



# TRISTONE SUSTAINABILITY

REPORT | 2022

## ABOUT THE REPORT

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At Tristone, we are committed to provide our stakeholders with detailed and up-to-date information about our activities through our annual sustainability reports. This report encompasses both the social and environmental impacts of our operations, aligning with the goals set out by the United Nations for sustainable development.

Tristone 2022 Sustainability Report highlights the initiatives and achievements of Tristone Flowtech Group from January 1, 2022, to December 31, 2022. Our report follows the GRI Standards. It's important to note that the information presented in the report is based on internal contributions and has not been subjected to external auditing.

Tristone identified a total of 17 subjects, comprising 7 very high and 10 material topics, using a comprehensive materiality analysis. Report elaborates extensively on the company's initiatives concerning the prioritized topics aligned with its corporate sustainability strategy.



# TRISTONE SUSTAINABILITY

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01

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ABOUT US



TRISTONE  
SUSTAINABILITY

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## ABOUT US

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Tristone is a leading provider of comprehensive systems and development services for engine & battery cooling, air charge, and air intake applications within the automotive industry, operating globally,

Tristone prioritizes delivering ultimate customer satisfaction, offering highly sought-after products in Flow Technology Solutions for the automotive sector. With a presence in 16 countries and a workforce of nearly 6,000 employees, Tristone is well-equipped to cater to both global and regional clients. Our core values revolve around **Simplicity, Empowerment and Customer focus.**

Our corporate culture places a strong emphasis on empowering employees, prioritizing customer-centricity and simplicity. Our achievements are a result of our dedicated people, their talents, and their unwavering commitment. Tristone is committed to providing an exceptional environment that fosters talent development and growth, offering opportunities for advancement.

## TRISTONE IN NUMBERS

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PRODUCTION IN 10 COUNTRIES



NEARLY 6000 EMPLOYEES IN PRODUCTION PLANTS

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TRISTONE

## MESSAGE FROM THE CEO

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Dear Stakeholders,

Tristone Flowtech is a supplier for vehicle parts and produces parts for engine cooling, battery cooling, air charge and air intake. As a supplier in automotive, we are part of the companies who have a direct impact on the environment by building cars that consume energy. We are well aware of that impact and our responsibility.

The world's dynamic has significantly changed during the past years. The global Covid-19 pandemic, the Russian war in Ukraine and supply chain disruptions related to that, have had a direct impact on people and environment.

It became visible that assumptions that we took for granted for years, can disappear or fundamentally change quickly. The whole world has changed and the need for new solutions became inevitable.

The automotive market has not been spared of these changes. Supply chain disruptions, shortage in semiconductors and issues in the raw material market created problems at an unknown scale for the entire industry.

To be successful in the future we use our values and diversity to achieve a sustainable, strategic long-term management that takes Environmental, Social, and Corporate Governance (ESG) issues into consideration. Transparency, sustainable finance and ethical management create the stable ground for our business relationships.

Tristone Flowtech's goal is to grow Tristone into an agile and sustainable company with balanced presence in Asia, Europe and USMCA that is a key business partner in battery cooling for global OEMs. To follow that goal, our pillars "Innovation – Quality – Sustainability" help us in our decisions to overcome the challenges and we are optimistic that we will find answers to the current and future challenges. We are committed to our values and our goal.

Being innovative already helped us to move away from combustion engines and expand our business to the e-mobility market. During the past years we became one of the biggest suppliers for battery cooling to OEMs worldwide. We are committed to keep innovating technology and help the global mobility to reduce the usage of resources. The high quality of our products help to increase the lifetime of battery packs and electrified cars so people around the world have access to resource-saving mobility.



## MESSAGE FROM THE CEO

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But we do not stop there. Innovation and quality are at the core of our organization. As an answer to the pandemic, we innovated our approach to people and wellbeing. Receiving the 28th Zangalleta Awards 2023 in Spain for including disabled people and grant them access to the labour market is only one of the latest evidences of our committment. We adapted to the challenges and created a sustainable environment for people. Open minded and with low hierarchies, we foster diversity and encourage people to bring in their ideas. We are very proud that we achieved that mindset, even as a relatively young Company with only 13 years at the market. Taking the human side of business into consideration made us a stable, yet agile company that was able to respond to society and market needs.

