

SUSTAINABILITY *report*

2024

LONCA MAK. SAN. TİC. A.Ş.

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ABOUT US



About the Report

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

Lonca Makina's Sustainability Report has been prepared to transparently share the risks and opportunities in the field of sustainability with stakeholders.

Since 2021, we have prepared our Sustainability Reports in accordance with the GRI - Global Reporting Initiative Standards Core Option. Our Sustainability Report covers our activities and strategic goals between January 1, 2024 and December 31, 2024.
The report is structured to meet the expectations of the sustainability frameworks the company is involved in and includes general information about sustainability.
This report, which we update and share annually, analyzes environmental, social, and economic performance. Our company's sustainability strategy includes taking concrete steps in areas such as the conservation of natural resources, innovative product designs, and social responsibility projects.
This report also highlights the progress our company has made and the challenges it faces in achieving its long-term sustainability goals. Thanks to our strong network of stakeholders, we continue to play a leading role in the industry by sharing best practices in sustainability.







All headings in the Table of Contents are linked to the relevant pages. You can easily navigate to the page you want to go to within the report by clicking on the relevant heading in the Table of Contents.

Thanks to the navigation menu on each page, you can easily navigate to the sections you want within the report.

For questions, comments, and suggestions regarding the report, please contact kalite@ensim.com.tr

Message to Stakeholders

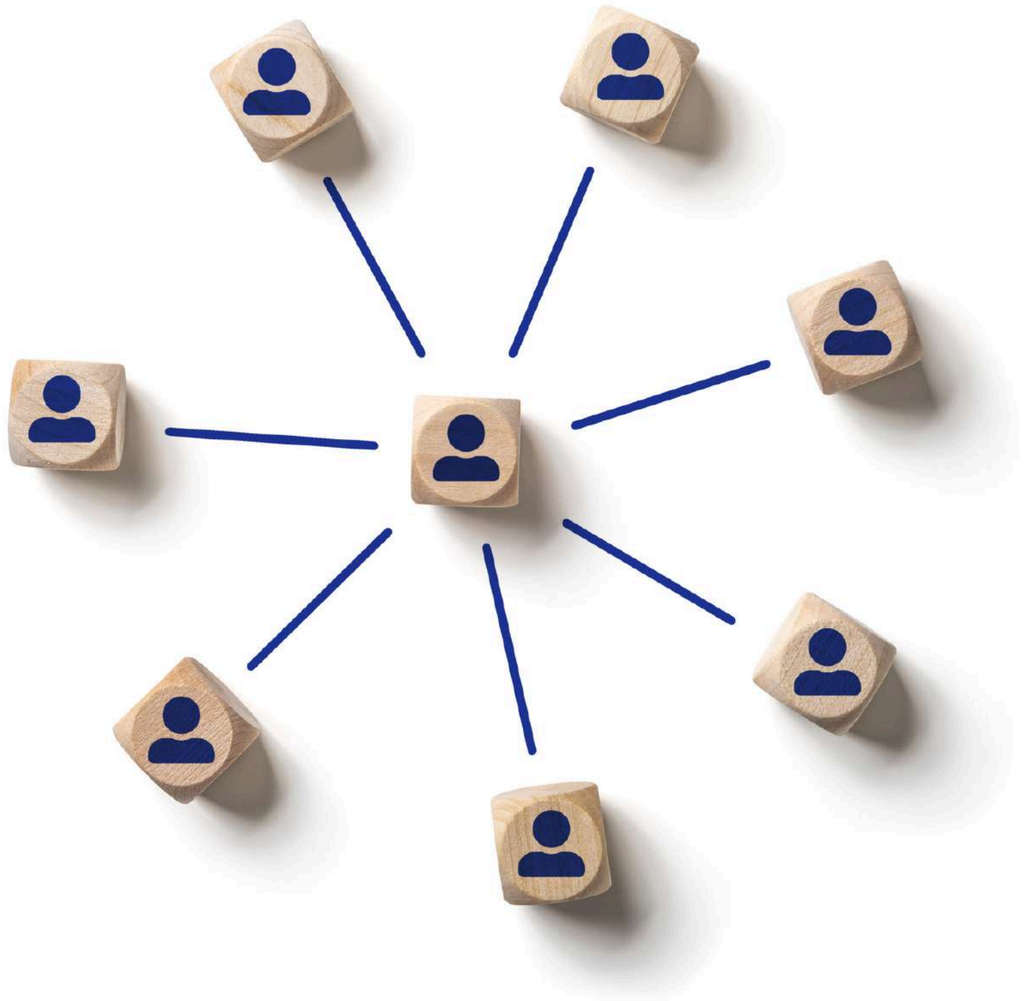
GRI 2-21, 2-46, 2-48, 2-49, 2-50, 2-51, 2-52, 2-54, 2-56

Sustainability aims to create awareness that embraces all segments of society, operating with the philosophy of considering the impact of today's decisions on tomorrow's world. At Lonca, we strive to do our best to promote sustainability and make it known and implemented by everyone.

Anyone who wants to be successful in the future must realize that sustainability is key. We should focus on long-term, sustainable gains instead of short-term profits.

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

By adhering to the principle of sustainability in business and shaping our decisions, strategies, and practices accordingly, we can achieve long-term success.



About the Lonca

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

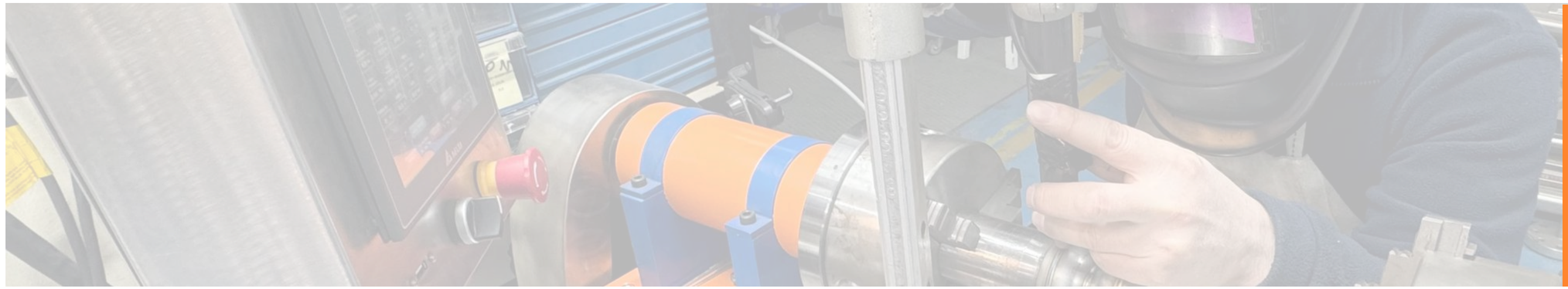
LONCA MAKİNA SANAYİ TİCARET A.Ş. has been operating in the field of measurement and control devices since 1984. While initially selling only in Karaköy, it gradually expanded into importing devices for measuring humidity, temperature, pressure, and flow, and began representing various companies in Turkey. Since 1996, it has aimed to deliver the products of the brands it represents to its customers quickly and continues to develop solutions for non-standard or special requests.

LONCA, recognizing the need for domestic sensor production in 2001, began its manufacturing process with level sensors and has since expanded to include flow, pressure, and temperature sensors. This has strengthened its goal of offering high-quality and economical solutions by increasing product diversity, and it continues its production activities under the ENSİM SENSORS brand.

Lonca, which develops its products by focusing on customer satisfaction, has obtained numerous certifications and embraced the vision of making ENSİM SENSORS an international brand. 64% of the company is owned by Ms. Mürüvvet Gülsün İnan, and 30% by Mr. Ayhan Öztürk. Behind Lonca's success lies its customer-focused approach and innovative production philosophy. The company aims to be an effective player not only in its own market but also on a global scale. In line with this, it continuously increases its R&D investments, follows the latest technologies in the sector, and strives to provide the best service to its customers.

Lonca, which also stands out for its emphasis on sustainability, develops various projects to minimize its environmental impact and fulfill its social responsibilities. These projects enable significant progress in the areas of energy efficiency, waste management, and community contribution.

Thus, Lonca Makina Sanayi Ticaret A.Ş. continues its pioneering role in the sector with strategies aimed at meeting not only today's but also tomorrow's needs. With the innovative and sustainable solutions it offers to its customers, it is solidifying its position as a reliable partner in both local and international markets.

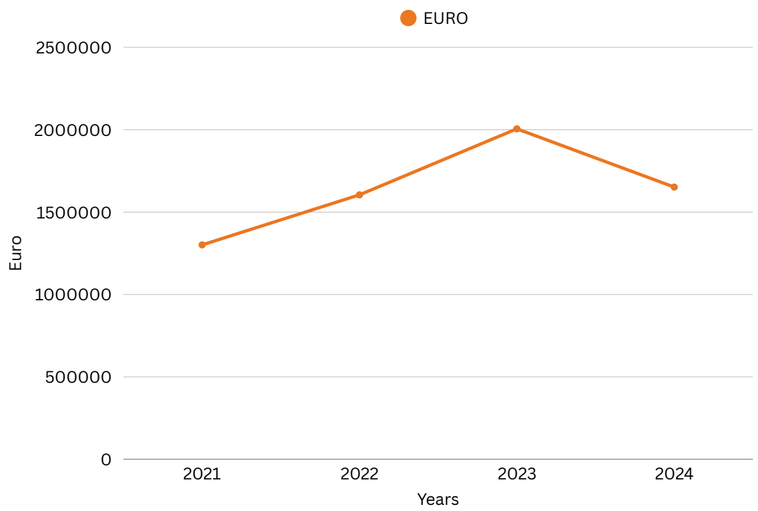


You can access the corporate promotional video here.

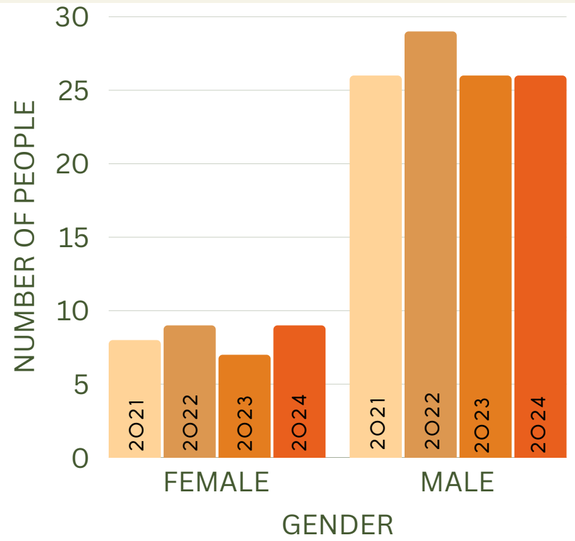
Lonca in Numbers

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

Gross Sales Figures by Year



Gross sales figures by year reflect the company's financial growth strategies. In recent years, sales have consistently increased through sustainability and innovative methods; achieving 15% growth in 2021. Similar momentum continued in 2022 and 2023, enhancing competitiveness. The 2024 targets will be supported by innovative product development and digital transformation projects. These achievements are the result of strong collaborations and a sustainability-focused vision.



Number of Blue-Collar Employees: 18

Number of White-Collar Employees: 17

Average age: 35

Employee Turnover Rate: 16%

Number of employees from Generation X: 7
Number of employees from Generation Y: 21
Number of employees from Generation Z: 7

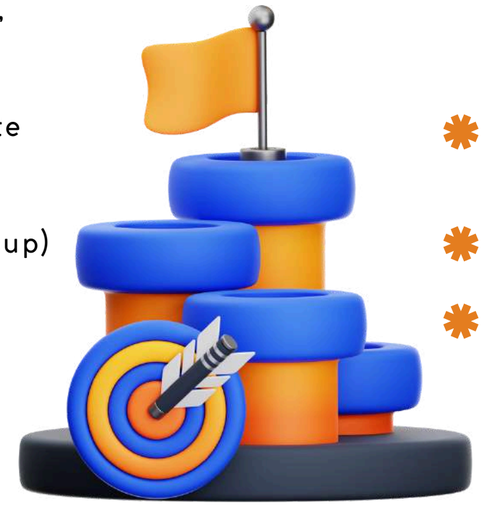
Our Memberships



Milestones

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

- **In 1970**, Rekorder began manufacturing pH, temperature, and thermowell measuring devices.
- **In 1975**, manufacturing of immersion/steel and ceramic tube thermocouples and thermoresistors began.
- **In 1980**, Production of control valves and pressure gauges began.
- **In 1984**, A retail store was established in Karaköy
- **In 1995**, With the opening of the office in Perpa, Istanbul international representation relations began to be established.
- **In 2002**, Level sensor manufacturing began in Piyalepaşa, Istanbul
- **In 2003**, ISO 9001 Quality Management System certificate was obtained
- **In 2017**, ATEX Explosive Atmosphere Certificate (Level Group) was obtained.



