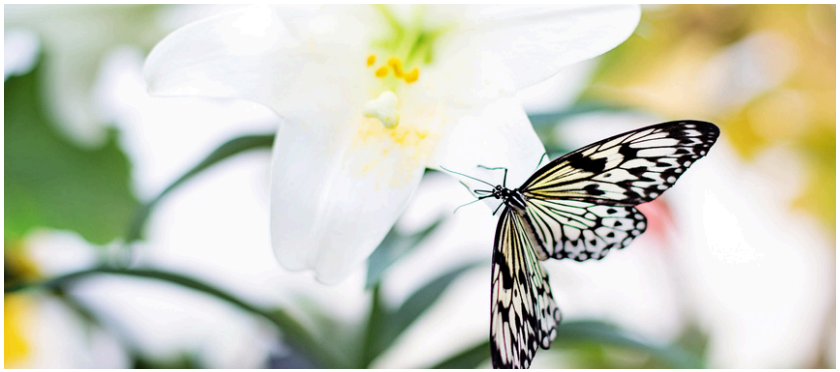
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ABOUT US

- About the Report
- Message to Stakeholders
- About Lonca
- Lonca in Numbers
- Milestones
- Message of the General Manager
- Product Groups



GRI 2-21, 2-46, 2-48, 2-49, 2-50, 2-51, 2-52, 2-54, 2-56

ABOUT THE REPORT



Lonca Makina Sanayi Ticaret A.Ş. As, we aim to present to our stakeholders our impacts arising from our 2023 activities, the value we create and our approach to managing this value, our sustainability priorities, and our financial and non-financial performance.
In our sustainability report, which we published for the third time this year, we share in detail our production activities in Istanbul/Turkey Ataşehir district between January 1, 2023 - December 31, 2023.
As a result of the prioritization analysis, we identified 12 priority topics, 7 Very High Priority and 5 High Priority topics.

We shared our work on these issues and our sustainability strategy for the future in the report. We have prepared our report in accordance with the GRI-Global Reporting Initiative Standards Core option (GRI Core Option) and are making plans to submit our approved reports in the future. We also emphasize the importance we attach to international principles in our report, in line with the UN-United Nations Sustainable Development Goals (SCAs) (UN SDGs).
We will continue to share with you the efforts we make to improve our sustainability performance and the positive added value we create for our stakeholders in a transparent reporting period.

Navigation menu on each page via all report to the sections you want you can switch.

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MESSAGE TO STAKEHOLDERS

Sustainability aims to create an awareness that embraces all segments of society by acting with the philosophy of considering the effects of today's decisions on tomorrow's world. As Lonca, we are trying to spread sustainability and do our best to make it known and implemented by everyone.

Anyone who wants to be successful in the future should be aware that sustainability is the key. We should focus on long-term, sustainable gains rather than short-term gains.

Sustainability aims to be responsible both environmentally and socially and to leave a better world to future generations.

We can be successful in the long term by adhering to the principle of sustainability in business life and shaping our decisions, strategies and practices accordingly.









Remember, the success of the future is shaped by the sustainable steps we take today!

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7, 2-10, 2-45

ABOUT LONCA

LONCA MAKİNA SANAYİ TİCARET A.Ş. has been operating in the Measurement-Control Devices sector since 1984. While it was selling only in Karaköy during its establishment, it started to import devices that measure humidity, temperature, pressure and flow, taking into account the demands of the market, and became the Turkish representative of several companies. Since 1996, it has aimed to quickly meet the needs of customers by keeping the products of the brands it represents in stock. It also does not ignore customer demands for non-standard and special products.

LONCA realized that domestic sensor production was needed in 2001. By adding flow, pressure and temperature sensors to its product range, which started with level sensors, it increased its diversity and decided to produce it in accordance with the needs, in high quality and economically. In this regard, it continues its production activities under the ENSİM SENSORS brand.

Increasing its product diversity and quality by prioritizing customer satisfaction, Lonca has received many certificates and adopted the goal of making ENSİM SENSORS an international brand. 64% share of the company belongs to Mr. Mürüvvet Gülsün İnan, and 30% share belongs to Mr. Ayhan Öztürk.







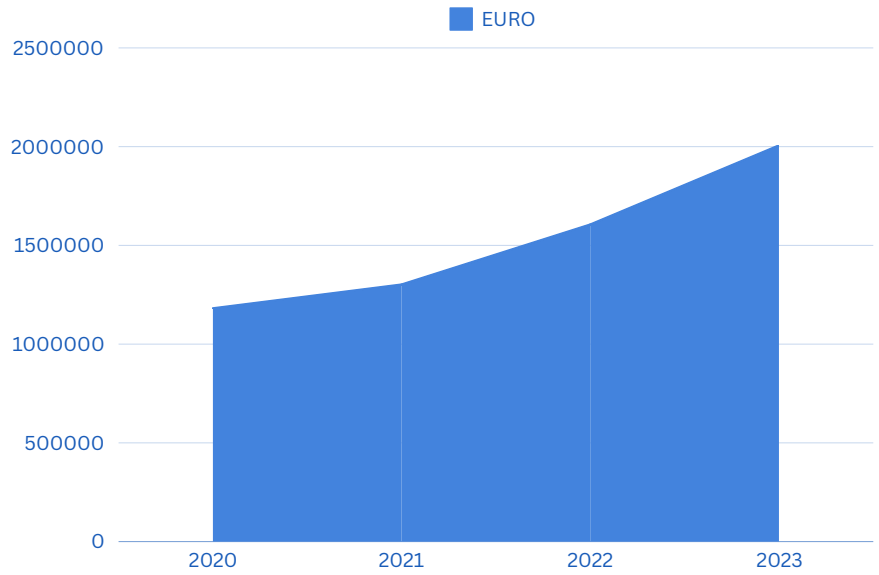




GRI 2-12, 2-13

LONCA IN NUMBERS

Gross Sales



Our Membership

İSTANBUL TİCARET ODASI 1882

ISTANBUL CHAMBER OF COMMERCE

İMMİB

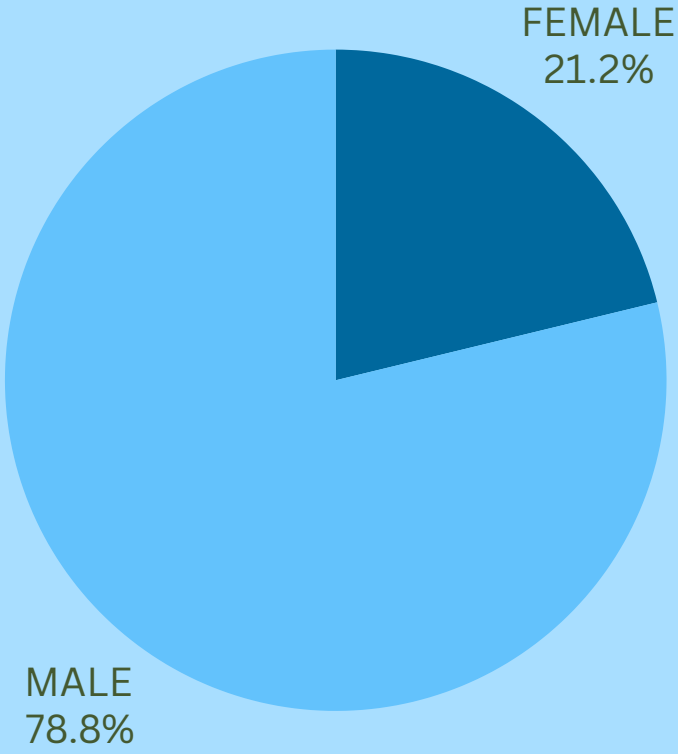
ISTANBUL MINERAL AND METALS EXPORTERS' ASSOCIATION

İSO

ISTANBUL CHAMBER OF INDUSTRY

GRI 2-8

LONCA IN NUMBERS



15
BLUE COLLAR

17
WHITE COLLAR

35
AVARAGE OF AGE

7
EMPLOYEE TURNOVER RATE

GENERATIONS

X Generation	6
Y Generation	20
Z Generation	6

GRI 2-1, 2-2, 2-3, 2-4, 2-5, 2-6, 2-7

MILESTONES

1970 — Started production of recorder, pH, temperature and termowell.

1975 — Started production of probe and steel ceramic, rube termocouple, thermoresistant.

1980 — Started production of control valve and manometer.

1984 — Establishment of commercial outlet in Karaköy.

1995 — Set-up an office in Perpa-İstanbul. Started international representive agreements.

2002 — Started production of level sensors in Piyalepaşa-İstanbul.

2003 — Certification of Quality Management System which is ISO:9001.

2017 — Certification of explosive atmosphere that is ATEX.

2018 — Contuning production of sensors with energetic team in our new factory.Certification of Environmental Management System which is ISO:14001.

2019 — ISO 45001: Occupational Health and Safety Management Systems
ISO 10002: Customer Satisfaction Management Systems
ISO 27001: Information Security Management Systems

2020 — Certification of Business Continuity Management System which is ISO:22301.

2021 — ISO 50001: 2015 Energy Management Systems
ISO 3834-2 Welded Manufacturing Compliance
Quality Management System Certification

2022 — Certification of explosive atmosphere that is ATEX. (Temperature,Flow,Level)

2023 — Innovation studies with artificial intelligence have been started.