To ensure we maintain that mindset and openness, we established the Tristone leadership principles that reflect our commitment:

- We lead with respect and fairness
- We lead by example
- We trust and take ownership
- We develop and empower our people
- We are agile, innovative and lead change
- We drive towards a common vision
- We build energized teams
- We communicate and cooperate openly

All Tristone employees are committed to these principles and we deeply believe that they are the base for our future success. By understanding our business partners and our people's needs, we have been able to establish trustful relationships around the world. We will keep investing in technological and material innovation to reduce our footprint. Part of that effort are investments in Health and Safety (OHS), customer branding, and our people.

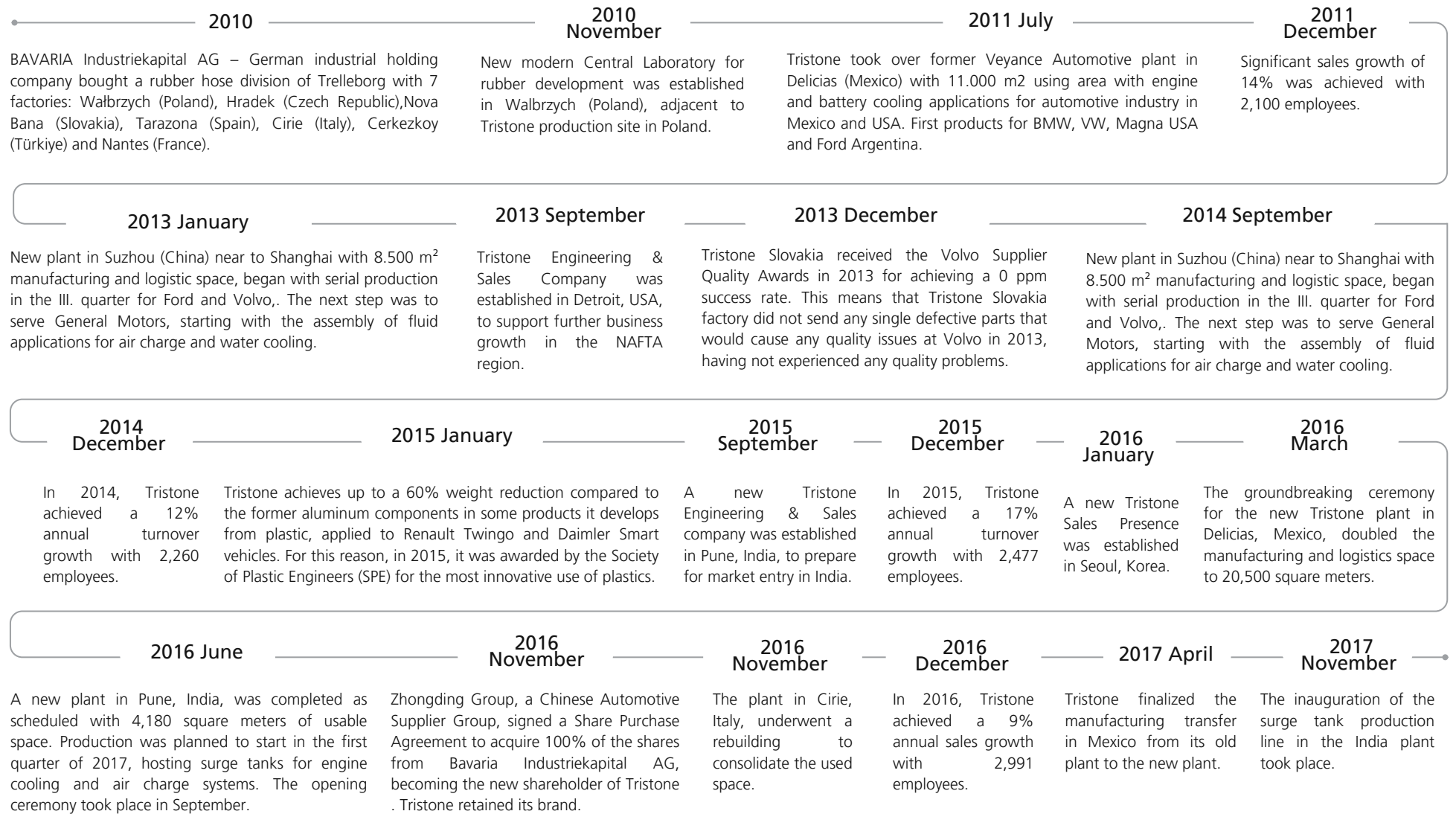
However, sustainable management does not only include people and the business partners, it as well needs to take into consideration the environment. Society's changing needs need to be addressed by our management as our business and society are closely intertwined. Moving away from combust engines toward e-mobility and fuel cell technology made from reusable material, we enable people around the world to make a better choice.