- **In 2018**, We continue manufacturing at our expanding new factory in Ataşehir, Istanbul
  ISO 14001:2015 Environmental Management System certificate has been obtained.
- **In 2019**, ISO 45001:2018 Occupational Health and Safety Management System
  ISO 10002:2018 Customer Satisfaction and ISO 27001:2013 Information Security Management System certifications have been obtained.
- **In 2020**, The ISO 22301:2012 Business Continuity Management System certificate was obtained
- **In 2021**, ISO 50001:2015 Energy Management System
  ISO 3834-2 Welded Manufacturing Competency certificates have been obtained.
- **In 2022**, ATEX Explosive Atmosphere Certificate (Temperature, Flow, Level Group)
- **In 2023**, Artificial intelligence research began
- **In 2024**, The Inosuit Program was launched for innovation efforts

General Manager's Message

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

Dear Stakeholders,

We proudly celebrate our 40th anniversary today, a journey that began with the foundations of our production laid in 1984. While continuing to produce with the same dedication and commitment as from day one, we resolutely pursue our goal of increasing the value of domestic production. By embracing the responsibilities and challenges of being a producer, we have adopted creating added value for our country as our fundamental principle.

Opportunities and Challenges in 2024

2024 was a year of global volatility, with inflation and cost fluctuations challenging businesses in many markets, including Turkey. Exchange rate fluctuations and economic conditions increased complexity, particularly in export-oriented sectors.

In line with our goal of creating value through production, employment, and innovation, we act with a sense of responsibility towards the society we are a part of and the people whose lives we touch. Our aim is to strengthen our brand abroad by increasing our international presence day by day. In line with our strategic goals, we are reinforcing our leadership in Türkiye while also strengthening our effectiveness in international markets.

Innovation and Sustainability

We are determined to continue our efforts to spread a culture of innovation throughout the company. Through the Inosuit Program, which we conduct under the umbrella of the Turkish Exporters' Council, we are systematically implementing innovative ideas in the fields of R&D, digitalization, and customer focus, with a focus on sustainable innovation.

2024 was a challenging year marked by economic and political uncertainty worldwide. Building upon our experience and values, we aim to further advance our sustainability approach. We will continue to reduce our environmental impact while resolutely moving forward to increase societal benefit, create long-term value with our stakeholders, and contribute to our country's development journey. I extend my gratitude to all our employees, business partners, customers, dealers, and all stakeholders who have contributed their efforts, ideas, and dedication, and who have supported us in strengthening our leadership throughout this process.

With love and respect.



Lonca Makina General Manager
Ayhan Öztürk

Product Groups

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

TEMPERATURE

Temperature sensors are used to measure the ambient temperature. They can measure the temperature of liquids or homogeneously distributed gases in the environment. In some cases, they can take measurements at multiple points in the same environment.

FLOW

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

PRESSURE

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

LEVEL

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

EXPLOSIVE ATMOSPHERES

These products are specifically developed for use in explosive environments (ATEX) (divided into Zones O, 1, and 2). There are many classifications, and our products are in the EX D class. The products are manufactured with certification for level, temperature, and flow measurements.

MOLD

Our manufacturing department produces cutting and stamping molds, plastic and aluminum injection molds, and precision casting molds in-house. We also produce custom molds for the market, utilizing all the latest technological innovations.

VALVE

Valves are used to control the flow of liquid or gas in a pipeline.

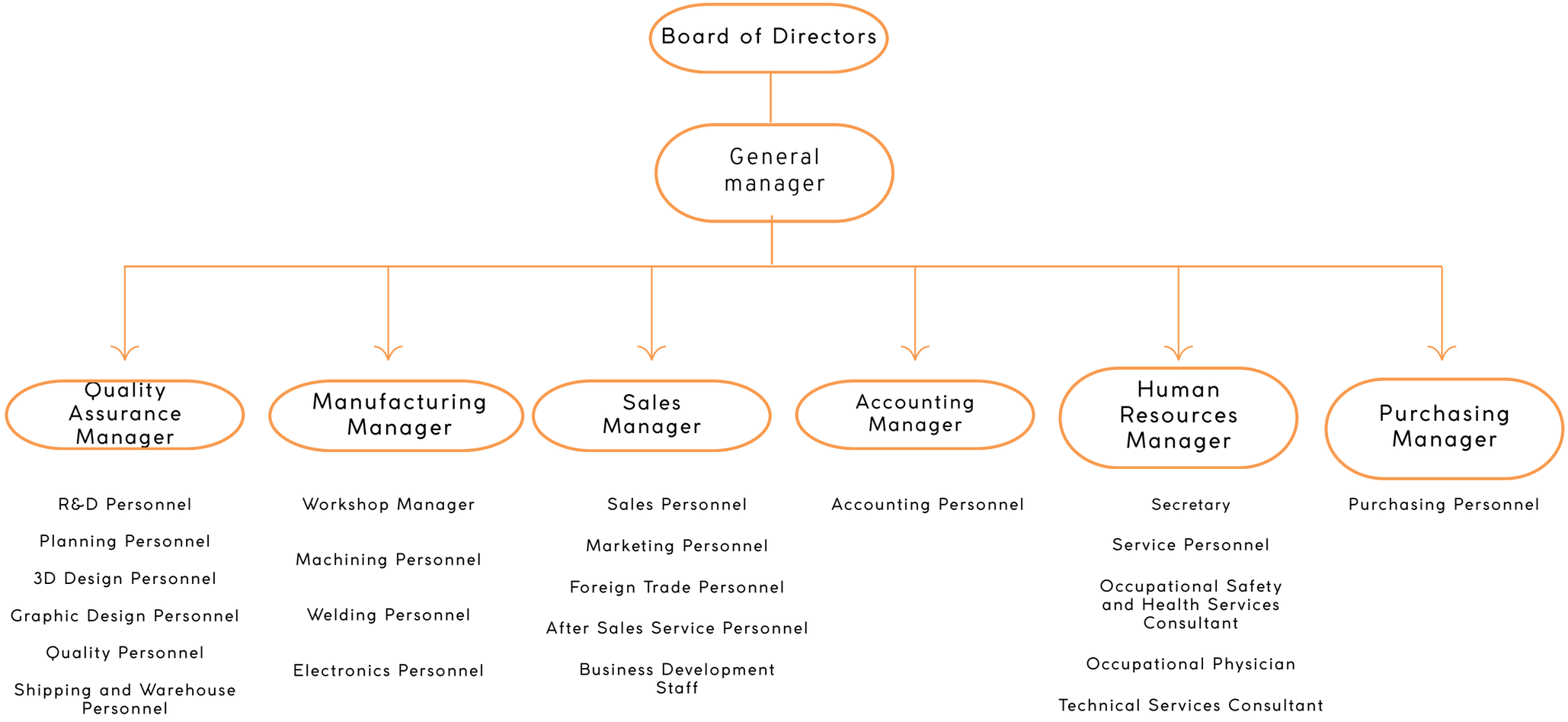
CORPORATE GOVERNANCE



Governance Structure

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

The Human Resources and Administrative Affairs Manager, Accounting Manager, Production Manager, Sales Manager, Purchasing Manager, and Quality Assurance Manager report directly to the General Manager. Our management structure is as follows:



Governance Structure

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

We are implementing organizational improvement initiatives to support the process of achieving our goals and creating value for our stakeholders. At the core of this is the aim of ensuring that our processes are transparent, fair, and accountable.

We comply with all laws, regulations, and legal obligations in force in our country and sector. This compliance includes not only fulfilling legal requirements but also maintaining ethical standards. Each of our employees enhances our company's reputation and reliability by adhering to these values.

Our corporate governance structure forms the solid foundation necessary for achieving our strategic goals. Our leadership team combines diverse knowledge and experience to create innovative and sustainable solutions. This approach improves our internal processes and creates a positive impact on our customers and society.

The Board of Directors consists of four members: two women and two men. This diversity allows for a more balanced and inclusive decision-making process by bringing together different perspectives. The diverse backgrounds and areas of expertise of the board members play a significant role in achieving our sustainability goals. Our commitment to gender equality is reflected not only at the board level but at every level of the organization. This approach strengthens our relationships with both internal and external stakeholders and enriches our corporate culture.

Senior Management

AYHAN ÖZTÜRK
General Manager

FERIDUN HAMURCU
Production Manager

YELİZ KINAY
Human Resources Manager

ALPER AKMAN
Finance Manager

HİLAL DEMİRKAYA
Quality Assurance Manager

Board of Directors

AYHAN ÖZTÜRK
Chairman of the Board

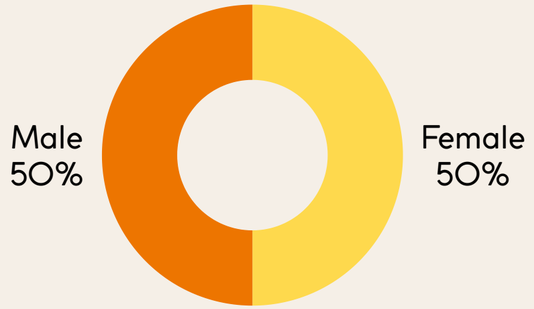
MÜRÜVVET GÜLSÜN İNAN
Board Member

HÜSAMETTİN AVCU
Board Member

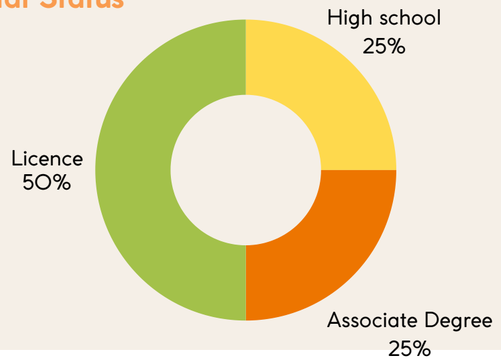
NİLGÜN VİDİNLİ
Board Member

TOP MANAGEMENT COMPETENCY MATRIX

Gender Distribution



Educational Status



Average Total Work Experience

21 YEARS

Sustainability Governance

GRI 2-32, 2-33

At Lonca, we see sustainability as a fundamental building block of our long-term success, placing it at the heart of our corporate strategy. We strategically position our sustainability management within the management of both our financial and non-financial assets. Through this approach, we lay the foundation for establishing long-term, benefit-oriented, and value-creating relationships with our stakeholders. We support the sustainability-focused development of our corporate structure by focusing on environmental, social, and governance (ESG) areas. We follow our sustainability approach through our Sustainability Policy. We developed this policy with our Sustainability Team, with the goals of reducing our environmental impact, increasing social responsibility, and ensuring compliance with corporate governance principles.

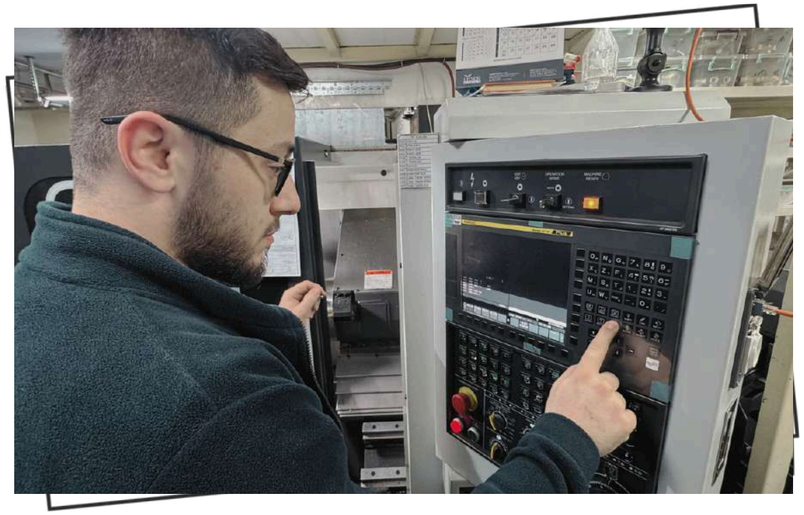
We conduct all our activities in accordance with legal requirements and our corporate ethical standards, with a strong social and environmental responsibility approach that encompasses all our employees. Thanks to our innovation-focused approach, we produce sustainable solutions that consider not only today's needs but also those of the future.
In line with this approach, we continuously question our ways of doing business, identify areas for improvement, and make our processes more effective. We fulfill our responsibilities to society with concrete steps, through training aimed at increasing our employees' awareness of social and environmental issues. With the goal of creating a healthier and more livable future, we embrace sustainability as a fundamental element of all our decisions and practices, aiming to create a long-term positive impact.