GRI 2-14

MESSAGE OF THE GENERAL MANAGER



General Manager of Lonca
Ayhan Öztürk

@ayhanff

Ayhan Öztürk

Dear Stakeholders,

As we celebrate the 100th anniversary of our Republic, we are proud to have continued our activities uninterruptedly and increased our power in production. If we want to leave a better world and a greener future to future generations, we must develop better solutions for society and nature. With our identity as a responsible manufacturer, we are responsible for continuing to create value for all our stakeholders, our country and the world, and leaving a sustainable world.

Sustainability is now a necessity for all organizations. Fighting the climate crisis requires all stakeholders to adopt an innovative, agile approach and, more importantly, to be open to cooperation.

Acting with the idea of using resources efficiently; we contribute to the circular economy by creating integrated processes from the supply chain to the after-sales process.

We work on projects for R&D and digitalization, and we always support innovative ideas that can contribute to sustainability. We help employees improve their professional skills by organizing training programs. We aim to create a culture that is instructive, informative and supports gender equality for employees.

In addition to our mission to create value for our world, understanding social needs, contributing to local communities and creating social value are also very important to us. This mission of ours means much more than just a profit-oriented approach. In this context, we carry out effective work in various fields with the corporate social responsibility projects we carry out.

We sincerely thank all our stakeholders for their contributions. We are happy to share our sustainability report with you.

GRI 2-2

PRODUCT GROUPS



EXPLOSIVE ATMOSPHERES (ATEX)

They are products specially developed for use in explosive atmospheres (separated into Zones 0, 1 and 2). There are many grades and our products are EX D grade. Products are produced as certified for level, temperature, and flow measurements.



LEVEL

Level sensors are sensors produced to measure the levels of liquids or solids in a particular area. There are many methods ideal for level measurement. There are sensors suitable for use in almost every sector.



PRESSURE

Pressure sensors are used to measure the amount of pressure created by liquids or gases within a given area. Pressure measurement can also be used to measure level or flow.



FLOW

Flow sensors are sensors used to measure the flow rate, flow rate or flow of liquids or gases within a certain area.

GRI 2-2

PRODUCT GROUPS

TEMPERATURE

Temperature sensors are used to measure the temperature of the environment. It can measure the temperatures of liquid or homogeneously dispersed gas environments in contact with the environment. In some cases, it can measure at more than one point in the same environment.

MOLD

Our manufacturing department especially manufactures cutting and plastering molds, plastic and aluminum injection molds and investment casting molds in-house. We also produce order molds for the market using all technological innovations.

VALVE

Valves are used to control the flow of liquid or gas over a line.

SUSTAINABILITY STRATEGY

- Vision/ Mission / Values
- Materiality Analysis
- Material Topics
- Sustainability Strategy
- Sustainability Targets

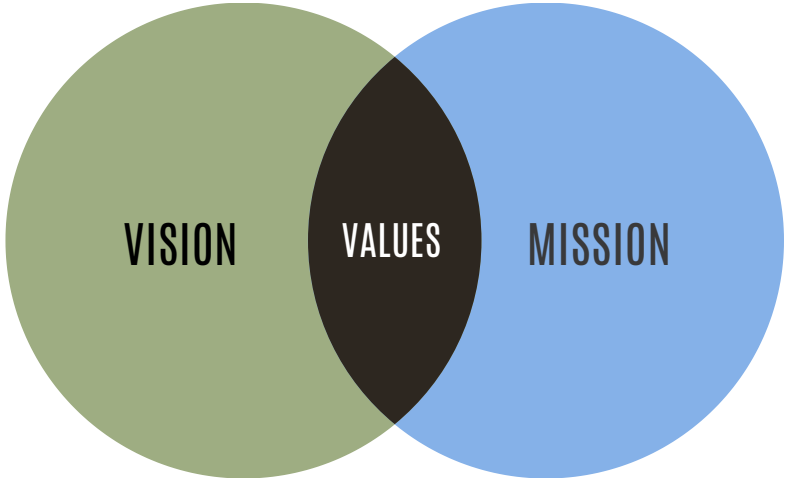


GRI 2-16

VISION / MISSION / VALUES

To be a global, innovative, and value-producing leading brand in measurement control instruments.

To be a reliable and sustainable solution partner without sacrificing quality with our wide product range by adding value to our stakeholders.



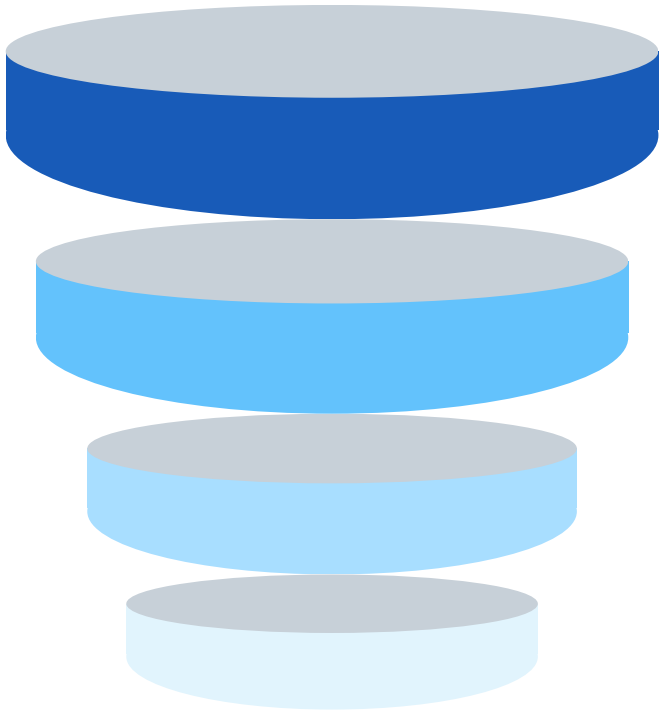
- Legal, legitimate, and ethical trading;
- Prioritizing stakeholder satisfaction and taking responsibility for our actions;
- Efficient use of resources with a focus on saving and environmental sensitivity;
- Valuing and investing in highly qualified and motivated human resources;
- Being open to different perspectives;
- Maintaining a strong focus on quality and process in our products and services.

GRI 2-47

MATERIALITY ANALYSIS

As Lonca, we continue our work on issues that we have determined as "Very High Priority" and "High Priority" based on prioritization analysis.

We strive to carry both our company and our environment to a better future by integrating our business strategies with sustainability principles. We aim to make sustainability a part of our lives by providing information to our staff. With our strategies and stakeholders as a result of our exchange of ideas, we identified 7 "Very High Priority" and 5 "High Priority" topics.



01

Very High Material Topics

Quality of Product and Safety
Occupational Health and Safety
Information Security & Data Privacy
Digital Transformation & Lean Production
Business Ethics,Transperency and Law-Abidingness
Sustaianable Supply Chain Management
R&D and Innovation

02

High Material Topics

Human Rights and Community Relations
Customer Satisfaction
Corporate Governance
Waste Management
Energy Management

GRI 2-47

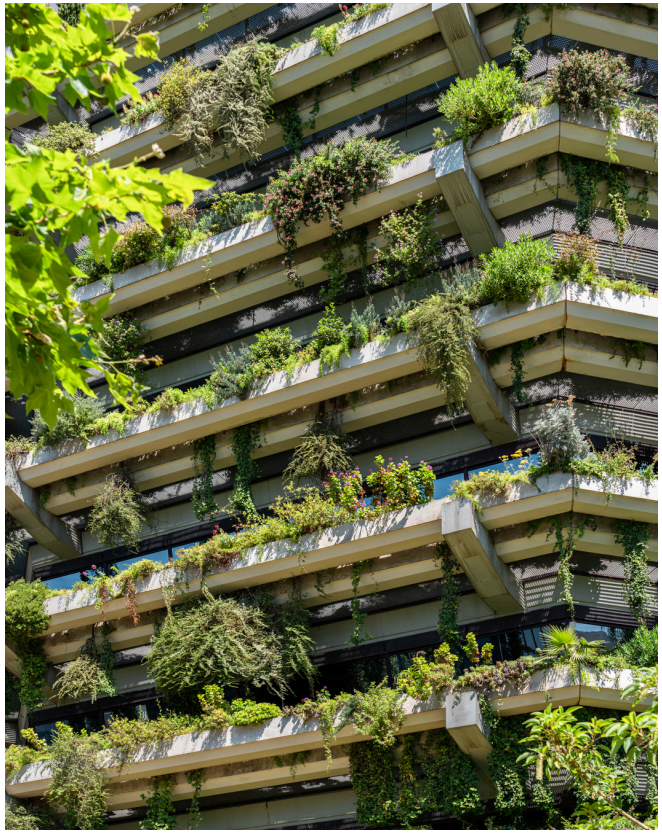
MATERIAL TOPICS

Importance	Materiality Topic	Relevant SDGs	The Main Point of Lonca's Activities	Related Report Section
Very High Priority	Quality of Product and Safety		Along with our wide product range, we show our competence in our field by including certificates and documents proving the quality of our brand.	Quality of Product and R&D Pg: 25
Very High Priority	Occupational Health and Safety		We act with the priority of zero accidents and zero occupational disease to the extent that it complies with laws and regulations.	Occupational Health and Safety Pg: 29
Very High Priority	Digital Transformation and Lean Production		We face into digital transformation in all processes of our company and work hard to make our production plain.	Quality of Product and R&D Pg: 25
Very High Priority	R&D and Inovation		We work to improve the performance of our products and renew our production line by considering customer demands and industry trends.	Quality of Product and R&D Pg: 25
Very High Priority	Business Ethics, Transperency and Law-Abidingness		We act with the awareness of 100% transparency, trust, equality, and responsibility in our communication with all our stakeholders.	Business Ethics Pg: 41-42
Very High Priority	Sustainable Supply Chain Management		We evaluate our suppliers within the scope of our relevant procedures and ensure the quality of the products we have made and/or purchased.	Sustainable Supply Chain Pg: 37-38

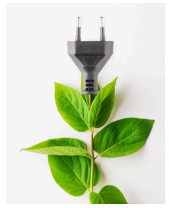
GRI 2-11, 2-15, 3-1, 3-2, 3-3

SUSTAINABILITY STRATEGY



















Within the framework of the Sustainability Policy created in 2021, we aim to increase our sensitivity towards the environment, society and the future by aiming for continuous improvement this year as well. We are planned to work on the Sustainability Policy and Report to lead our industry in the coming years.