Finally, we want to thank all our business partners for the trustful relationships. And last but not least, I want to express my gratitude to our shareholder for his constant support and trust in me, the management and the entire Tristone Flowtech Group.

***President/CEO of Tristone Flowtech Holding SAS  
Hua Wei***

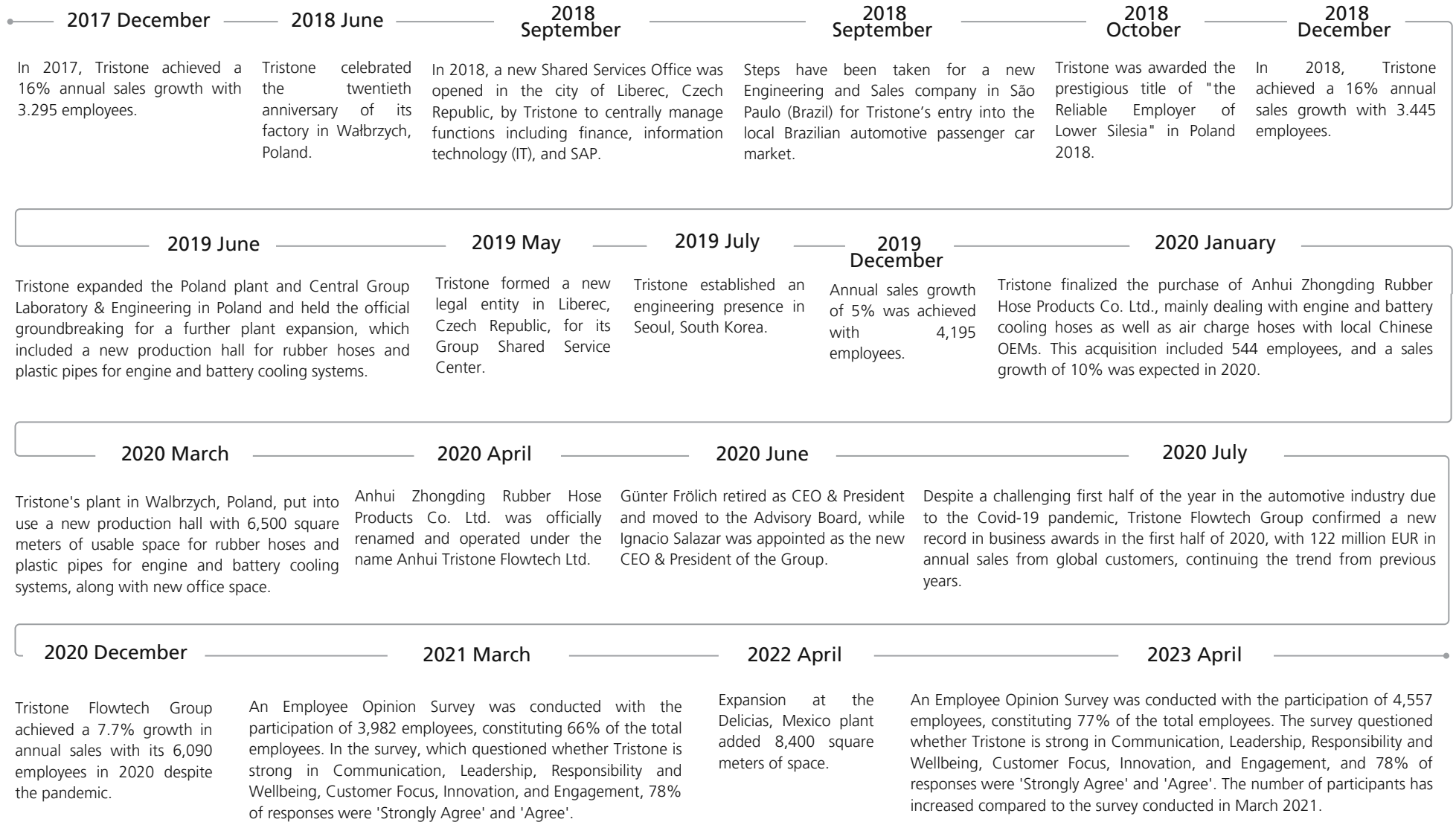


## MILESTONES OF TRISTONE

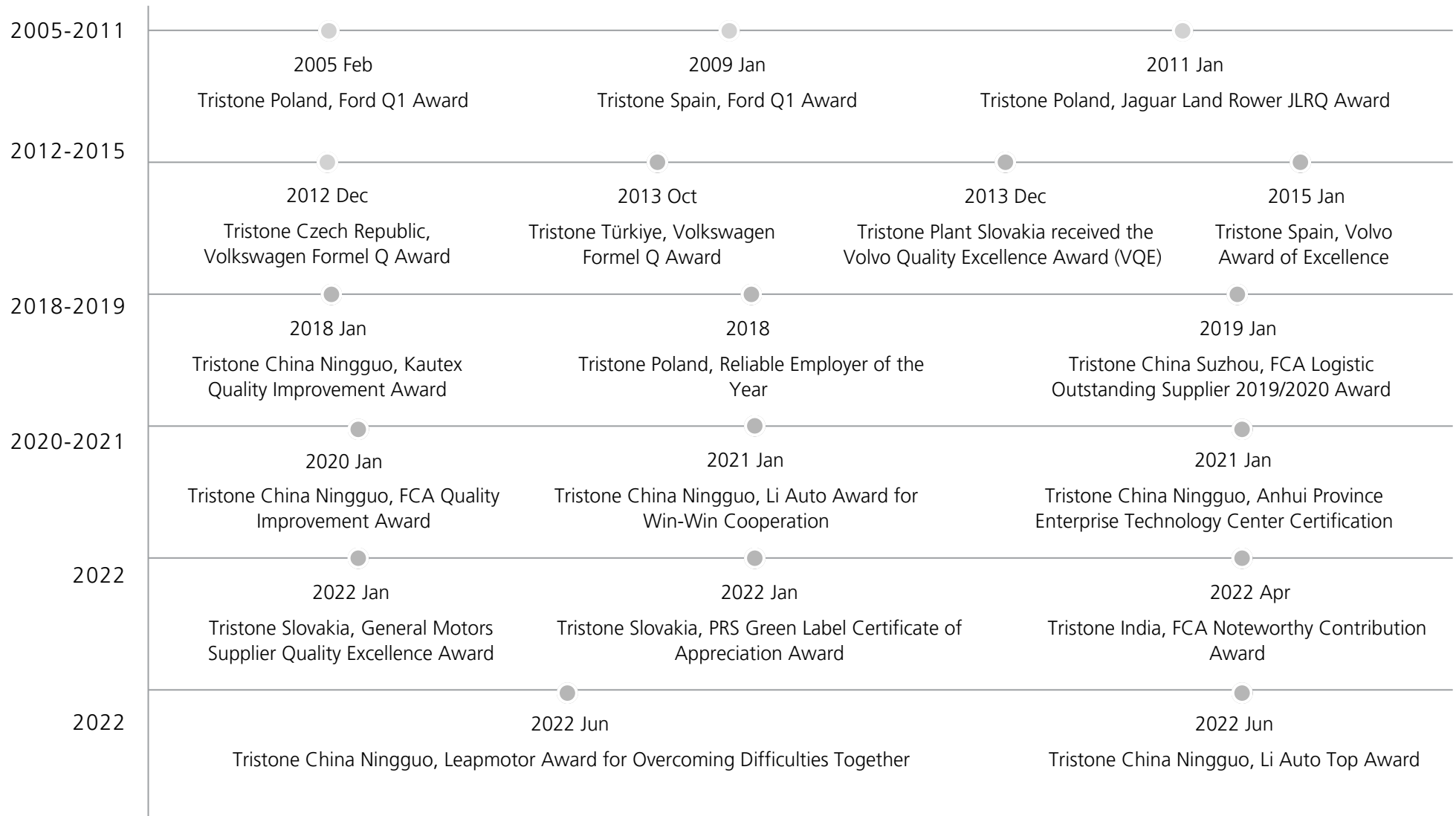




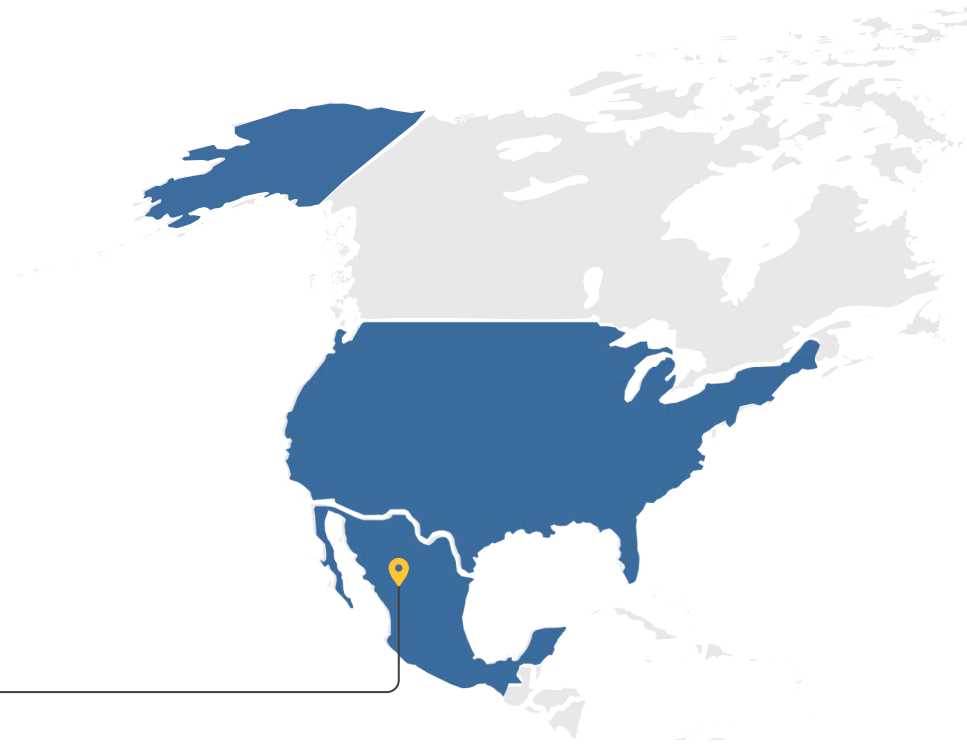
## MILESTONES OF TRISTONE



## AWARDS OF TRISTONE



# OUR PLANTS



## TRISTONE FLOWTECH MEXICO

*Knitted Hoses*