Sustainable Supply Chain

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

We view supply chain management not merely as an operational process, but also as a strategic dimension that directly reflects sustainability and embodies our corporate values in the field. To create a sustainable supply chain, raising awareness among all our suppliers and implementing environmentally friendly purchasing policies are among our primary goals.



Our approach, encompassing the entire process from supply chains and transportation to quality control and human rights, is based on long-term collaborations and the creation of shared value. Our supplier selections are based on numerous criteria, including human rights, working conditions, occupational health and safety, anti-corruption, and environmental protection.

Aware of the responsibility inherent in domestic production, we adopt an environmentally conscious approach at all stages of our supply chain. In this context, our supplier relationships are managed within the framework of the "Supplier (Outsourcing) Contract and Evaluation Procedure" and the "Procurement Procedure".



Suppliers undergo survey and evaluation processes considering quality certifications, environmental and social risk criteria, management systems, and customer satisfaction practices. For each procurement batch from firms included in the Approved Outsourcing List, pricing and delivery terms are determined in accordance with the relevant procurement procedures.

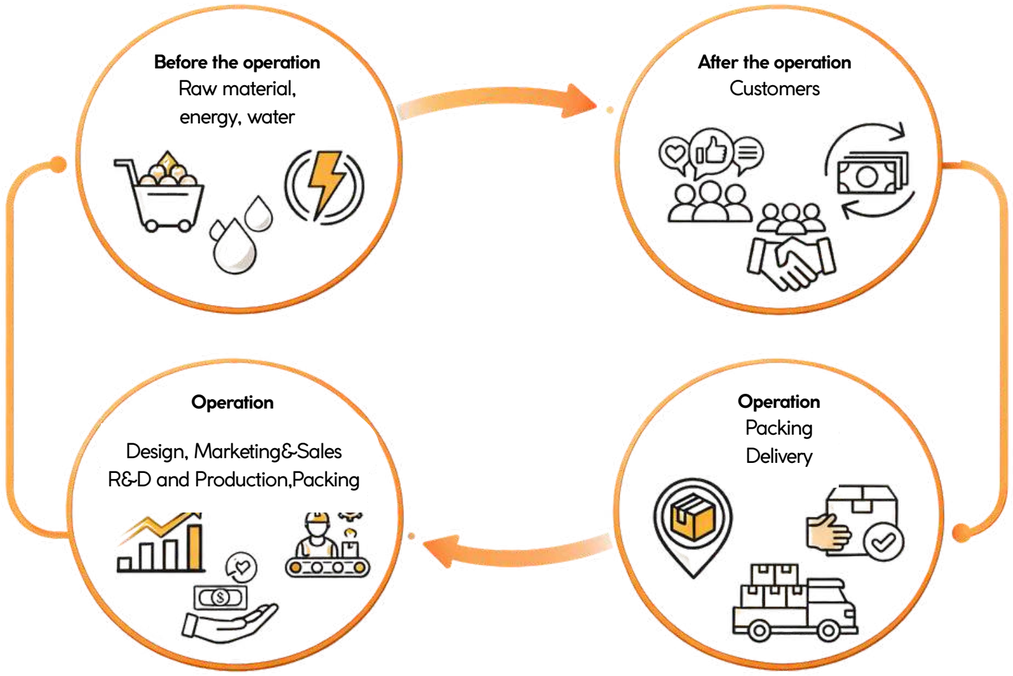
Our purchasing processes are conducted in accordance with standard technical requirements and occupational health and safety regulations; all transactions are recorded through our ERP system. The monitoring and responsibility for these processes are shared by the relevant managers and sales teams. Our company's operational structure encompasses design, marketing, sales, R&D, and production phases, and 3D and graphic design, business development, and R&D activities are integrated at each stage in line with our quality policy.

Sustainable Supply Chain

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

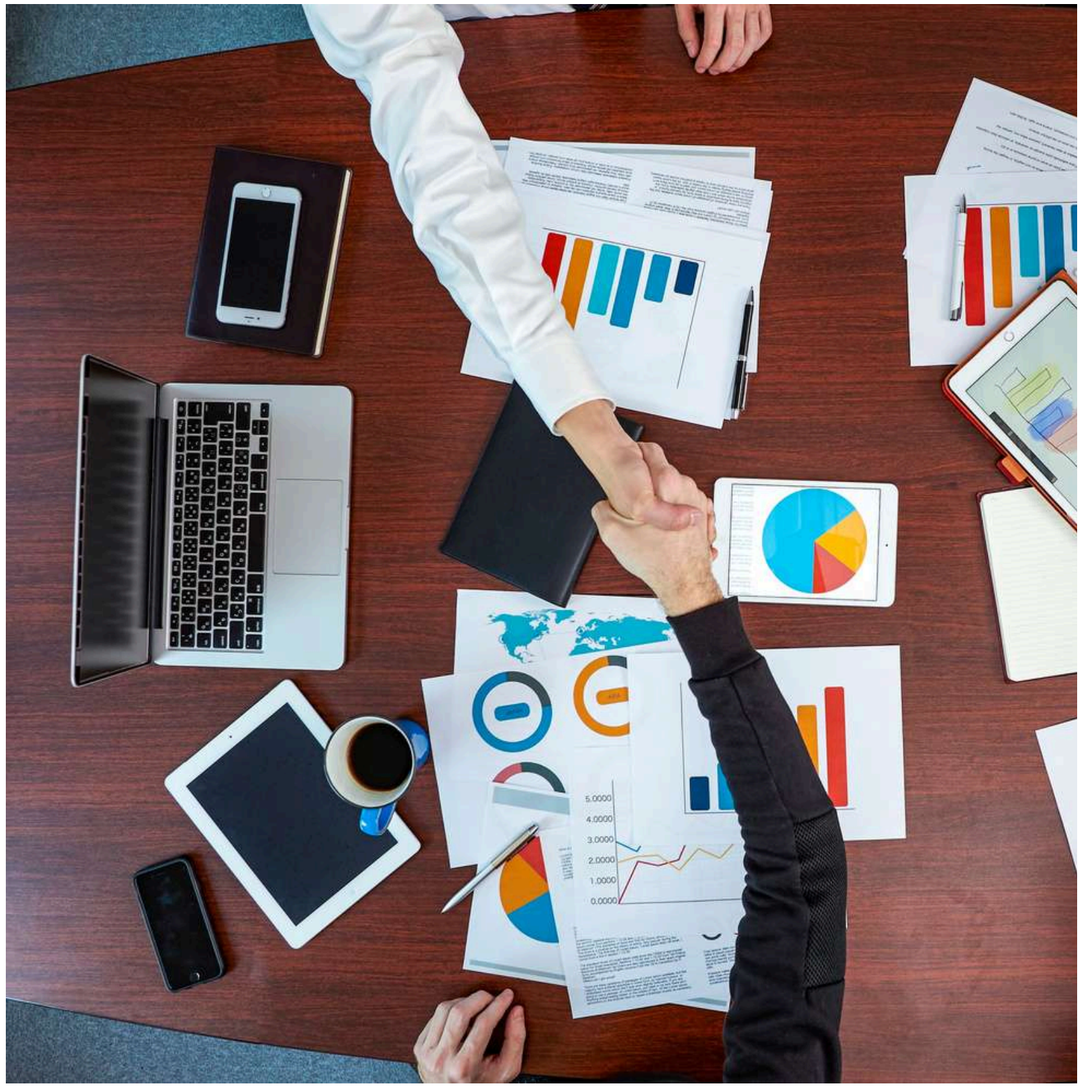
At Lonca, we meticulously carry out packaging activities, the final step in our supply chain, while considering environmental and financial impacts. We recycle waste paper and incoming shipping boxes generated in our office processes and reuse them in the packaging stage, supporting resource efficiency. Through these practices, we contribute to strengthening customer satisfaction at the final stage of the supply chain while reducing potential risks and negative impacts.

Our customer relationship management, from pre-sales to post-sales, is handled under the umbrella of "Quotation Generation, Foreign Trade and Contract Control, Storage and Protection, Transportation and Logistics Procedures." Within this framework, we manage the processes of receiving customer requests and orders, creating and implementing production and shipment plans, and providing sales and post-delivery support services with a holistic approach.



Business Continuity

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



Business continuity requires an organization to anticipate risks that could disrupt all its operations, prioritize critical processes, and be prepared for potential disruptions. In this context, Lonca implements a systematic and up-to-date Business Continuity Plan to ensure operational continuity in the face of unforeseen circumstances.

To minimize the negative impact of extraordinary and emergency situations on company operations and to ensure the sustainability of business processes during and after such situations, our Business Continuity Plan is actively in place. The plan clearly defines the measures and responsibilities that will ensure business continuity.

As part of the information systems recovery plan, a fundamental component of business continuity, all critical data within the company is backed up at regular intervals by the relevant process owners. Operational data, emails, and information system records are stored in secure environments to eliminate the risk of data loss.

Our Business Continuity Policy includes the following commitments in compliance with applicable legal regulations, relevant legislation, and Quality Management System requirements:

Identifying and analyzing potential risks, and implementing preventive and protective measures through periodic checks.

Ensuring the continuity of corporate reputation by protecting customer satisfaction and employee safety.

To implement, monitor, and improve business continuity capabilities in accordance with relevant standards.

In emergency situations, prioritizing the safety of employees and stakeholders and restarting critical operations as quickly as possible.

To create the infrastructure that will minimize the impact of events beyond our control.

To keep the system constantly prepared through awareness training and drills; and to maintain planning, measurement, and improvement processes with management commitment.

Risk Management

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

Risk Management Activities

Risk management activities are carried out by department managers and the Risk and Opportunity Assessment Team within the framework of the existing seven management systems. This team identifies potential events that could affect the company, determines existing risks, and aims to manage them in the most effective way. The identified risks and opportunities are addressed in the Management Review Report twice a year.

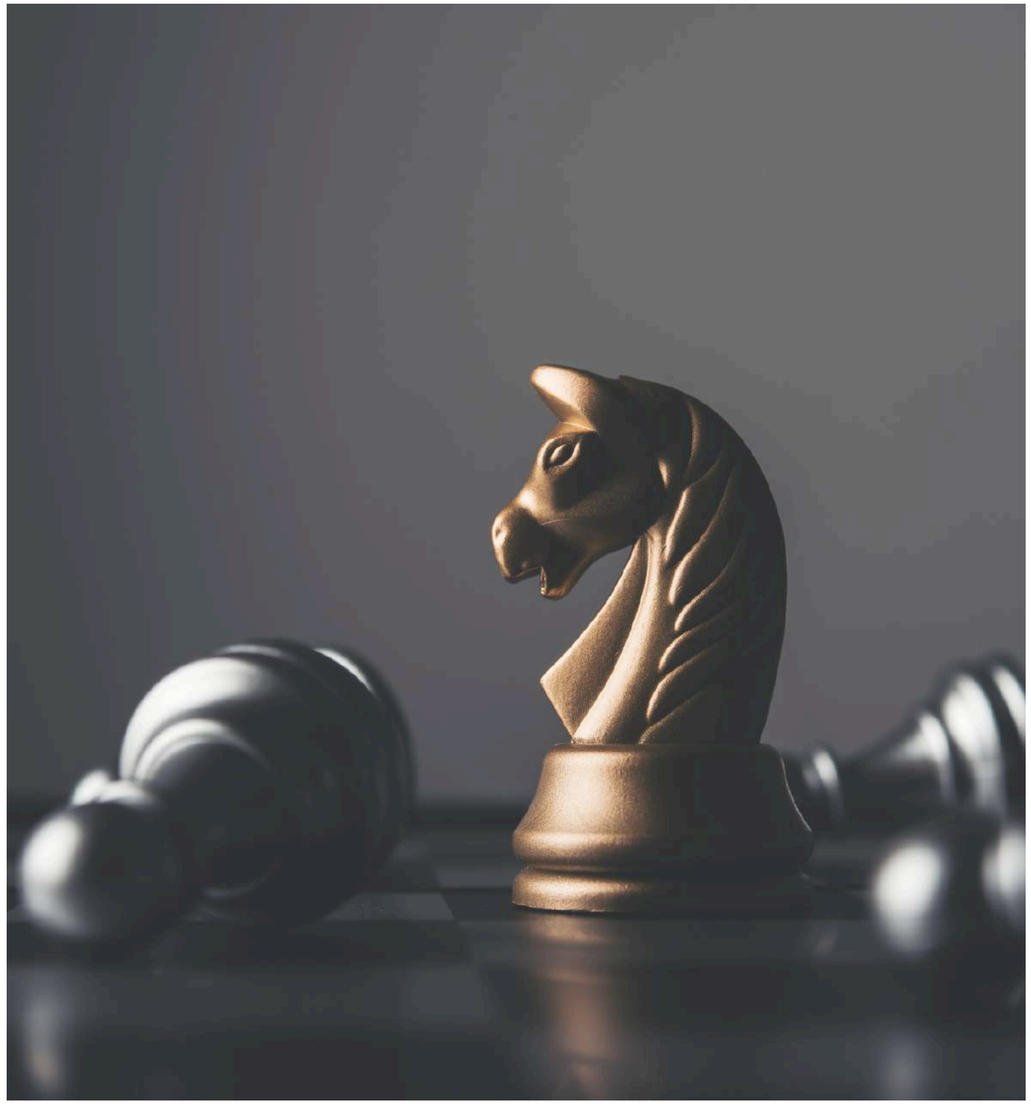
Corporate Approach

At Lonca, we conduct our risk management activities in accordance with corporate risk management principles and integrated with our strategic goals. We view risks not only as threats but also as opportunities, and accordingly, we adopt a systematic and holistic approach. By increasing risk awareness throughout the organization, we identify potential scenarios, analyze their possible impacts, and create the necessary action plans.