While creating the Sustainability Strategy, the issues that will most affect business processes are identified and prioritized. While carrying out sustainability activities, we aim to inform and increase the sensitivity of our staff institutionally, to give due importance to the environment in all our processes, and to provide services in line with our principles of transparency, fairness and accountability.

In the process of creating the Sustainability Strategy, the most critical issues in business processes were identified and prioritized. As a company, we move forward in line with our goal of informing our staff about sustainability and increasing their sensitivity, giving due importance to the environment, and providing services by adhering to the principles of transparency, fairness and accountability. In this way, we aim for continuous improvement by fulfilling our responsibilities towards the environment, society and the future.

GRI 2-15, 2-31, 2-33, 3-1, 3-2, 3-3

SUSTAINABILITY GOALS

Ana Başlık	Relevant SDGs	Topic Titles	Current Status in 2023	Goal
Energy Management		Electricity Consumption per Product	0,64 kWh/product of electricity was consumed.	It is aimed to reduce electricity consumption per product by 10%.
		Natural Gas Consumption	Natural gas is used only for heating purposes, not in our manufacturing operations.	It is aimed to reduce natural gas consumption by 10% with savings measures.
Environmental Management		Water Consumption	Water is used only for cleaning purposes, not in our manufacturing operations.	It is aimed to reduce water consumption by 10% with savings measures.
Waste Management		Waste Amount	70 kg of paper waste was delivered to Ataşehir Municipality. 710 kg of iron, steel, and aluminum scrap waste was given to scrap companies.	It is aimed to reduce waste by 5% with savings measures.
Our Sales and Marketing Strategy		Average Sales (Montly)	Our average sales were 167.000 EUR per month.	Our monthly sales target in 2024 is determined as 200.000 EUR.
		Order Conversion Performance of Product Offers	76% of incoming offers turned into orders. Successful product lines: DX-ECAS,DX-EFS,DX-ELB,DX-ELM,ECAM	it is aimed that the order conversion rate will remain at 76% in 2024.
		Number of Product Production (Yearly)	A total of 24.689 products were manufactured.	It is aimed to manufacture 24.000 products.
Customer Relations		Customer Visits (Monthly)	An average of 15 customers were visited per month.	It is aimed to visit 18 customers monthly.
		Number of New Customers (Monthly)	On average, 24 new customers were acquired per month.	In 2024, we aim to gain 30 new customers.
Quality of Product, R&D		Design and Development	5 design projects have been started, 2 of them have been stopped, 3 of them have been completed.	It is aimed to increase R&D activities rapidly in 2023.

GRI 2-15, 2-31, 2-33, 3-1, 3-2, 3-3

SUSTAINABILITY GOALS

Main Title	Relevant SDGs	Topic Titles	Current Status in 2023	Goal
Human Resources Management		Tranining Hours (Yearly)	In 2023, an average of 25 hours/personnel training was provided.	In 2023, it is aimed to keep the minimum number of trainings as 25 hours/personnel.
		Employee Satisfaction (Yearly)	As a result of the surveys, personnel satisfaction was measured at the rate of 60%.	It is aimed to increase personnel satisfaction to 60%.
Our Sustainable Supply Chain		Product Service	It is ensured that our products arrived to the service are delivered within an average of 11 working days.	It is aimed to reduce this period to 10 days.
		Product Delivery Time	Our products are delivered within 3 days on average.	It is aimed to keep this period without increasing it.
		Supplier Evaluation	We have an Approval Procedure to evaluate our suppliers. Accordingly, as a result of the evaluation, the supplier performance was measured as 72 out of 100 in 2023.	it is aimed that the supplier score will remain at 70 in 2024.
Sustainability Governance		Implementation of Sustainability Reporting in accordance with international standards	Data collection and other similar preparations for the 2023 Lonca Sustainability Report have begun.	It is aimed to prepare a report in accordance with the Global Reporting Initiative (GRI) for 2024 and the following years.

ENVIROMENTAL SUSTAINABILITY

- Enviromental Policy
- Energy Management
- Waste Management



GRI 3-1, 3-2, 3-3, 303-1, 307-1

ENVIROMENTAL POLICY

As Lonca, we adopt an environmentally friendly approach with the ISO 14001 Environmental Management System Certificate we received in 2019 and continue our activities in this direction. We are committed to minimizing the impact of our business processes on the natural environment by training our staff at regular intervals.

We take steps in line with the Environmental Management System Procedure and in accordance with the law on issues such as waste management, water and natural resource consumption. Our Environmental Management Team discusses the risks and opportunities they identify in detail at Management Review Meetings.

As of 2023, there are no non-compliance, fines or sanctions arising from our business activities. Wastewater is not available in our manufacturing processes, and we dispose of domestic wastewater in accordance with the Istanbul Water and Sewerage Administration (İSKİ) system.

As stated in our Environment and Energy Policy, we plan trainings to raise employee awareness, follow technological advances and select materials suitable for human and environmental health, develop energy efficiency projects against climate change, create an environmentally friendly working culture and make all our efforts to ensure that our stakeholders adopt our policy.







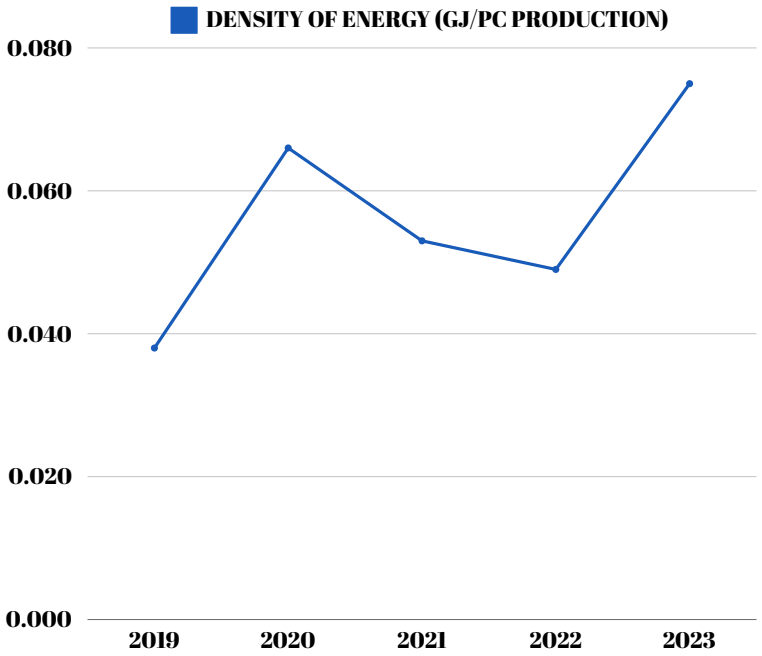
GRI 3-1, 3-2, 3-3, 302-5

ENERGY MANAGEMENT

Within the scope of our Environment and Energy Policy, we adopt the following targets at every stage:

- Sustainable, efficient and economical use of energy resources.
- Promotion of the purchase of energy efficient equipment, products and services.
- Supporting designs focused on energy performance.
- Focus on continuous improvement.
-

In line with these goals, we aim to leave a more livable world to the environment and future generations by following a sustainable energy policy.



We constantly review our energy management system in accordance with ISO 50001 standards. Based on significant Energy Use (SCT) results, we monitor energy consumption and track energy use, which offers significant potential to improve performance.



GRI 2-11, 306-1, 306-2

WASTE MANAGEMENT

Prioritizing our environmental awareness, waste is separated at the source to prevent waste generated in all our processes from harming the environment. We implement waste management in line with the Environmental Management System Procedure and provide the necessary training to our staff. We successfully fulfill the current Environmental Management System Certificate requirements.

Recycling

We collect our office-based waste separately and send it to licensed recycling facilities. We recycle metal waste resulting from our processes by delivering it to the scrap collector. Our waste that needs to be disposed of is sent to disposal facilities as a last resort.