*Fiber Hoses*

*Air Charge Hoses*

Location: Delicias, Chihuahua, Mexico

Foundation: 2012

Employees: 1550

Covered Area: 16 500 m<sup>2</sup>

Certificates: IATF 16949, ISO 14001



## OUR PLANTS

### TRISTONE FLOWTECH ITALY

*Air Charge Hoses  
Knitted Hoses*

*Plastic Pipe Extrusion / Forming  
Sales & Technical Office*

Location: Plant is located in Ciriè, close to Turin, in the Piemonte region in North-West Italy

Foundation: 2010

Employees: 205

Covered Area: 8 950 m<sup>2</sup>

Certificates : IATF 16949, ISO 14001

### TRISTONE FLOWTECH FRANCE

*Plastic Injection Moulding  
Blow Moulding  
Group R&D Center  
Sales & Technical Office*

Location: Plant is located in Carquefou, Region of Pays de la Loire, which is located western France near the Atlantic coast

Foundation: 2010

Employees: 97

Covered Area: 16 000 m<sup>2</sup> excl. rented warehouse

Certificates : IATF 16949, ISO 14001

### TRISTONE FLOWTECH SPAIN

*Knitter Hoses  
Fiber Hoses  
Plastic Pipe  
Extrusion / Forming*

Location: Plant is located in Tarazona which is 90 km from Saragossa, located in the north-east of Spain