Sustainability Risks

Sustainability risk management efforts are effectively carried out in areas such as processes, process analysis, customer satisfaction, market conditions, stakeholders and suppliers, natural disasters, climate crisis, efficient use of natural resources, recycling, employee rights and equal opportunities, and sustainable economic growth. Potential risks related to occupational health and safety are identified through consultancy from an occupational health and safety (OHS) firm, and business processes are adjusted accordingly.

The ongoing sustainability efforts aim to identify and analyze sustainability risks and develop action plans to address these risks.



Business Ethics

GRI 2-16, 2-17

Lonca, along with its subsidiaries and affiliates, bears the responsibility of providing sustainable economic and social contributions, as well as creating a working environment that respects people and society. In this regard, Lonca is committed to complying with the law and international agreements to which the Republic of Turkey is a party, acting within the framework of truth and honesty, and upholding accountability and transparency in all its business and activities.

Our Business Ethics Policy has been established as a set of guiding principles for Lonca employees and business partners to ensure more effective management of compliance risks and to better respond to the compliance expectations of local and international stakeholders. Encompassing fundamental principles of conduct, our Business Ethics Policy is one of the most important tools in ensuring that employees and business partners act in accordance with high ethical values. Our Business Ethics Policy includes Lonca's legal responsibilities as well as its responsibilities to its customers, employees, shareholders, suppliers and business partners, competitors, society, and humanity. Lonca employees act in accordance with the legal regulations of the countries with which they conduct business. In this context, employees carry out every task and make every decision in accordance with the highest ethical standards; they take care to avoid any situation that could hinder their impartiality, provide benefits to themselves or their relatives, or create the impression of such benefits, or involve conflicts of interest.

We make our Business Ethics Policy accessible to our employees and all stakeholders by sharing it on our company website. We are also always ready to receive feedback through a Suggestion and Complaint Form where all stakeholders can submit their suggestions, concerns, and complaints. We are pleased that we have not received any complaints regarding business ethics and human rights in 2024.



Business Ethics

GRI 2-16, 2-17



The common goal of all individuals within the company is to make breakthroughs that will create added value. We strive to provide a respectful environment where individuals can freely express their ideas. Bringing innovation and benefit to our country and industry is one of our primary objectives.

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

As a general rule, we avoid the personal use and waste of company assets.
We are committed to making every effort to protect the environment. We work to raise environmental awareness.

We communicate with our customers consistently, fairly, and attentively, based on respect and sincerity.

We always treat our colleagues fairly and respectfully. We develop trusting, stable, and honest relationships.

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

We will not share information that could create a competitive disadvantage, trade secrets, financial and other information not yet publicly disclosed, information regarding personnel rights, or the personal data of our employees, customers, and stakeholders with any person, institution, or organization, neither during our employment nor after we leave the company.

Every individual within the company respects and abides by the legal order of our country and the countries in which it operates in all its activities. They absolutely refrain from engaging in illegal or criminal activities. They do not resort to methods or approaches that are unacceptable to business and social ethics.

We strive to keep our promises. We fulfill our obligations on time and in full.

We will not engage in attitudes or behaviors that would damage personal or company trust, or the reputation of the institution.

We always prioritize the safety and quality of our services and products. We never compromise on quality in our product development processes, and with 100% transparency, we make improvements based on our customers' needs and requests.

We uphold honor, honesty, and high moral standards, and we do not tolerate any corruption or unfair competition driven by self-interest.

Stakeholder Engagement

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

We value collaborative stakeholder communication as a fundamental element of our corporate culture. By maintaining open, continuous, and multi-channel communication with all our stakeholders, we are moving towards our strategic goals with greater confidence.

This interaction, which we maintain in line with the principles of digitalization and transparency, directly contributes to our sustainability efforts.

- Extensive Stakeholder Network: We focus on creating mutual value with a broad network of stakeholders, from employees and customers to suppliers and media organizations.
- Feedback and Market Trends: We shape our projects by taking feedback into account and closely monitor market trends.
- Trust-Based Relationships: We develop trust-based relationships in line with shared goals.

Therefore, we aim to create a sustainable impact within a dynamic and resilient ecosystem.

STAKEHOLDER GROUP	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION
EMPLOYEES	Sustainability Report, Employee Engagement Survey, Internal Communication Meetings, Occupational Health and Safety Training, Internal Information Announcements, Corporate Development Initiatives, Employee Training, Website, WhatsApp Company Group, Management Review Meeting	Annual, Instant, Continuous, 6-month
CUSTOMERS	Sustainability Report, Customer Satisfaction Survey, Meetings and Interviews, Customer Visits, Website	Annual, On-demand, As per plan, Permanent
SUPPLIERS	Sustainability Report, Meetings and Discussions, Website	Annual, On Demand, Permanent
PUBLIC INSTITUTIONS AND ORGANIZATIONS	Audits, Meetings and Discussions, Incentives, Website	Periodic/instantaneous, On-demand, Continuous
FINANCIAL INSTITUTIONS	Meetings and Discussions, Website	On demand, continuously.
SHAREHOLDERS	Sustainability Report, Annual Report, General Assembly Meetings, Information and Special Circumstance Announcements, Website	Annual, Instantaneous, Continuous,
EDUCATIONAL INSTITUTIONS	Infrastructure and Instructor Support, Website	On demand, continuously.
MEDIA	Social Media Posts, Website, Magazine Newsletters	Instant, Continuous, On Demand

Stakeholder Relations

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

Employees
At Lonca, we believe that human resources are paramount and we act accordingly. We emphasize the importance of open communication to foster a sense of "we" among all employees, ensure harmonious and successful teamwork, and strengthen the feeling of belonging. We use employee satisfaction surveys as an effective tool to understand employees' expectations and needs.

Financial Institutions
We understand the importance of collaborating with financial institutions. Accordingly, we aim for growth by making investments that align with current financial conditions.

Suppliers
We recognize that the collaborative and growth-oriented relationships we build with our suppliers create value for all processes. We conduct face-to-face meetings and visits to understand our suppliers' capabilities, communicate our needs, and effectively manage procurement processes.

Shareholders
We are committed to establishing and maintaining open and transparent communication with all our stakeholders, especially our shareholders. We manage our relationships with shareholders and advisors in a way that supports our brand value.

Customers
We strive to meet the diverse needs and expectations of our customers. Our large and dynamic sales and marketing organization enables us to make a difference in meeting customer expectations and ensuring satisfaction.

Educational Institutions
We understand the importance of training for our employees to improve every day. Therefore, we attend presentations and conferences organized by educational institutions and make sure to take advantage of opportunities for sharing and learning.

Media
We consider the media a vital tool for effectively informing all our stakeholders and enhancing our reputation. We strive to maintain close, open, accurate, and transparent communication with media organizations, and we primarily promote our products and services through the print media.

Public Institutions and Organizations
We maintain our relationships with public institutions and organizations in accordance with legal regulations. We share all our reports and information in a timely manner, and we participate in meetings and working groups to exchange views on various issues with these organizations.

Lonca 40th Anniversary Celebration Dinner with stakeholders



Environmental, Social and Governance Policies (ESG)

GRI 2-11

	Policy Name	Policy Scope
1	Quality Policy	We are committed to fulfilling the requirements of the ISO 9001 Quality Management System, improving product quality, managing risks, and achieving the defined objectives.
2	Environmental and Energy Policy	The company is committed to fulfilling the requirements of ISO 14001 Environmental Management System and ISO 50001 Energy Management System, raising environmental awareness among stakeholders, reducing waste, supporting recycling, and continuous improvement.
3	Customer Satisfaction Policy	We are committed to fulfilling the requirements of the ISO 10002 Customer Satisfaction Management System, meeting customer requests and needs, resolving feedback and complaints, and improving customer satisfaction.
4	Occupational Safety Policy	The company is committed to fulfilling the requirements of the ISO 45001 Occupational Health and Safety Management System, reducing all types of risks, and preventing accidents and occupational diseases.
5	Information Security Policy	The company is committed to fulfilling the requirements of the ISO 27001 Information Security Management System, protecting its information assets, preventing security breaches, and complying with the Turkish Personal Data Protection Law (KVKK).
6	Business Continuity Policy	We are committed to fulfilling the requirements of the ISO 22301 Business Continuity Management System and ensuring business continuity in the event of any emergency.
7	Customer Rights	Lonca strives to ensure that every customer is greeted with a smile, receives quality products, and has their complaints and requests addressed.
8	Zero Accidents Guarantee	It strives to ensure workplace safety, protect the lives of employees, and reduce the risk of accidents to zero.
9	Business Ethics	It strives to act honestly, transparently, and ethically towards all its stakeholders.
10	Sustainability Policy	It aims to protect the environment, improve energy performance, manage its rights and responsibilities with all stakeholders in an accountable, equitable, transparent, fair and responsible manner, and prioritize the rights of its employees.

SUSTAINABILITY STRATEGY

Vision / Mission / Values

GRI 2-16

VISION

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

MISSION

To be a reliable and sustainable solution partner by adding value to our stakeholders and offering a wide range of products without compromising on quality.

VALUES



Those who conduct legal, legitimate and impartial trade,



Prioritizing stakeholder satisfaction and aware of its responsibilities,



Respectful and sensitive to the environment, using resources efficiently based on the principle of conservation.



A company that values qualified and highly motivated human resources and labor,



Open to different ideas,



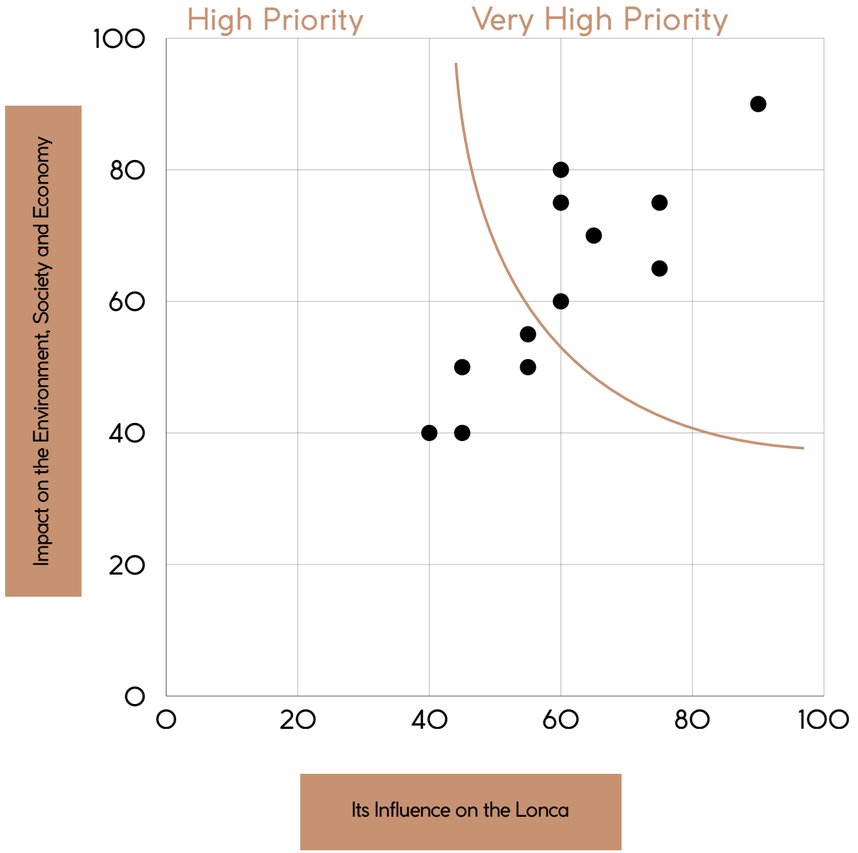
Quality/process-oriented in products and services.