Separation at Source

In the office section, we temporarily store our waste separately at the source with recycling bins containing appropriate waste codes, and in the manufacturing section, with the relevant containers.

Waste Reduction

We take precautions by reducing waste generation at the source in our offices and production activities.

Reusing

During the shipment process of our products, we evaluate and reuse all kinds of packaging waste; We take care not to throw away any packaging. Additionally, we contribute to the circular economy by reusing our waste papers in packaging processes.







SUSTAINABLE PRODUCT MANAGEMENT

- Quality of Product, R&D
- Sales and Marketing Strategy
- Customer Relations



GRI 3-1, 3-2, 3-3, 302-5, 417-2, 417-3

QUALITY OF PRODUCT, R&D

As Lonca, we focus on meeting customers' expectations and needs in a way that respects nature. We also strive to continuously improve product quality by evaluating feedback from customers, suppliers and staff. In line with the requirements of the Quality Management System, we aim to take precautions by identifying risks and turn the crisis into an opportunity. We continue to constantly improve and improve.





To ensure the safety and hygiene of employees, Personal Protective Equipment is provided, we organize training and information programs, and we support our Zero Accident policy with these practices.

We work by providing budget resources for Product/Development (R&D) and Research/Development (R&D) activities and making efforts to continue them.

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GRI 3-1, 3-2, 3-3

SALES AND MARKETING STRATEGY

Together with the marketing team, we created new strategies and integrated them into our sales process. We determined the projects we would carry out throughout the year and put them into practice. We started to focus more on social media and magazine advertisements.

In 2023, we attended the "MCA WORLD" fair with our sales team. We aim to contribute to sales and marketing activities by participating in fairs. We aim to participate in a total of three fairs, one of which is abroad, in 2024.
As a team, we continue to work together for a future full of creative ideas. We are committed to providing the best experience to our customers and taking our company even further.









4 CONTINENTS 16 COUNTRIES

As a Lonca, we sell in 16 different countries on four different continents of the world!

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

GRI 2-17, 2-34, 3-1, 3-2, 3-3, 416-1, 416-2, 418-1

CUSTOMER RELATIONS

As Lonca, we provide quick response to customer needs and strive to solve any problems. We combine our rich product range with our 39 years of experience, prioritizing customer satisfaction and loyalty.

We use platforms such as Corporate Whatsapp Line and Website to communicate directly with our customers. While we attach importance to customer feedback, we conduct Customer Satisfaction Surveys and make customer visits at regular intervals. Following visits, we send Visit Surveys for evaluation.

While meeting customer expectations, we continue our products and processes by providing quality, on-time delivery and in accordance with the principle of sustainability. We aim to improve our processes by taking into account the feedback from our customers.

We use methods such as customer meetings, visits, satisfaction surveys and participation in fairs to inform our customers and receive active feedback from them. In this way, we increase the value of our products and services by determining the areas that need improvement.

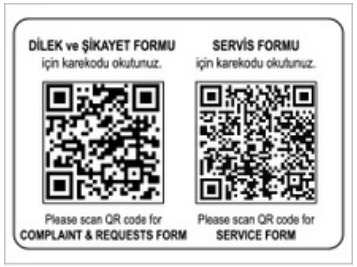
We attach great importance to customer privacy and take due care in this regard. So far, none of our customers have filed any complaints with our sales team that their data has been breached or lost.

What we aim for by managing customer relations;

- Minimizing data loss
- To facilitate access to information
- Making sales more effective
- Reduce costs
- Saving material
- Gaining new customers while increasing customer loyalty of existing customers
- Improving customer service
- To ensure customer satisfaction by dividing marketing, sales and after-sales support processes into headings



We use a QR CODE system in the packaging of our products in order to quickly resolve any problems of our customers regarding our products.



SOCIAL SUSTAINABILITY

- Occupational Health & Safety
- Emergency & Fire Safety
- Human Rights Practies
- Human Resources Management



GRI 2-11, 403-1/10

OCCUPATIONAL HEALTH & SAFETY

As Lonca, we are moving towards our ZERO ACCIDENT goal by offering a safe and healthy work environment to our employees. We strive to raise awareness among our staff and this year we provided a total of 58 hours of OHS training. Occupational safety is vital for the continuity of our business. We provide personal protective equipment to all our personnel in order to minimize work accidents and make production processes safe. Thanks to this precaution, no work accidents occurred this year.





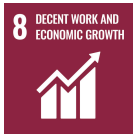


Occupational safety for Lonca ensures that employees, the machinery, facilities, tools and equipment used, the information produced, the trust and image gained by third parties are protected from all kinds of dangers, fires, damages and losses.

All personnel must be careful, take appropriate precautions and minimize the risk of accidents to ensure the life safety of their own and other employees and to prevent endangerment of other employees, materials, machinery, information and reputation.

We manage the OHS (Occupational Health and Safety) issue in line with ISO 45001 Standard and legal requirements. We identify risks that may occur within the scope of occupational safety and take precautions. OHS training and policy are adopted by all employees. Improvements are made for a safe and hygienic working environment, production processes are reviewed and safety measures are increased.







GRI 2-11, 403-5

EMERGENCY & FIRE SAFETY

In case of any emergency in Lonca, all personnel act in accordance with the EMERGENCY PLAN AND EVACUATION INSTRUCTIONS.
In case of emergency or fire, the following teams have been formed:



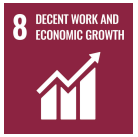
First Aid Team
Fire Fighting Team
Protection Rescue Team
Energy Resources Response Team
Evacuation and Communications Team

These teams ensure the safety of the environment, disconnect electrical connections, provide first aid and respond to fire.

With the exercises held once a year, the staff is reminded and emergency information is kept fresh.

Each team has specific duties and responsibilities. The First Aid Team provides basic health services by responding to the injured in emergency situations. The Fire Extinguishing Team helps control fires and uses fire extinguishing equipment. The Protection Rescue Team ensures the safe evacuation of stranded or endangered persons. The Energy Resources Response Team intervenes in power outages and takes the necessary precautions. The Evacuation and Communication Team manages communication procedures and coordinates the evacuation process in case of emergency. Thanks to the coordinated work of these teams, emergencies that may occur in the Guild are effectively intervened and the safety of the personnel is ensured. Exercises, on the other hand, help personnel improve their skills in implementing emergency plans and ensure that they are prepared for emergency scenarios. In this way, Lonca always offers a safe working environment and prioritizes the safety of its personnel.





GRI 3-1, 3-2, 3-3, 406-1, 411-1

HUMAN RIGHTS PRACTICES

We are aware that our employees are our most important resource and we provide the same conditions for each personnel working at Lonca. We advocate for equal opportunity for all our employees, regardless of gender, religion, language and race.

We are aware of the impact of our employees' satisfaction in our company on their motivation and commitment, and we respect the opinions of each individual and move forward in cooperation to achieve common goals. We are committed to a fair and peaceful working environment for our employees and we seek to continuously improve this. When we look at these goals and objectives, there has been no discrimination in our company this year and no incident that violates the rights of local people.
In order to contribute to the motivation of our employees, we organized an iftar dinner during Ramadan this year. We organized a Çanakkale Trip with our employees to commemorate the March 18 Çanakkale Victory, and during the elderly week, we visited the nursing home where the mother of our late employee Serkan Aytek was located.
We continue to provide assistance to our students who need scholarships in order to support equality in education.
At the MCA Fair we attended this year We donated saplings to Sivas Uzunbağ Memorial Forest on behalf of the participants who followed our Linked-In account.
The common goal of all our practices is to ensure that our staff respects human rights, to encourage them to be aware of their fundamental rights and freedoms, and to create a modern and participatory work environment.

Iftar Event



Seedling Donation



Senior Citizens' Week Visit

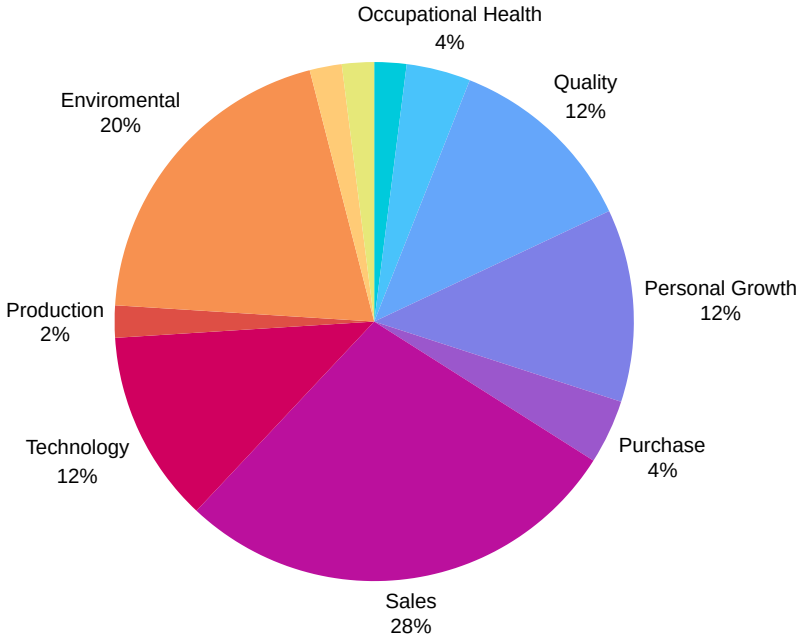


GRI 3-1, 3-2, 3-3, 412-2

HUMAN RESOURCES MANAGEMENT

As Lonca, we believe that all our employees play a role in developing the company culture, preserving its knowledge and supporting the company's core values. For this reason, starting from the recruitment process, we objectively evaluate people only according to whether they are suitable for the job, without discrimination for reasons such as gender, language, race, ethnicity, political thought, belief, religion, sect, age or physical disability.

We encourage women's employment by including female personnel in our manufacturing process, taking into account gender equality. We provide orientation training to our new staff and allow them to get to know our company closely.



Since the development and progress of our company is possible together with individuals, we encourage our employees to learn and evaluate their incoming training demands. It always supports our employees who are open to learning and we are happy to contribute to their personal and professional development.

The success of our company is directly related to the success of our employees. That's why we believe in the potential of each of our employees and are proud to provide the support they need to succeed.

CORPORATE GOVERNANCE

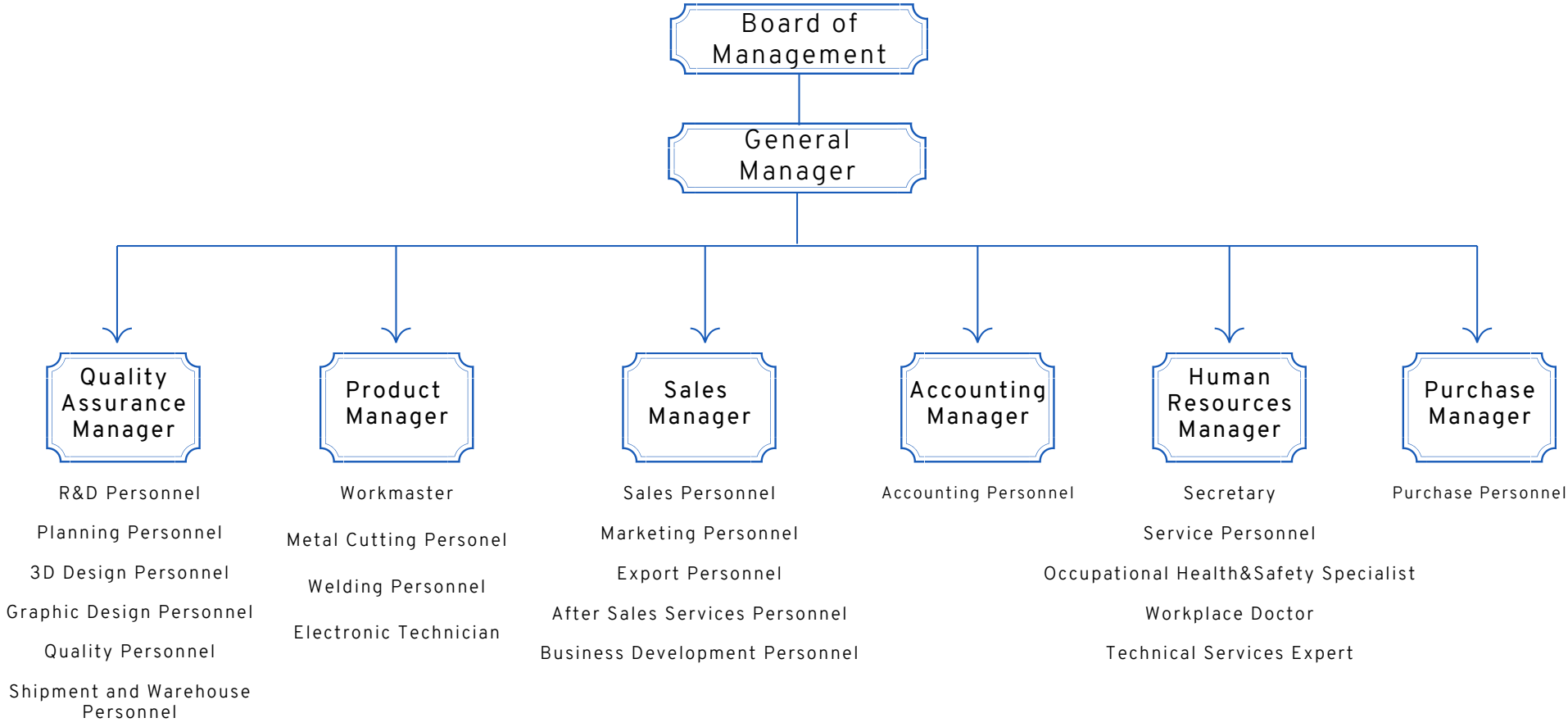
- Governance Structure
- Sustainability Governance
- Sustainability Supply Chain
- Business Continuity
- Risk Management
- Business Ethics
- Stakeholder Engagement
- Stakeholder Relations
- ESG Policies



GRI 2-18, 2-19, 2-20, 2-22, 2-23, 2-24

GOVERNANCE STRUCTURE

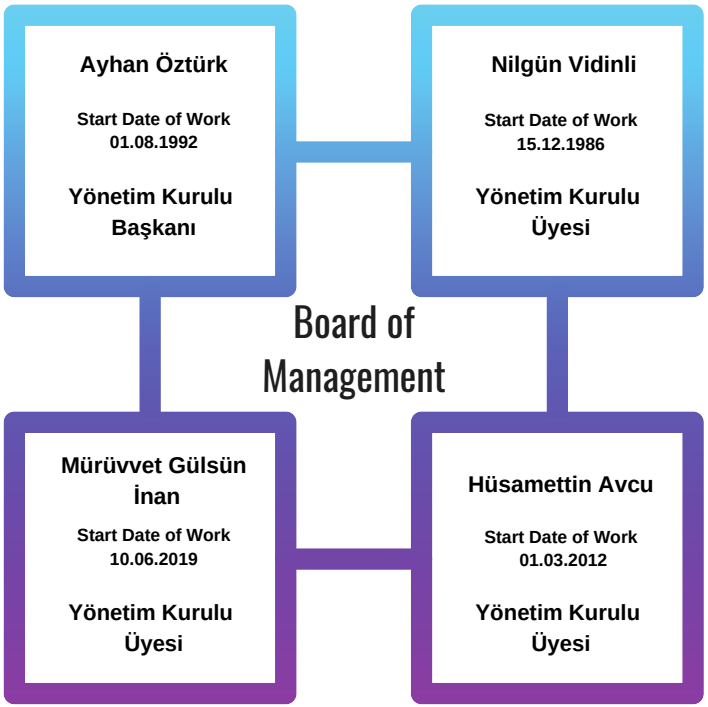
The Board of Directors consists of four members, two women, and two men. Our organizational structure includes a General Manager who oversees HR and Administrative Affairs, Accounting, Production, Sales, Purchasing, and Quality Assurance. Each of these departments is led by a respective manager who reports directly to General Manager. Our management diagram is as follows.



GRI 2-11, 2-18, 2-19, 2-20, 2-25, 2-26, 2-27, 2-28

GOVERNANCE STRUCTURE

We carry out institutional improvement studies to support the process of realizing our goals and creating value for our stakeholders. At the heart of this is the aim of transparent, fair, and accountable execution of our processes. We comply with the laws, regulations, and legislative obligations in force in our country and sector.



Governance	Title	Start Date of Work	Graduate	Professional Experience
Ayhan Öztürk	General Manager	01.08.1992	Yıldız Technical Uni. Engineering Faculty Mechanical Engineer	32 yeras
Feridun Hamurcu	Product Manager	10.03.2018	İstanbul Technical Uni. Engineering Faculty Elektronic Engineer	22 years
Yeliz Kınay	Human Resources Manager	02.01.2012	İstanbul Uni. Communication Faculty Media and Communication	13 years
Alper Akman	Accounting Manager	16.04.2008	Alaçam Religous Vocational High School	14 years
Hilal Demirkaya	Kalite Güvence Müdürü	01.10.2019	Sakarya Uni. Faculty of Business Administration	4 years

GRI 2-32, 2-33

SUSTAINABILITY GOVERNANCE

Our world, which is facing a climate crisis, has changed the management approach of all companies. We understand the importance of corporate governance in order to increase the effectiveness of our sustainability efforts and make our successes long-term. We carry out management by taking into account not only the economic dimension, but also the social and environmental dimension. In this context, we implement the goals, strategies and plans determined by our Sustainability Team.

In accordance with our company's Sustainability Policy and goals, our main focus is to ensure sustainability in our company's activities with the equality of all stakeholders, informational responsibility and corporate governance practices.

We carry out our operations in accordance with the law and our corporate ethical values and with our social and environmental responsibility awareness that we disseminate to all our employees.
Thanks to our innovative approach, we contribute to transforming the world of today and the future into a more sustainable one.

In line with this vision, we constantly review our business processes and make improvements. By organizing training for our employees, we reinforce social and environmental responsibility awareness and fulfill our commitments to society. We adopt sustainability principles at every step in order to leave a more livable world to future generations. Thus, we aim to create positive effects in both today's and future worlds.