Materiality Analysis

GRI 2-47

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

By integrating sustainability principles into our business strategies, we strive to lead both our company and our environment towards a better future. We aim to make sustainability a part of our lives by providing information to our personnel. As a result of our strategies and discussions with our stakeholders, we have identified 7 "Very High Priority" and 5 "High Priority" issues.



Very High Priority	1	Product Quality and Safety
	2	Occupational Health and Safety
	3	Information Security and Data Privacy
	4	Digital Transformation and Lean Manufacturing
	5	Business Ethics, Transparency, and Compliance with Laws
	6	Sustainable Supply Chain Management
	7	R&D and Innovation
High Priority	8	Human Rights and Society Relations
	9	Customer Satisfaction
	10	Corporate Governance
	11	Waste Management
	12	Energy Management

Material Topics

GRI 2-47

Importance Level	Priority Issue	Relevant SKA	The Core of Lonca Activities	Relevant Report Section
Very High Priority	Product Quality and Safety	12-Responsible Production and Consumption	With our wide range of products, we demonstrate our expertise in our field by obtaining certificates and documents that prove our quality for our brand.	Product Quality and R&D Page: 37
Very High Priority	Occupational Health and Safety	3- Health and Quality of Life	We operate in accordance with laws and regulations, prioritizing zero accidents and zero occupational diseases.	Occupational Health and Safety Page: 42
Very High Priority	Digital Transformation and Lean Manufacturing	9-Industry, Innovation and Infrastructure	We are embracing digital transformation in all of our company's processes and working to streamline our production.	Product Quality and R&D Page: 37
Very High Priority	R&D and Innovation	9-Industry, Innovation and Infrastructure	Taking customer demands and industry trends into account, we are working to improve the performance of our products and are modernizing our manufacturing line.	Product Quality and R&D Page: 37
Very High Priority	Business Ethics, Transparency, and Compliance with Laws	10-Reducing Inequalities	We operate with 100% transparency, trust, equality, and a sense of responsibility in all our communications with our stakeholders.	Business Ethics Page: 19
Very High Priority	Sustainable Supply Chain Management	12-Responsible Production and Consumption	We evaluate our suppliers according to our relevant procedures, ensuring the quality of the products we have manufactured and/or purchased.	Our Sustainable Supply Chain Page: 15

Sustainability Strategy

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

In line with our Sustainability Policy, launched in 2021, we continue to strengthen our responsibility towards the environment, society, and the future, and to prioritize continuous improvement this year as well. In order to achieve a leading position in the sector in the coming periods, we aim to make our Sustainability Policy and Sustainability Report more comprehensive.
In developing our Sustainability Strategy, we analyzed the topics with the highest impact on our business processes and prioritized them. Within this framework, we conduct awareness-raising activities to increase our employees' sustainability consciousness and adopt environmental sensitivity as a fundamental approach in all our operations. At the same time, we consider providing services within the framework of transparency, equality, and accountability as among our primary values.
As we progress towards our defined goals, we aim for continuous improvement by fulfilling our responsibilities to the environment, society, and future generations.
As part of our Sustainability Strategy, we aim to invest in innovative solutions that will increase energy efficiency and to support the widespread adoption of sustainable practices throughout our supply chain, thereby ensuring more effective use of resources.

To strengthen our societal contribution, we develop social responsibility projects and establish collaborations with local stakeholders and communities. In this process, we encourage our employees to receive training in sustainability and support them in generating innovative ideas. We prioritize open and strong communication with our stakeholders by regularly sharing our sustainability goals and achievements through effective communication tools.
With this holistic approach, we aim to create value not only at the corporate level but also on a societal scale; and to leave a more livable world for future generations. As Lonca Makina, we take responsibility for a sustainable future and continue our work with determination in this direction.



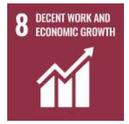
Sustainability Goals

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

Main Title	Relevant SKA	Performance Topic	Current Situation in 2024	Goal 2025
Energy Management		Electricity Consumption per Product	1.39 kWh of electricity was consumed per product.	The goal is to reduce electricity consumption by 20%.
		Natural Gas Consumption	Natural gas is used solely for heating purposes, not in our manufacturing operations.	The goal is to reduce natural gas consumption by 20% through energy-saving measures.
Environmental Management		Water Consumption	The water is not used in our manufacturing operations; it is used solely for cleaning purposes.	The goal is to reduce water consumption by 10% through conservation measures.
Waste Management		Waste that is Recycled	3460 kg of scrap iron, steel, and aluminum waste has been given to scrap metal companies.	The goal is to increase the amount recycled by 20%.
Sales and Marketing Strategy		Average Sales (monthly)	Our average monthly sales were €137,000.	Our monthly sales target for 2025 is set at €210,000.
		Product Production Number (annual)	A total of 25,326 products were manufactured.	The target is to manufacture 30,000 units of the product.
Customer Relations		Customer Visit (monthly)	An average of 2 customer visits were made per month.	The target is 25 customer visits per month.
		Number of New Customers (monthly)	An average of 19 new customers were acquired each month.	Our target for 2025 is 100 new customers.

Sustainability Goals

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

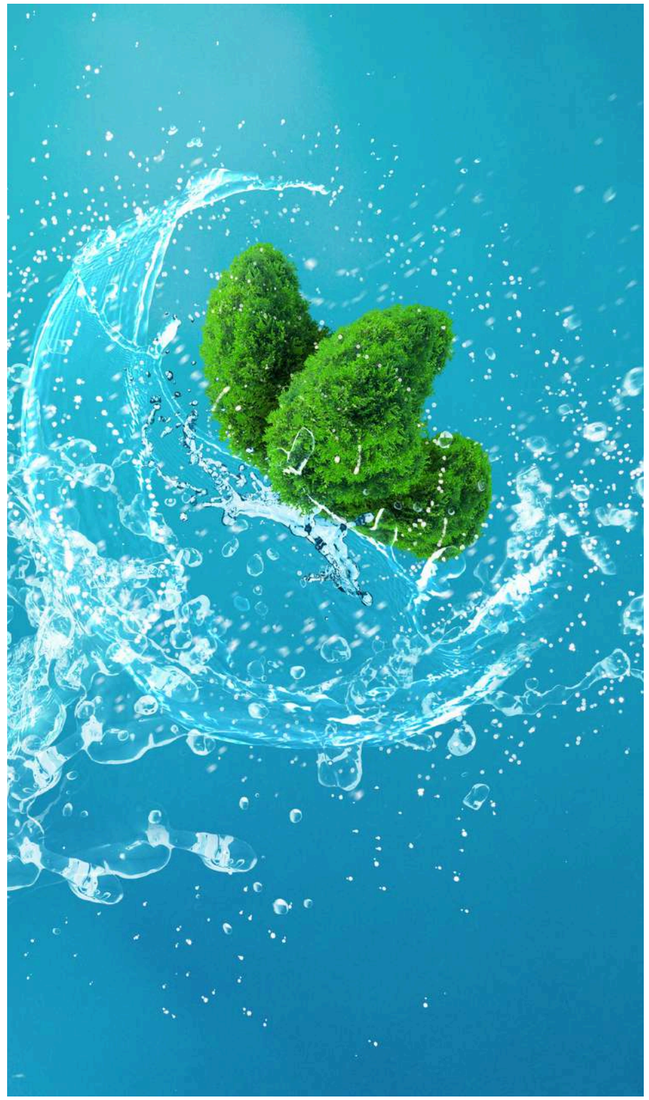
Main Title	Relevant SKA	Performance Topic	Current Situation in 2024	Goal 2025
Human Resources Management		Training Hours (annual)	In 2024, an average of 25 hours of training was provided per staff member.	The goal is to maintain a minimum training duration of 28 hours per staff member by 2025.
		Employee Satisfaction (annual)	According to the surveys conducted, employee satisfaction was measured at 60%.	The target is to achieve 65% employee satisfaction.
Our Sustainable Supply Chain		Product Service	Products sent for service are delivered within an average of 10 business days.	The aim is to reduce this period to 7 days.
		Product Delivery Time	Our products are delivered within an average of 3 days.	The target is to deliver the products within 2 days.
		Supplier Evaluation	We have an Approval Procedure in place to evaluate our suppliers. As a result of this evaluation, supplier performance was measured at 70 out of 100 points in 2024.	The target is to increase the supplier score to 75 by 2025.
Sustainability Governance		Sustainability reporting should be done in accordance with international standards.	Data collection and other preparations for the 2024 Lonca Sustainability Report have begun.	The goal is to ensure reporting compliant with the Global Reporting Initiative (GRI) for 2025 and subsequent years.
Product Quality and R&D		Design and Development	Eight design projects have been initiated and the design processes are ongoing.	The goal is to rapidly increase R&D activities by 2025.

ENVIRONMENTAL SUSTAINABILITY



Environmental Management Policy

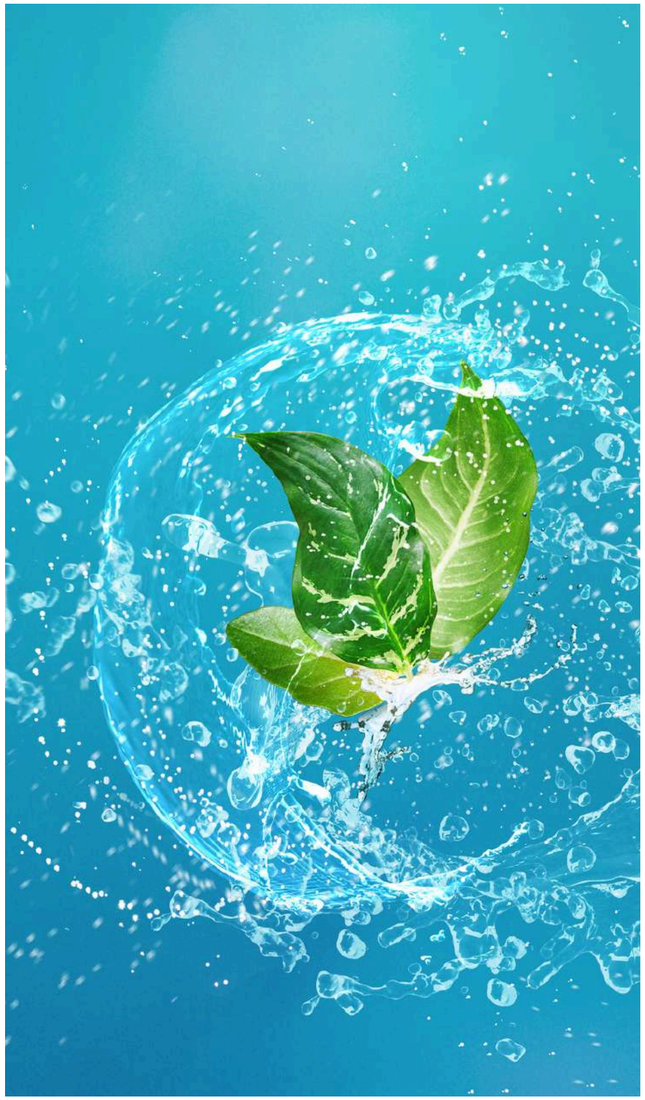
GRI 3-1, 3-2, 3-3, 303-1, 307-1



Our company integrates environmental responsibility into all its activities and consistently strives to minimize the impact of its business processes on the natural environment by regularly training its employees.
In accordance with the Environmental Management System Procedure and applicable legal regulations, necessary practices in areas such as waste management, water and natural resource consumption are meticulously implemented. Identified environmental risks and improvement opportunities are evaluated by the Environmental Management Team in Management Review Meetings, supporting a continuous improvement approach.
Since 2019, we have incorporated the ISO 14001 Environmental Management System Certificate into our system, integrating an environmentally conscious management approach into our corporate processes.

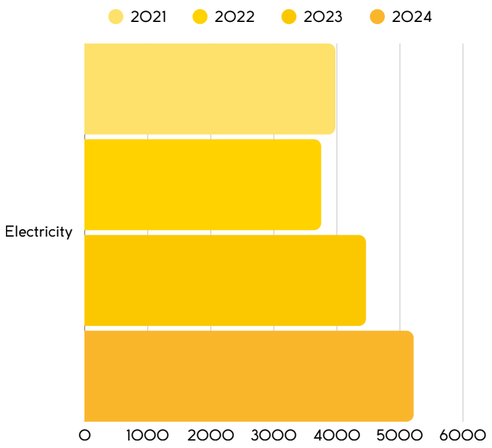
As of 2024, we have not experienced any environmental non-compliance, administrative penalties, or fines arising from our business activities. Our manufacturing processes do not generate wastewater; domestic wastewater is disposed of in accordance with Istanbul Water and Sewerage Administration (İSKİ) regulations.

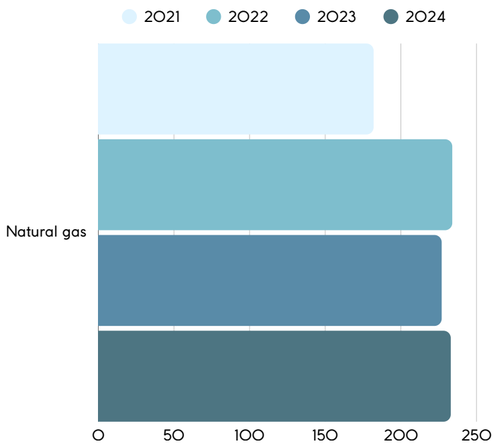
In line with the objectives set forth in our Environmental and Energy Policy, we organize training sessions to raise employees' environmental awareness, closely monitor technological advancements to encourage the use of materials that are safe for human and environmental health, and develop energy efficiency projects as part of our fight against climate change. Furthermore, we continuously work to promote an environmentally conscious work culture throughout the organization and to ensure that our stakeholders embrace this policy.

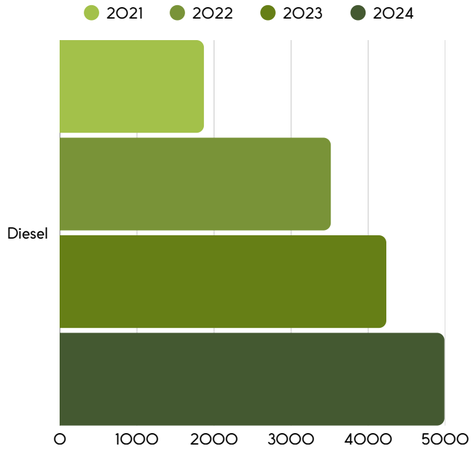


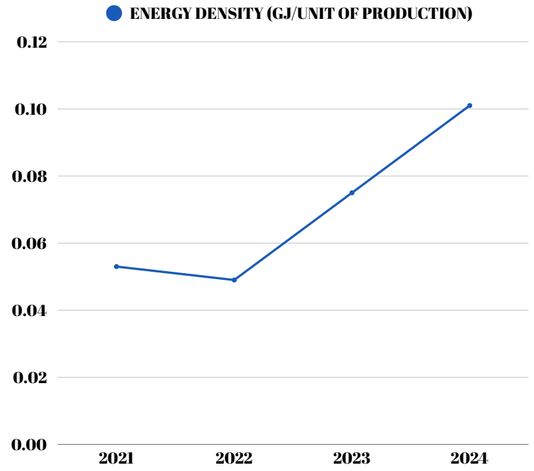
Energy Management

GREY 3-1, 3-2, 3-3, 302-5









NOTE: Energy intensity calculations were performed using data from Natural Gas, Diesel, and Electricity. The unit of energy is the gigajoule.

As Lonca, we adopt a comprehensive management approach to reduce our emissions and make our energy use more efficient. We are increasing energy efficiency in our operational processes, accelerating the transition to renewable energy sources, and setting concrete targets to reduce our greenhouse gas emissions.

We continuously review our energy management system in accordance with ISO 50001 standards. Based on Significant Energy Use (SEC) results, we monitor energy consumption and track energy usage that offers significant potential for improving performance.

As part of our Environmental and Energy Policy, we adopt the following objectives at every stage:

Sustainable, efficient, and economical use of energy resources.

Encouraging the purchase of energy-efficient equipment, products, and services.

Supporting designs focused on energy performance.

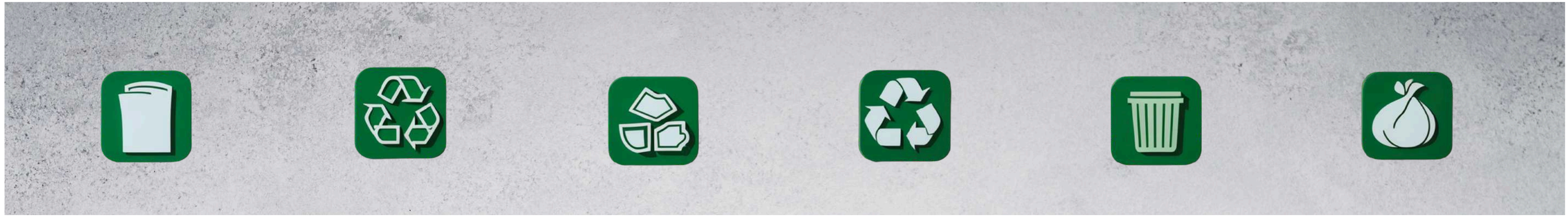
Focus on continuous improvement.

Waste Management

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

We conduct all our business processes, from raw material and supply procurement to the end of the product lifecycle, with environmental impact in mind, and we implement effective policies regarding resource management and recycling.

As a company, we separate all waste generated during our operations at the source according to the Environmental Management System Procedure. We fulfill all our obligations as required by environmental legislation. We successfully meet the requirements of the current 14001 Environmental Management System Certificate. As a company, we work with licensed firms for the recovery and disposal of waste. Within the scope of circular economy studies, we are working on important projects such as reducing packaging use, transitioning to sustainable alternatives, and increasing the use of packaging types with recycled content.



Recycling

We collect our office waste separately and send it to licensed recycling facilities. We hand over metal waste from our processes to scrap collectors for recycling. Waste that needs to be disposed of is sent to disposal facilities as a last resort.

Separation at Source

In the office area, we temporarily store our waste separately at the source using recycling bins with the appropriate waste codes, while in the manufacturing area we store it using the relevant containers.

Waste reduction

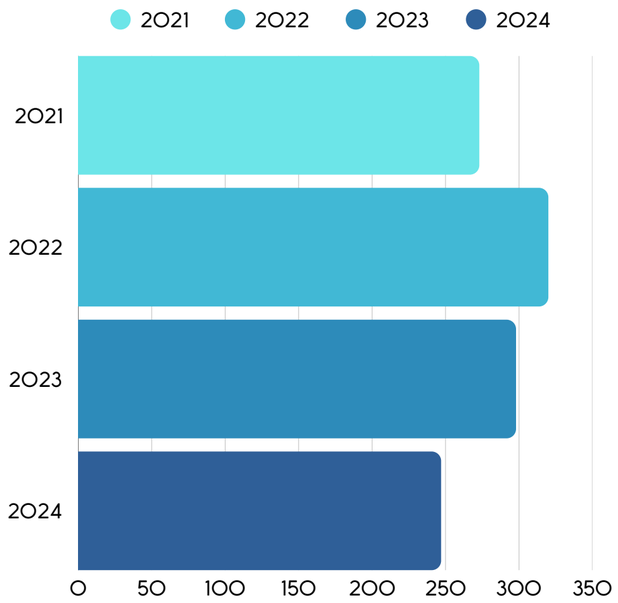
We take preventative measures in our office and production operations by reducing waste generation at the source.

Reuse

During the shipping process of our products, we reuse all types of packaging waste; we take care not to throw any packaging away. Furthermore, we contribute to the circular economy by reusing our waste paper in the packaging process.

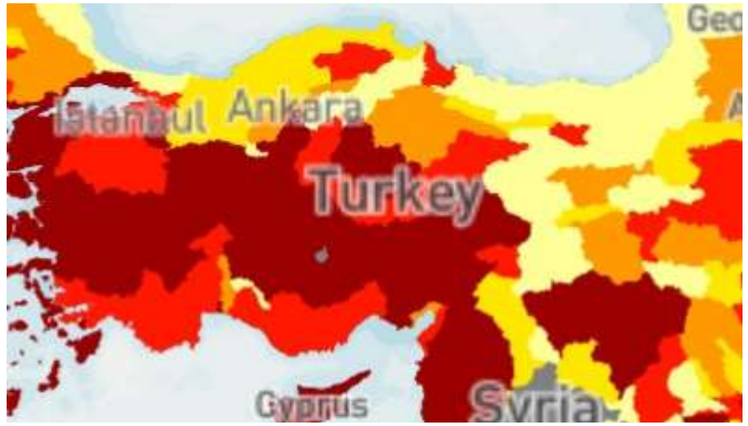
Water Management

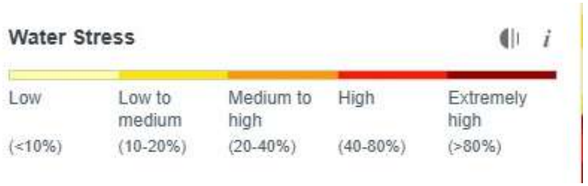
GRI 303-4



According to the Water Risk Atlas published by the World Resources Institute, Turkey is among the countries at high risk of water stress. With increasing water demand in industry, agriculture, and residential areas, the sustainable management of existing resources is more critical than ever.

We view water as a vital resource that must be conserved. In this context, we monitor our water consumption. We are working to expand applications that enable regular monitoring of consumption and to raise awareness among employees about water conservation practices through communication and training activities.







SUSTAINABLE PRODUCT MANAGEMENT



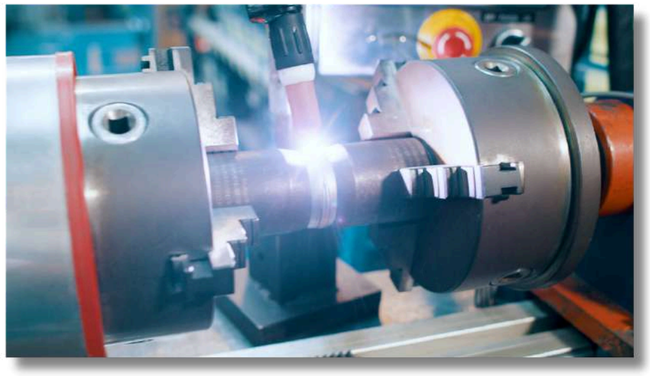
Product Quality and R&D

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

At Lonca, we focus on meeting customer expectations and needs in an environmentally respectful manner. We also strive to continuously improve product quality by evaluating feedback from customers, suppliers, and personnel. In line with the requirements of our Quality Management System, we aim to identify and mitigate risks, turning crises into opportunities. We continuously strive for improvement and development. Our R&D and innovation approach is not limited to technology development; it also contributes to value preservation by increasing efficiency and reducing risks.

We are striving to continue providing budgetary resources for Product Development (P&C) and Research and Development (R&D) activities. By closely following national and international developments, we continuously invest in our R&D activities to improve product and service quality and develop sustainable solutions. As of 2024, we have significantly increased the resources allocated to R&D and innovation activities compared to previous years. This budget increase has given us more project development opportunities.

As of 2024;
We have a total of 12 registered trademarks.





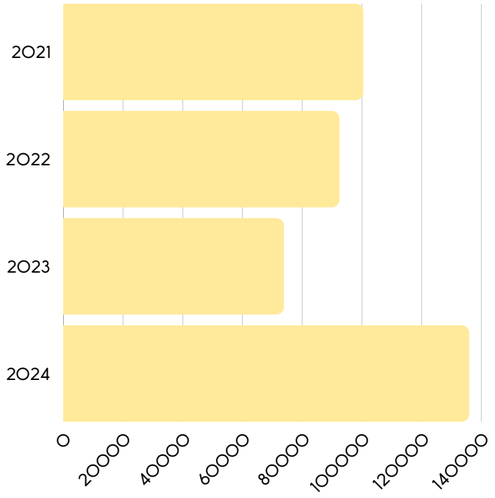


Sales and Marketing Strategy

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

Together with our marketing team, we developed new strategies and integrated them into our sales process. We identified and implemented projects for the year. We began to focus more on social media and magazine advertising.
In 2024, we participated in the "MCA WORLD" trade fair with our sales team.
Our stakeholders also attended an event we organized after the fair to celebrate our 40th anniversary.
We believe that participating in trade fairs contributes to our sales and marketing activities. In 2025, we aim to participate in a total of three trade fairs, one of which will be abroad.
Leveraging the strength of our existing distributors – Galltec, Vaisala, BD Sensors, and Schaller – we aim to increase our visibility in the global market.
As a team, we continue our collaboration for a future full of creative ideas. We are determined to move forward in providing the best experience for our customers and taking our company further.