GRI 2-9, 2-10, 3-1, 3-2, 3-3, 308-1, 414-1

SUSTAINABILITY SUPPLY CHAIN

Taking responsibility for domestic production across the country, we take conscious steps to pay due attention to the environment and nature at all stages of our supply chain.
We have two procedures for managing our relationships with suppliers:

- Supplier (External Resource Provider) Agreement and Evaluation Procedure
- Purchasing Procedure

The Supplier Approval Procedure is a process in which outsourcing providers are evaluated through surveys and evaluation systems. This evaluation includes suppliers' product quality certificates, environmental and social risk assessments, management systems and customer satisfaction mechanisms. Price and deadline agreements for each batch with outsourcing providers on the Approved Outsourcing Provider List are determined according to the Purchasing Procedure.

The procedure covers the supply of necessary goods and services in accordance with standard purchasing specifications and OHS rules. Each purchase is recorded in our ERP software system and the purchasing manager, sales manager and sales representatives are held responsible.

Our company's transaction processes; It includes design, marketing, sales, R&D and manufacturing stages. Three-dimensional and graphic design, business development and R&D studies are carried out at every stage in accordance with our quality policy.

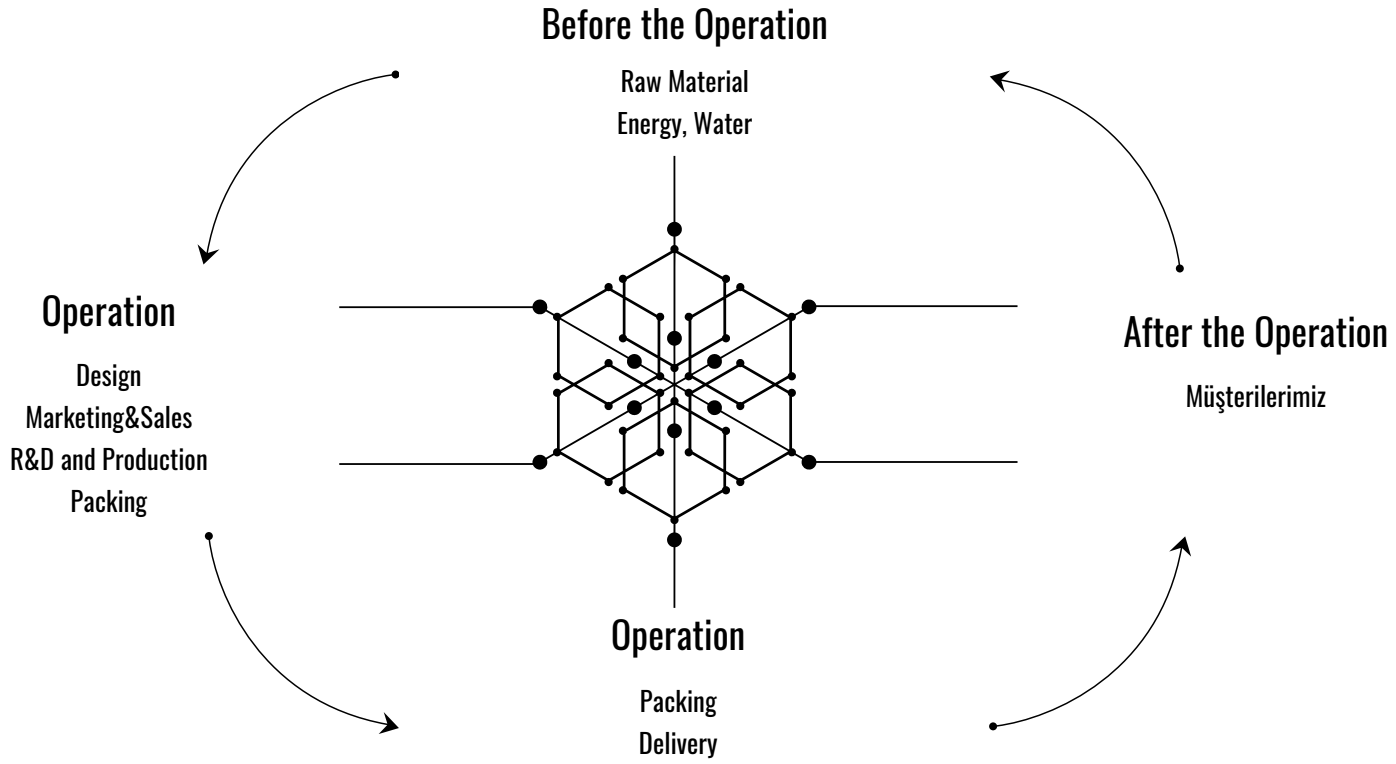


GRI 2-9, 2-10, 3-1, 3-2, 3-3, 308-1, 414-1

SUSTAINABILITY SUPPLY CHAIN

As Lonca, we work diligently, taking into account the environmental and economic impacts of the packaging process, which is the final stage of our supply chain. We carry out the packaging process by reusing the waste paper and inbox packaging we extract in our office. With these steps, we increase customer satisfaction at the end of the supply chain and help prevent possible problems and negative effects.

Our procedures covering pre-sales, sales order and after-sales customer relations of our products include "Offer Preparation, Foreign Trade and Contract Review, Storage and Storage, Transportation and Transportation Procedure. We manage processes such as receiving customer requests and orders, planning and implementation of production and shipment programs, and providing sales and post-shipment services.



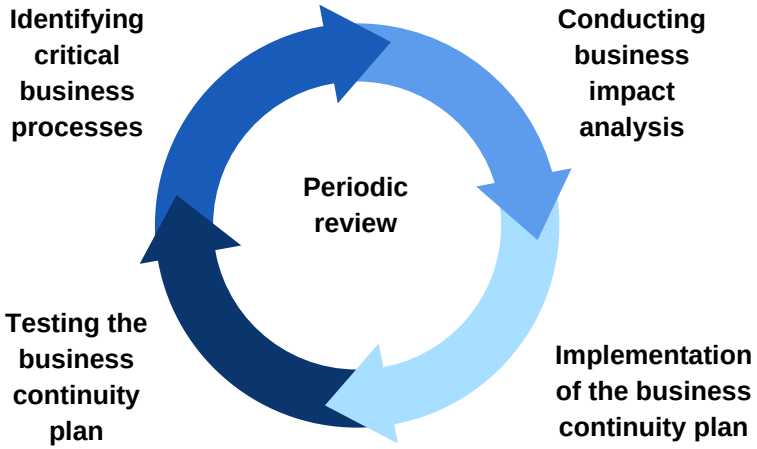
GRI 2-11, 2-16, 2-17, 3-1, 3-2, 3-3

BUSINESS CONTINUITY

Business continuity requires a detailed and orderly business continuity plan that ensures the uninterrupted continuation of all processes of the company, defines priorities and critical processes, and ensures the continuity of the business in case of any disruptions.

We have a "Business Continuity Plan" to prevent emergencies and unexpected situations from negatively affecting the normal functioning of the company and to continue our business in such situations and afterwards.

One of the most critical elements in business continuity planning is the information systems recovery plan. All data in our company is regularly backed up by the relevant process owners. Company data, emails, etc. is backed up periodically.



Our Business Continuity Policy includes the following commitments by ensuring compliance with laws and regulations and in compliance with the Quality Management System:

- Conducting risk analyzes, performing periodic checks and taking preventive and protective measures,
- Working to maintain customer and employee trust and maintain a solid company reputation,
- To implement and develop business continuity capacity in accordance with standard conditions,
- To prioritize the life safety of employees and stakeholders in emergency situations and to restart critical operations,
- To prepare the necessary infrastructure to ensure that we are least affected by events beyond our control,
- As management, we are committed to keeping the system ready, planning, measuring and improving through awareness trainings and exercises.

GRI 2-11, 2-15, 2-29, 2-30, 3-1, 3-2, 3-3, 201-2

RISK MANAGEMENT

Risk management activities are currently carried out by department managers and the Risk and Opportunities Assessment Team within the scope of seven existing management systems. This team identifies potential events that may affect the company, identifies existing risks, and aims to manage them in the most appropriate way. Identified risks and opportunities are addressed twice a year in the Management Review Report.

The main purpose of risk management is to evaluate any risks that may prevent the company from achieving its goals and jeopardize its development.

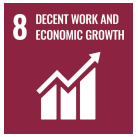
Operations on the management of sustainability risks such as processes, process analysis, customer satisfaction, market conditions, relevant parties and suppliers, natural disasters, climate crisis, efficient use of natural resources, recycling, employee rights and equal opportunities, and sustainable economic growth are carried out effectively. Business potential risks related to health and safety are determined by consultancy received from an OHS company and business processes are regulated according to these risks.

Sustainability studies aim to identify and analyze sustainability risks and create action plans against these risks.

Risk management within the guild is implemented with the following steps:

- Setting goals
- Identification and evaluation of risks
- Creation of the Target Action Plan





GRI 2-16, 2-17

BUSINESS ETHICS

As Lonca, we adopt an honest, impartial, inclusive and transparent attitude. We act in the field of competition, adhering to ethical values, supporting diversity and with a sense of responsibility towards society. Company Senior Management is responsible for effectively implementing the Business Ethics Policy and creating a culture that supports it. Our business partners, customers and other stakeholders trust our professionalism and integrity.

We offer our services within the framework of company policies, professional standards, commitments and ethical rules. We show the dedication necessary to fulfill our commitments. Within the framework of our ethical values, we comply with the law in all cases, stand against discrimination and respect human rights.

Actions such as bribery, corruption or personal interest abuse and nepotism are strictly prohibited in our organization. We do not do business with practices that harm public morality or endanger environmental and public health.

We share our business ethics policy on the company website and make it accessible to our employees and all our stakeholders. At the same time, we are always ready to receive feedback with a Request and Complaint Form where all our stakeholders can submit their suggestions, concerns and complaints. We are pleased that we did not receive any complaints about business ethics and human rights in 2023.



GRI 2-16, 2-17

BUSINESS ETHICS

All Lonca managers and employees act in accordance with the following ethical principles:

We adhere to an honorable, honest, and high code of honor and do not accept any corruption and unfair competition for profit.

We support production processes that prevent the waste of country resources and the impoverishment of society. We provide resources for social services and infrastructure.

We communicate with our customers consistently, fairly and attentively, respectfully, and sincerely.
We always treat each other fairly and respectfully with our colleagues. We develop stable, sincere relationships based on trust.

We do not engage in acts and behaviors that will harm personal and company trust and corporate reputation.

To make breakthroughs that will add value to the common purpose of all individuals within the company. To provide an environment of respect for each other, where employees can freely express their opinions. Our primary goals are to provide innovation and advantage to our country and industry.

We take care to fulfill our promises. We fulfill our obligations on time and completely.

In addition to our legal responsibilities, we are aware of our responsibilities toward our customers, colleagues, suppliers, competitors, and society.

To make breakthroughs that will add value to the common purpose of all individuals within the company. To provide an environment of respect for each other, where employees can freely express their opinions. Our primary goals are to provide innovation and advantage to our country and industry.

We always keep the safety and quality of our services and products at the highest level. We never compromise on quality in product development processes and develop according to the wishes and desires of our customers with the 100% transparency principle.

As a general rule, we avoid personal use and waste of company assets. We make every effort to protect the environment.
We carry out studies to spread environmental awareness.

We do not disclose information that may create a competitive disadvantage, trade secrets, financial and other information that has not yet been disclosed to the public, personal rights of personnel, personal data of our employees, customers, and stakeholders with any person, institution or organization during or after the termination of the business relationship.

As Lonca employees, we aim to avoid conflicts of interest. We do not take advantage of our current position and obtain personal benefits from individuals and organizations with whom we have business relations personally or through our family or relatives. Apart from LONCA A.Ş., we do not engage in business activities based on additional and personal financial interests.

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

GRI 2-21, 2-40, 2-41, 2-42, 2-43, 2-44

STAKEHOLDER ENGAGEMENT

Our stakeholders are at the center of our business model. We believe in the importance of effective communication with our stakeholders to create long-term value. We define our stakeholders as individuals and organizations that are influenced and influenced by our activities and can also contribute to our sustainability goals. By using different communication methods according to our stakeholder groups, we try to correctly understand their views, demands and expectations. After evaluating the type, frequency and effects of communication for all stakeholder groups, we create our stakeholder table.

Stakeholder Groups and Relationship with the Stakeholder

CUSTOMERS	Sustainability Report (yearly), Customer Satisfation Survey (yearly), Meeting and Conversations (on request), Customer Visits (calendric), Website (constant)
EMPLOYEES	Sustainability Report (yearly), Employee Loyalty Survey (yearly), Intercommunication Meetings (yearly), Occupational Health&Safety Training (yearly), Informing Announcements (instant), Instituional Works (instant), Employee Training (constant), Website (constant), Whatsapp Company Contact Group (instant), Management Review Meeting (half yearly)
FINANCIAL INSTITUTIONS	Meeting and Conversations (on request), Website (constant)
STATE INSTITUTION & ORGANIZATIONS	Audits (periodic/instant), Meeting and Conversations (on request), Incentives (on request), Website (constant)
SUPPLIERS	Sustainability Report (yearly), Meeting and Conversations (on request), Website (constant)
TRAINING INSTITUTIONS	Substructure ve Instructor Supports (on request), Website (constant)
STOCKHOLDER	Sustainability Report (yearly), Operating Report (yearly), General Meeting (yearly), Informing and Material Disclosure (anlık) Website (constant)
MEDIA	Social Media Sharing (instant), Website (constant), Journal Bulletins(on request)

GRI 2-21, 2-40, 2-41, 2-42, 2-43, 2-44

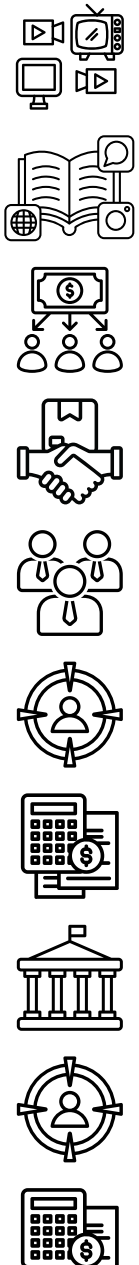
STAKEHOLDER RELATIONS

Employees
As Lonca, we believe that human resources are what make the biggest difference and we act accordingly. We emphasize the importance of open communication to create an understanding of "we" among all employees, ensure harmonious and successful teamwork, and strengthen feelings of belonging. We use employee satisfaction surveys as an effective tool to understand employees' expectations and needs.

Financial Institutions
We understand the importance of cooperating with financial institutions and aim to develop in this direction by making investments in accordance with financial conditions.

Suppliers
We are aware that our cooperation and development-oriented relationships with our suppliers create value for all processes. We conduct face-to-face meetings and visits to understand suppliers' competencies, communicate our own needs and effectively manage purchasing processes.

Shareholders
We take care to establish and maintain open and transparent communication with all our stakeholders, especially shareholders. We manage our relationship with shareholders and consultants in a way that supports brand value.

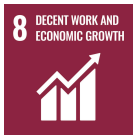


Customers
We meet the different needs and expectations of our customers. The fact that the sales and marketing organization is established in a wide and dynamic structure makes a difference in meeting customer expectations and achieving customer satisfaction.

Educational institutions
We are aware of the importance of being supportive of education so that our employees can get better every day. For this reason, we participate in presentations and conferences organized by educational institutions and try to benefit from sharing and learning opportunities.

Media
We see media as an important tool to effectively inform all our stakeholders and contribute to our reputation. We care about establishing close, open, accurate and transparent communication with media organizations, and we strive to announce our products and services, mostly through print media.

Public Institutions and Organizations
We maintain our relations with public institutions and organizations in accordance with legal regulations. We share all our reporting and information in a timely manner. We attend meetings and working groups to get the opinions of public institutions and organizations on various issues or to convey their own opinions.





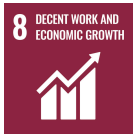


GRI 2-11

ENVIROMENTAL SOCIAL AND GOVERNANCE POLICIES (ESG)

	Name of Policy	Extent of Policy
1	**Quality Policy**	Undertakes that we aim to fulfill the requirements of ISO 9001 Quality Management System, increase product quality, manage risks, and reach the determined targets.
2	**Enviroment and Energy Policy**	Undertakes to fulfill the requirements of ISO 14001 Environmental Management System and ISO 50001 Energy Management System, raise awareness of stakeholders about the environment, reduce waste, support recycling, and continuous improvement.
3	**Customer Satisfaction Policy**	Undertakes to fulfill the requirements of the ISO 10002 Customer Satisfaction Management System, meet customer requests and needs, resolve complaints and feedback, and improve customer satisfaction.
4	**Occupational Safety Policy**	Undertakes to fulfill the requirements of the ISO 45001 Occupational Health and Safety Management System, reduce any risk, and prevent the occurrence of accidents and occupational diseases.
5	**Information Security Policy**	Undertakes to fulfill the requirements of ISO 27001 Information Security Management System, protect company information assets, prevent security breaches, and act in accordance with PDPL.
6	**Business Continuity Policy**	Undertakes to fulfill the requirements of ISO 22301 Business Continuity Management System and ensure the continuity of business in any emergency.
7	**Customer Rights**	Makes an effort to welcome every customer of Lonca friendly, ensure that they buy quality products, and get answers to their complaints and requests.
8	**Zero Accident Promise**	Makes an effort to ensure occupational safety, ensure the life safety of employees, and reduce the risk of accidents to zero.
9	**Business Ethics**	Makes an effort to act honestly, transparently, and within the framework of professional ethics toward all its stakeholders.
10	**Sustainablity Policy**	It aims to protect the environment, improve energy performance, fulfill its rights and responsibilities with all its stakeholders with an understanding of accountability, equality, transparency, fairness, and responsibility, and prioritize the rights of employees.