Quantity of products sold





Customer Relations

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

At Lonca, we respond quickly to customer needs and strive to resolve all kinds of issues. We prioritize customer satisfaction and loyalty, combining our extensive product range with 37 years of experience.

We use platforms such as our Corporate WhatsApp Line and Website to communicate directly with our customers. We value customer feedback, conduct regular Customer Satisfaction Surveys, and perform customer visits. Following these visits, we send out Visit Surveys for evaluation purposes.

To meet customer expectations, we maintain high-quality products and processes, ensure timely delivery, and adhere to sustainability principles. We aim to improve our processes by taking customer feedback into account.

We use methods such as customer meetings, visits, satisfaction surveys, and participation in trade shows to inform our customers and actively gather feedback. This approach allows us to identify areas for improvement, thereby increasing the value of our products and services.

We take customer privacy very seriously and treat it with the utmost care. To date, none of our customers have complained to our sales team about any data breach or loss.

Number of Customer Requests/Complaints/Suggestions	
2021	12
2022	5
2023	8
2024	7



We use a QR code system on our product packaging to quickly resolve any issues our customers may have with our products.

Customer Relations

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

By managing customer relationships, our goals are:

Minimizing data loss
To facilitate access to information.
- To make sales more effective

Reducing costs
To save materials.
- Increasing customer loyalty among existing customers while acquiring new customers.
- Improving customer service

Ensuring customer satisfaction by dividing it into headings such as marketing, sales and after-sales support processes.

CUSTOMER SATISFACTION POLICY

- Customer-focused
- Accessible
- Transparent
- Can answer
- Objective
- Accountable







SOCIAL SUSTAINABILITY



Occupational Health and Safety

GRI 2-11, 403-1/10

The health and safety of our employees is an integral part of our corporate culture. We develop systematic, preventive, and inclusive approaches to create a safe, healthy, and humane working environment for our employees. This year, we provided a total of 59 hours of occupational health and safety training to raise awareness among our employees. Personal Protective Equipment is provided, and training and awareness programs are organized to ensure employee safety and hygiene. These practices support our Zero Accident policy.

Although no occupational disease cases were reported during the reporting period, one work-related accident due to negligence occurred. The accident did not affect the employee's life. Necessary training and information were subsequently provided to prevent such an accident from happening again.

Personal protective equipment is provided and distributed to employees to protect against factors that may cause occupational diseases. Health surveillance and inspections are carried out by the workplace physician and other health personnel. As part of ergonomics studies, practices determined by labor legislation regarding working with display screens in the office environment (adjustable computer screens, adjustable work chairs, etc.) are implemented. Basic occupational health and safety training includes information on ergonomics and working with display screen equipment.

Occupational safety at the Lonca ensures that employees, machinery, facilities, tools and equipment, produced knowledge, and the trust and image of the organization in the eyes of third parties are protected from all kinds of hazards, fires, damages, and losses.

All personnel must be vigilant to protect their own and other employees' lives, take appropriate precautions, and minimize the risk of accidents to prevent damage to equipment, machinery, information, and reputation.



We hold ISO 45001 Occupational Health and Safety Management System Certification. We manage our OHS processes in accordance with this system and aim to reduce our OHS risks through our improvement efforts. We consider the health and safety of our employees and stakeholders as one of our fundamental priorities.

Emergency and Fire Safety

GRI 2-11, 403-5



In the event of any emergency at the Lonca, all personnel shall act in accordance with the EMERGENCY PLAN AND EVACUATION INSTRUCTIONS. The following teams are formed in case of emergency or fire:

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

These teams ensure perimeter safety, disconnect electrical connections, provide first aid services, and respond to fires. Annual drills serve as reminders for personnel and aim to update their emergency response knowledge.

Each team has specific tasks and responsibilities:

- First Aid Team: Provides basic healthcare to the injured in emergency situations.
- Fire Fighting Team: Responsible for controlling fires and using fire fighting equipment.
- Protection and Rescue Team: Safely evacuates people who are trapped or in danger.
- Energy Resources Response Team: Responds to power outages and takes necessary precautions.
- Evacuation and Communication Team: Manages communication and coordinates the evacuation process during an emergency.

Thanks to the harmonious work of these teams, emergencies that may arise in the Guild are effectively responded to, and the safety of the personnel is ensured. The drills help personnel improve their ability to implement emergency plans and ensure they are prepared for emergency scenarios. Thus, L always provides a safe working environment and considers the safety of its personnel as a top priority.



Human Rights Practices

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

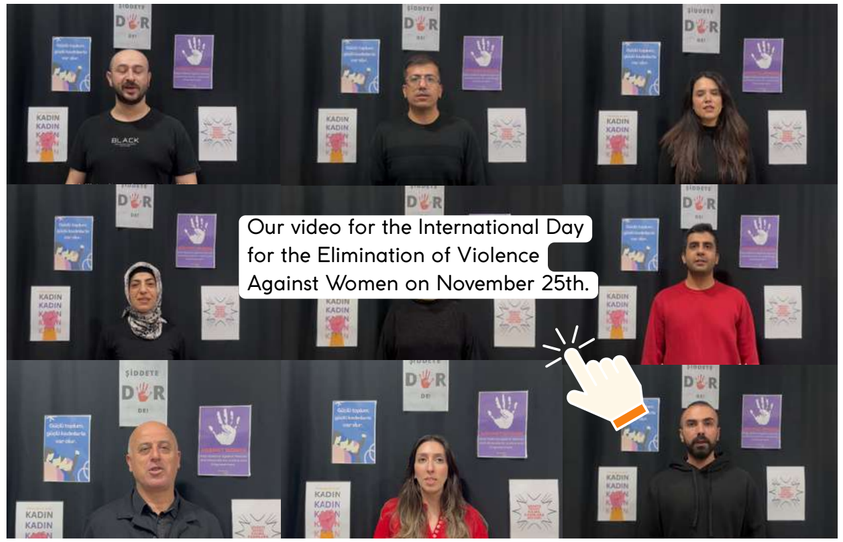
At Lonca, we understand that our employees are our most important asset, and we strive to provide equal opportunities for every staff member. We offer equal opportunities to all our employees regardless of gender, religion, language, or race.

We recognize the contribution of our employees' satisfaction to their motivation and commitment. Therefore, we move forward collaboratively to achieve common goals, respecting the ideas of each individual. We are committed to providing our employees with a fair and peaceful working environment and strive to continuously improve it. In line with these goals, this year there have been no incidents of discrimination or violations of the rights of local communities within our company.

This year, for the International Day for the Elimination of Violence Against Women on November 25th, we prepared a video with our employees to raise awareness about violence against women.
We organized a dinner event to celebrate our 40th anniversary and to thank all our stakeholders for their contributions.

To contribute to equality in education, we continue to provide support to students in need through scholarships. Additionally, this year we donated saplings to the Muş-Yazla and Tokat-Dutluca Memorial Forests on behalf of our employees.

The common goal of all our practices is to ensure that our personnel respect human rights, to encourage their awareness of fundamental rights and freedoms, and to create a modern, participatory work environment.





Human Resources Management

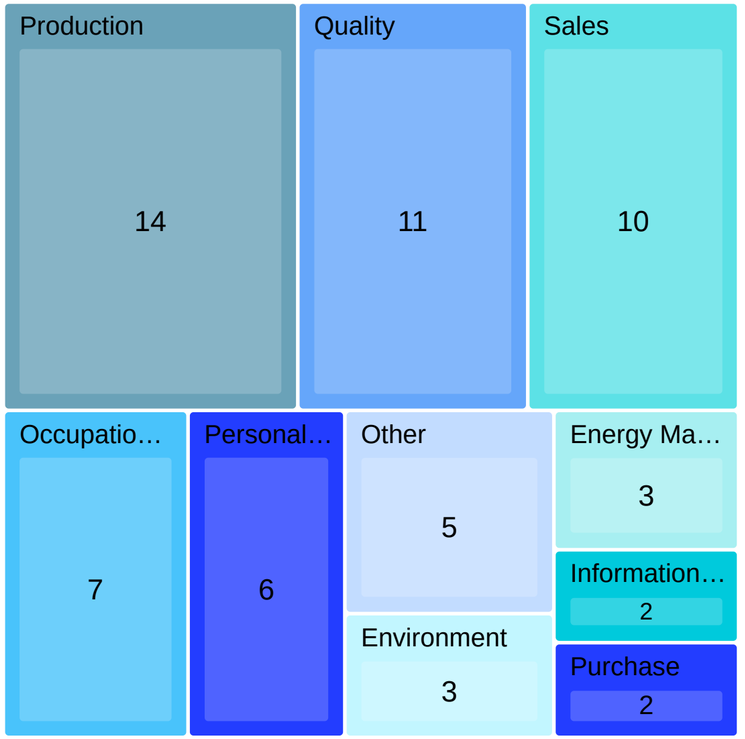
GRI 3-1, 3-2, 3-3, 412-2

We believe all our employees play a vital role in developing the company culture, preserving knowledge, and upholding the company's core values. Therefore, starting from the recruitment process, we objectively evaluate candidates based solely on their suitability for the job, without discrimination based on gender, language, race, ethnicity, political opinion, belief, religion, sect, age, or physical disability.

By upholding gender equality, we include women in our manufacturing process and encourage female employment. We provide orientation training to our new employees, allowing them to get to know our company closely.

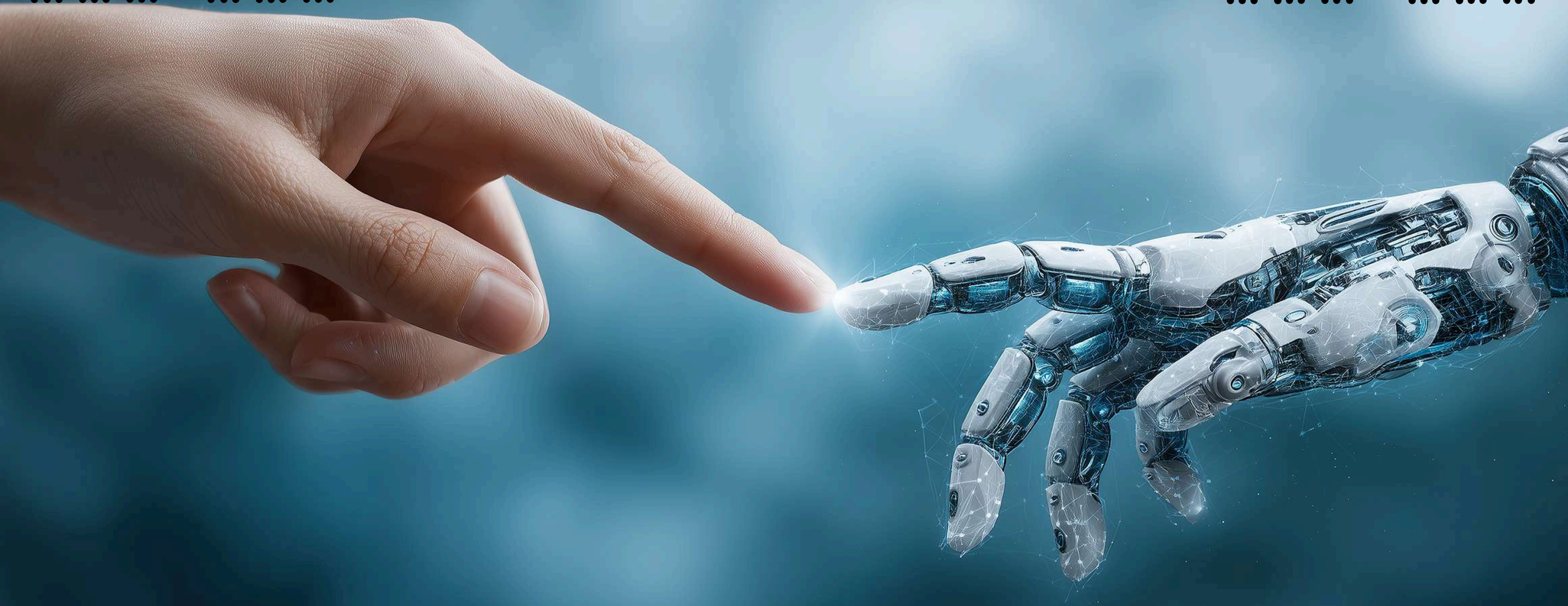
Our company's growth and development depend on its individuals. Therefore, we encourage our employees to learn and evaluate their training requests. We always support employees who are open to learning and are happy to contribute to their personal and professional development.

Our company's success is directly linked to the success of our employees. Therefore, we believe in the potential of each and every employee and are proud to provide them with the support they need to succeed.