PERFORMANCE INDICATORS

- Economic Performance Indicators
- Enviromental Performance Indicators
- Social Performance Indicators



ECONOMIC PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE

GRI 201-1		Direct economic value generated and distributed (TL)			
		2020	2021	2022	2023
Revenues	ELG	979.123,24	1.284.922,96	2.131.972,59	4.073.030,22
	EFS	758.290,05	1.276.282,12	1.071.278,20	4.324.462,66
	ELF	472.631,76	840.583,90	3.877.456,35	2.419.024,13
	Other (Commercial commodities etc, sales)	-	-	-	-
Employee wages and employee benefits	Employee wages	1.681.462,44	2.860.259,33	4.626.639,17	14.106.555,26
	Insurance	-	-	-	-
	Other benefits	-	-	-	-
Other costs	Operating costs	-	-	-	-
Capital payments to providers	Ordinary Shares	-	-	-	-
	Usufruct shares	-	-	-	-
Payments to government	Income tax	236.105,36	300.216,92	380.722,30	1.502.023,20
Other payments	Community investments	-	-	-	-

GRI 201-4	Financial assistance received from government (TL)			
	2020	2021	2022	2023
Tax cuts	118.864,44	180.947,51	31.865,75	108.951,29
Financial incentives	0	78.654,00	0	0

ENVIRONMENTAL PERFORMANCE INDICATORS

RAW MATERIAL

GRI 301-2	Recycled input materials (%)		
2020	2021	2022	2023
14%	15%	10%	10%

ENERGY

GRI 302-1	Energy consumption within the organization (GJ)			
	2020	2021	2022	2023
Natural gas	1915,57	2108,20	234,80	227,03688
Coal	0	0	0	0
Diesel	1.341	1869,30	3515,89	4235,07
LPG	0	0	0	0
Trade waste	0	0	0	0
Total	3.257	3.977	3.751	4.462

GRI 302-1	2020	2021	2022	2023
Electricity consumption (GJ)	76	198	225	187
Steam Consumption (GJ)	0	0	0	0

ENVIRONMENTAL PERFORMANCE INDICATORS

GRI 302-1	2020	2021	2022	2023
Total energy consumption (GJ)	3.333	4.176	3.976	4.649

GRI 302-3	2020	2021	2022	2023
Energy Intensity (GJ/number of production)	0,066	0,053	0,049	0,075

GRI 302-4	2020	2021	2022	2023
Total product (pcs.)	50.518	78.393	80507	61.889

WATER AND EFFLUENTS

GRI 303-3	Water withdrawal (m3)				
	Toplam	2020	2021	2022	2023
Third-party water		422	273	320	298
Total		422	273	320	298

ENVIRONMENTAL PERFORMANCE INDICATORS

WATER AND EFFLUENTS

GRI 303-4	Water discharge (m3)			
	2020	2021	2022	2023
Third-party water	422	273	320	298
Total	422	273	320	298

GRI 303-5	Water consumption (m3)			
	2020	2021	2022	2023
Total water consumption from all areas (m3)	422	273	320	298
The amount of water withdrawn from all areas with water stress (m3)	–	–	-	-

WASTE

GRI 306-3	2020	2021	2022	2023
Hazardous waste	-	-	-	-
Non-hazardous waste	-	0,43	1,039	0,78
Total	-	0,43	1,039	0,78

SOCIAL PERFORMANCE INDICATORS

EMPLOYMENT

GRI 401-1	New employee hires by age group and gender (%)															
	2020				2021				2022				2023			
	Women		Men		Women		Men		Women		Men		Women		Men	
	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio
< Age 30	1	3,1%	5	15,6%	0	0,0%	6	17,1%	0	0,0%	6	17,1%	0	0,0%	3	9,1%
Age 30 - 50	0	0,0%	1	3,1%	4	11,4%	4	11,4%	1	2,9%	2	5,7%	2	6,1%	0	0,0%
> Age 50	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	0	0,0%	2	6,1%	2	6,1%
Total	1	3,1%	6	18,8%	4	11,4%	10	28,6%	1	2,6%	8	21,1%	4	12,1%	5	15,2%

GRI 401-1	Employee turnover by age group and gender (%)															
	2020				2021				2022				2023			
	Women		Men		Women		Men		Women		Men		Women		Men	
	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio
< Age 30	1	3,13%	5	16%	1	3%	5	14%	0	0%	3	9%	3	9%	6	18%
Age 30 - 50	0	0,00%	1	3%	0	0%	2	6%	0	0%	4	11%	1	3%	4	12%
> Age 50	0	0,00%	0	0%	0	0%	3	9%	0	0%	1	3%	0	0%	0	0%
Total	0	0,00%	0	0%	0	0%	0	0%	0	0%	8	21%	4	12%	10	30%

GRI 401-1	Employee by age group and gender (%)															
	2020				2021				2022				2023			
	Women		Men		Women		Men		Women		Men		Women		Men	
	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio	Count	Ratio
< Age 30	4	12,5%	15	46,9%	4	11,4%	16	45,7%	4	11,4%	12	34,3%	1	3,0%	12	36,4%
Age 30 - 50	2	6,3%	8	25,0%	4	11,4%	8	22,9%	5	14,3%	13	37,1%	6	18,2%	10	30,3%
> Age 50	0	0,0%	3	9,4%	0	0,0%	3	8,6%	0	0,0%	4	11,4%	0	0,0%	4	12,1%
Total	6	18,8%	26	81,3%	8	22,9%	27	77,1%	9	23,7%	29	76,3%	7	21,2%	26	78,8%

SOCIAL PERFORMANCE INDICATORS

TRAINING AND EDUCATION

GRI 404-1	Average hours of training that the employees have undertaken			
	2020	2021	2022	2023
Average (employee/hour)	5,28	10,37	35,29	25,00
Total (hours)	169	363	1.341	1.033

GRI 404-1	Average hours of training that the employees have undertaken by gender (Women)			
	2020	2021	2022	2023
Average (employee/hour)	8,50	24,04	35,29	39,73
Total (hours)	51	192	318	278

GRI 404-1	Average hours of training that the employees have undertaken by gender (Men)			
	2020	2021	2022	2023
Average (employee/hour)	4,53	6,33	35,29	107,84
Total (hours)	118	171	1.023	755

SOCIAL PERFORMANCE INDICATORS

GRI 404-1	Average hours of training that the employees have undertaken by department			
Average (employee/hour)	2020	2021	2022	2023
Technical	14,08	27,93	74,50	79,46
Executive	28,15	60,52	268,20	206,60
Production	12,06	22,69	89,40	68,87
Total (hours)	169	363	432	355

GRI 404-3	Percentages of total employees who received a regular performance development review (%)			
	2020	2021	2022	2023
Women	3%	3%	5%	6%
Men	16%	11%	11%	9%

GRI 404-3	Percentages of total employees who received a regular performance development review (%)			
	2020	2021	2022	2023
Technical	19%	14%	47%	41%
Executive	0	0	13%	16%
Production	0	0	39%	47%

SOCIAL PERFORMANCE INDICATORS

OCCUPATIONAL HEALTH AND SAFETY

GRI 403-8	Workers covered by an occupational health and safety management system							
	2020		2021		2022		2023	
	Personnel	Subsupplier	Personnel	Subsupplier	Personnel	Subsupplier	Personnel	Subsupplier
Within the scope of occupational health and safety	32	-	35	-	38	-	32	-
Within the scope of occupational health and safety who are covered by such a system that has been internally audited	32	-	35	-	38	-	32	-
Within the scope of occupational health and safety who are covered by such a system that has been audited or certified by an external party.	32	-	35	-	38	-	32	-

DIVERSITY AND EQUAL OPPORTUNITY

GRI 405-1	Percentage of individuals within the organization's governance bodies by genders (%)			
	2020	2021	2022	2023
Women	17%	17%	33%	40%
Men	83%	83%	67%	60%

GRI 405-1	Percentage of individuals within the organization's governance bodies by age groups (%)			
	2020	2021	2022	2023
< Age 30	0%	0%	17%	20%
Age 30 - 50	83%	83%	17%	60%
> Age 50	17%	17%	67%	20%

SOCIAL PERFORMANCE INDICATORS

GRI 405-1	Percentage of employees by genders (%)			
	2020	2021	2022	2023
Women	18,8%	22,9%	23,7%	21,2%
Men	81,3%	77,1%	76,3%	78,8%

GRI 405-1	Percentage of employees by age groups (%			
	2020	2021	2022	2023
< Age 30	59%	57%	42%	39%
Age 30 - 50	31%	34%	47%	48%
> Age 50	9%	9%	11%	12%

CHILD LABOR

GRI 408-1	Çocuk işçi sayısı			
	2020	2021	2022	2023
Piece	0	0	0	0

HUMAN RIGHTS ASSESSMENT

GRI 412-2	Employee training on human rights policies and procedures			
	2020	2021	2022	2023
Total Hour	17	16	28	20

GRI CONTENT INDEX

As required by the GRI Universal Standards, we provide an index that specifies each of the GRI Standards and disclosures included in the report.

Statement of use: Lonca has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023

GRI used: GRI 1: Foundation 2021
Applicable GRI Standard(s): No sector guidelines apply.



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2-13	Membership of associations	Page 7
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2-15	Key impacts, risks and opportunuties	Page 17, 18, 19, 40
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2-34	Nature and total number of critical concerns	Page 27
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2-36	Process for determining remuneration	Within the scope of confidentiality, this information has not been included.
2-37	Stakeholders' involvement in remuneration	Within the scope of confidentiality, this information has not been included.
2-38	Annual total compensation ratio	Within the scope of confidentiality, this information has not been included.
2-39	Percentage increase in annual total compensation ratio	Within the scope of confidentiality, this information has not been included.
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Thank you

FOR YOUR REVIEWING



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