Quantity of Education

CORPORATE TRANSFORMATION



Corporate Innovation

Our innovation journey, which began in June 2024 with the ISO Corporate Innovation Consulting program, continued in August 2024 with our acceptance into Inosuit, a program launched by the Turkish Exporters' Council. With the mentor assigned to us by the Inosuit program, we first participated in the Inosuit Preparation Program;

- Current Situation Analysis,
- Employee Innovation Perception Survey
- CISNAT (Corporate Innovation System and Network Analisys Tool)
- As a result of the analyses conducted, an Innovation Scorecard has been created. This scorecard has been used to develop a roadmap and identify the necessary actions.

An Innovation Committee has been established and its responsibilities defined to manage innovation processes.



We place the active participation of employees in company strategy, their innovative mindset, and the development of their entrepreneurial skills at the heart of the innovation process.

The planned activities are:

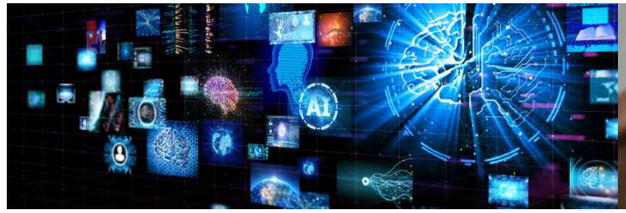
- Training sessions were provided to enhance competencies in the field of innovation.
- Efforts were made to create a culture that encouraged the active participation of employees in innovation processes.
- As part of the internal entrepreneurship program, innovative business model proposals were evaluated.
- Ensuring that idea management operates in accordance with the designed system, and that ideas are collected and evaluated regularly.
- Innovation workshops were held with the participation of different units.
- Systematic studies were conducted to identify customer needs and areas for improvement.
- Establishing a systematic approach to managing innovation projects.

Corporate Digital Competence

We continue to leverage digital technologies to make our business processes more efficient, smarter, and more sustainable. We are strengthening our operational excellence, increasing our resource efficiency, and developing solutions that improve customer experience. We are strengthening our data-driven decision-making structures and integrating artificial intelligence and big data technologies into our business processes. We continue to strengthen our sales and service processes with digital solutions. This enables us to provide faster and more effective service to our customers and respond to their requests instantly. As part of our digital transformation strategy, we continuously review and improve our business processes. We also support our employees with various training programs to enhance their digital skills. These trainings develop their innovative thinking abilities, enabling them to add value to our company. The steps we take on our digitalization journey shape not only our current successes but also our future growth.
Our R&D projects, a cornerstone of our digital transformation, enable us to develop innovative solutions. These projects are working intensively in various areas to make both our products and services more sustainable. In particular, by focusing on environmentally friendly production techniques and energy-saving systems, we are taking significant steps towards achieving our environmental sustainability goals.

Our customer-focused innovation projects enrich the user experience while simultaneously helping us increase the efficiency of our business processes. The new services we offer through digital platforms aim to exceed our customers' expectations and prioritize their satisfaction, contributing to the establishment of long-term relationships.

In this context, as Lonca Makina, we aim to assume a leading role in sustainability and digitalization, and we continue to implement best practices in the sector. Our 2024 Sustainability Report will comprehensively present the progress we have made in this area and our future goals. We continue to work towards a sustainable future, empowering ourselves with technology and innovation.







PERFORMANCE INDICATORS



ECONOMIC PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE

GRI 201-1		Economic value produced and distributed (TL)			
		2021	2022	2023	2024
Revenues	MOOSE	1.284.922,96	2.131.972,59	4.073.030,22	4.301.741,50
	EFS	1.276.282,12	1.071.278,20	4.324.462,66	3.466.774,50
	ELF	840.583,90	3.877.456,35	2.419.024,13	2.268.091,35
	Other (Other sales of merchandise, etc.)	-	-	-	-
Employee wages and employee benefits	Salaries	2.860.259,33	4.626.639,17	14.106.555,26	25.576.302,52
	Insurance	-	-	-	-
	Other Benefits	-	-	-	-
Other Costs	Operating costs	-	-	-	-
Payments to capital providers	Common Shares	-	-	-	-
	Usufruct shares	-	-	-	-
Payments made to the state	Income tax	300.216,92	380.722,30	1.502.023,20	3.096.597,80
Other payments	Investments for the Community	-	-	-	-

GRI 201-4	Financial support received from the government (TL)			
	2021	2022	2023	2024
Tax reductions	180.947,51	31.865,75	108.951,29	191.721,84
Financial aid and incentives	78.654,00	0	0	0

ENVIRONMENTAL PERFORMANCE INDICATORS

RAW MATERIALS

GRI 301-2	Recycled raw material usage rate (%)		
2021	2022	2023	2024
15%	10%	10%	%12

ENERGY

GRI 302-1	Energy consumption from non-renewable sources (GJ)			
	2021	2022	2023	2024
Natural gas	2108,20	234,80	227,03688	233,93286
Coal	0	0	0	0
Diesel	1869,30	3515,89	4235,07	4984,398
LPG	0	0	0	
Industrial waste	0	0	0	0
Total	3.977	3.751	4.462	5.218

GRI 302-1	2021	2022	2023	2024
Electricity Consumption (GJ)	198	225	187	272
Vapor Consumption (GJ)	0	0	0	0

GRI 302-1	2021	2022	2023	2024
Total Energy Consumption (GJ)	4.176	3.976	4.649	5.490

GRI 302-3	2021	2022	2023	2024
Energy Intensity (GJ/unit of production)	0,053	0,049	0,075	0,101

GRI 302-4	2021	2022	2023	2024
Total Production (units)	78.393	80507	61.889	54.200

WATER AND WASTEWATER

GRI 303-3	Water extraction amount (m3) according to source type.				
		2021	2022	2023	2024
Third party water	Total	273	320	298	247
Grand Total		273	320	298	247

ENVIRONMENTAL PERFORMANCE INDICATORS

WATER AND WASTEWATER

GRI 303-4	Water discharge amount (m3) according to discharge points			
	2021	2022	2023	2024
Third party water	273	320	298	247
Total	273	320	298	247

GRI 303-5	Total water consumption (m3)			
	2021	2022	2023	2024
Amount of water extracted from all areas (m3)	273	320	298	247
Amount of water withdrawn from all water-stressed areas (m3)	-	-	-	-

GRI 306-3	2021	2022	2023	2024
Hazardous waste	-	-	-	-
Non-hazardous waste	0,43	1,039	0,78	3,46
Total	0,43	1,039	0,78	3,46

SOCIAL PERFORMANCE INDICATORS

GRI 401-1	Number and percentage (%) of new employees by age and gender															
	2021				2022				2023				2024			
	Woman		Male		Woman		Male		Woman		Male		Woman		Male	
	Number	Oran	Number	Rate	Number	Oran	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
< 30 years old	0	0,0%	6	17,1%	0	0,0%	6	17,1%	0	0,0%	3	9,1%	0	0,0%	5	14,3%
30 - 50 years old	4	11,4%	4	11,4%	1	2,9%	2	5,7%	2	6,1%	0	0,0%	1	2,9%	0	0,0%
> 50 years old	0	0,0%	0	0,0%	0	0,0%	0	0,0%	2	6,1%	2	6,1%	1	2,9%	0	0,0%
Total	4	11,4%	10	28,6%	1	2,6%	8	21,1%	4	12,1%	5	15,2%	2	5,7%	5	14,3%

GRI 401-1	Number and percentage (%) of employees who left their jobs, categorized by age and gender.															
	2021				2022				2023				2024			
	Woman		Male		Woman		Male		Woman		Male		Woman		Male	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
< 30 years old	1	3%	5	14%	0	0%	3	9%	3	9%	6	18%	0	0%	3	9%
30 - 50 years old	0	0%	2	6%	0	0%	4	11%	1	3%	4	12%	0	0%	1	3%
> 50 years old	0	0%	3	9%	0	0%	1	3%	0	0%	0	0%	1	3%	0	0%
Total	0	0%	0	0%	0	0%	8	21%	4	12%	10	30%	1	3%	4	11%

GRI 401-1	Number and percentage of personnel by age and gender (%)															
	2021				2022				2023				2024			
	Woman		Male		Woman		Male		Woman		Male		Woman		Male	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate	Number	Rate
< 30 years old	4	11,4%	16	45,7%	4	11,4%	12	34,3%	1	3,0%	12	36,4%	1	2,9%	14	40,0%
30 - 50 years old	4	11,4%	8	22,9%	5	14,3%	13	37,1%	6	18,2%	10	30,3%	7	20,0%	8	22,9%
> 50 years old	0	0,0%	3	8,6%	0	0,0%	4	11,4%	0	0,0%	4	12,1%	1	2,9%	4	11,4%
Total	8	22,9%	27	77,1%	9	23,7%	29	76,3%	7	21,2%	26	78,8%	9	25,7%	26	74,3%

EDUCATION AND TRAINING

GRI 404-1	Training duration given to personnel			
	2021	2022	2023	2024
Average (hours/personnel)	10,37	35,29	25,00	26,19
Total (hours)	363	1.341	1.033	1.048

GRI 404-1	Training duration given to female staff			
	2021	2022	2023	2024
Average (hours/personnel)	24,04	35,29	39,73	31,34
Total (hours)	192	318	278	282

GRI 404-1	Training duration given to male personnel			
	2021	2022	2023	2024
Average (hours/personnel)	6,33	35,29	107,84	85,07
Total (hours)	171	1.023	755	766

SOCIAL PERFORMANCE INDICATORS

GRI 404-1	Training duration varies according to the study category.			
Average (hours/personnel)	2021	2022	2023	2024
Technique	27,93	74,50	79,46	61,63
Administrative	60,52	268,20	206,60	349,23
Production	22,69	89,40	68,87	69,85
Total (hours)	363	432	355	481

OCCUPATIONAL HEALTH AND SAFETY

GRI 403-8	Number of personnel and subcontractors covered under occupational health and safety regulations.							
	2021		2022		2023		2024	
	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
Those within the scope of occupational health and safety	35	-	38	-	32	-	35	-
Those that have undergone internal audits within the scope of occupational health and safety.	35	-	38	-	32	-	35	-
Those that are subject to occupational health and safety regulations inspected or certified by a third party.	35	-	38	-	32	-	35	-

GRI 404-3	Percentage of all employees who undergo regular performance and career development evaluations.			
	2021	2022	2023	2024
Woman	3%	5%	6%	6%
Male	11%	11%	9%	9%

DIVERSITY AND EQUAL OPPORTUNITY

GRI 405-1	Percentage of those on the board of directors and in senior management by gender (%)			
	2021	2022	2023	2024
Woman	17%	33%	40%	40%
Male	83%	67%	60%	60%

GRI 404-3	Percentage of all employees who undergo regular performance and career development evaluations.			
	2021	2022	2023	2024
Technique	14%	47%	41%	53%
Administrative	0	13%	16%	9%
Production	0	39%	47%	47%

GRI 405-1	Percentage of board members and senior management by age (%)			
	2021	2022	2023	2024
< 30 years old	0%	17%	20%	20%
30 - 50 years old	83%	17%	60%	60%
> 50 years old	17%	67%	20%	20%

SOCIAL PERFORMANCE INDICATORS

GRI 405-1	Percentage of personnel in the employee category by gender (%)			
	2021	2022	2023	2024
Woman	22,9%	23,7%	21,2%	25,7%
Male	77,1%	76,3%	78,8%	74,3%

GRI 405-1	Percentage of personnel in the employee category according to age distribution (%)			
	2021	2022	2023	2024
< 30 years old	57%	42%	39%	43%
30 - 50 years old	34%	47%	48%	43%
> 50 years old	9%	11%	12%	14%

HUMAN RIGHTS ASSESSMENT

GRI 412-2	Hours allocated for employee training on human rights policies or procedures.			
	2021	2022	2023	2024
Total time (hours)	16	28	20	21,6

CHILD EMPLOYEE

GRI 408-1	Number of child laborers			
	2021	2022	2023	2024
Piece	0	0	0	0

GRI CONTENT INDEX

As required by the GRI Universal Standards, we provide a content index that identifies each of the GRI Standards and their descriptions included in the report.

Usage statement: Lonca has reported its usage for the period January 1, 2024 - December 31, 2024 in accordance with GRI Standards.

GRI used: GRI 1: Foundation 2021

Applicable GRI Standard(s): No industry guidelines apply.

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2-36	The fee determination process	This is not covered under the privacy policy.
2-37	Stakeholder participation in pricing	This is not covered under the privacy policy.
2-38	Annual total wage rate	This is not covered under the privacy policy.
2-39	Percentage increase in total annual wage rate	This is not covered under the privacy policy.
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THANK YOU FOR REVIEWING

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