Foundation: 2010

Employees: 262

Covered Area: 6 300 m<sup>2</sup>

Certificates : IATF 16949, ISO 14001

### TRISTONE FLOWTECH SLOVAKIA

*Plastic Injection Moulding  
Blow Moulding  
Air Charge Assembly  
Plastic Quick Connectors*

Location: Plant is located in Nová Baňa which is 150 km from Bratislava and 200 km from Vienna

Foundation: 2010

Employees: 160

Covered Area: 4 000 m<sup>2</sup>

Certificates : IATF 16949, ISO 14001

### TRISTONE FLOWTECH POLAND

*Knitted Hoses  
Fiber Hoses  
Plastic Pipe  
Extrusion / Forming*

Location: Plant is located in Walbrzych on South-West of Poland, near the German and Czech Republic borders

Foundation: 2010

Employees: 1033

Covered Area: 18 660 m<sup>2</sup>

Certificates : IATF 16949: 2016, ISO 14001

### TRISTONE FLOWTECH CZECH REPUBLIC

*Knitted Hoses  
Fiber Hoses*

Location: Plant is located in Hradek on the North-West of Czech Republic, near to German and Polish borders

Foundation: 2010

Employees: 348

Covered Area: 5 800 m<sup>2</sup>

Certificates: IATF 16949, ISO 14001

### TRISTONE FLOWTECH TÜRKIYE

*Knitted Hoses  
Fiber Hoses  
Air Charge Hoses  
Plastic Pipe Forming*

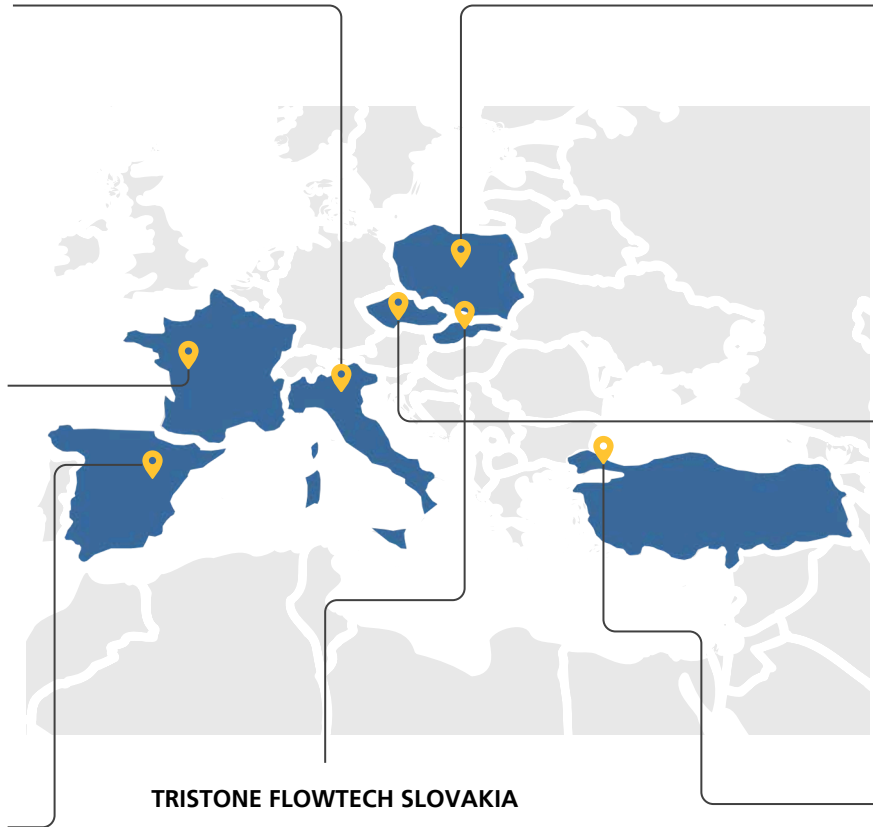
Location: Plant is located in Cerkezköy, 80 km away from Istanbul and it is in north-west side of Türkiye.

Foundation: 2010

Employees: 773

Covered Area: 11 800 m<sup>2</sup> (manufacturing), 5 800 m<sup>2</sup> (logistics operations)

Certificates : IATF 16949, ISO 14001, ISO 9001



## OUR PLANTS

### ANHUI TRISTONE FLOWTECH CHINA

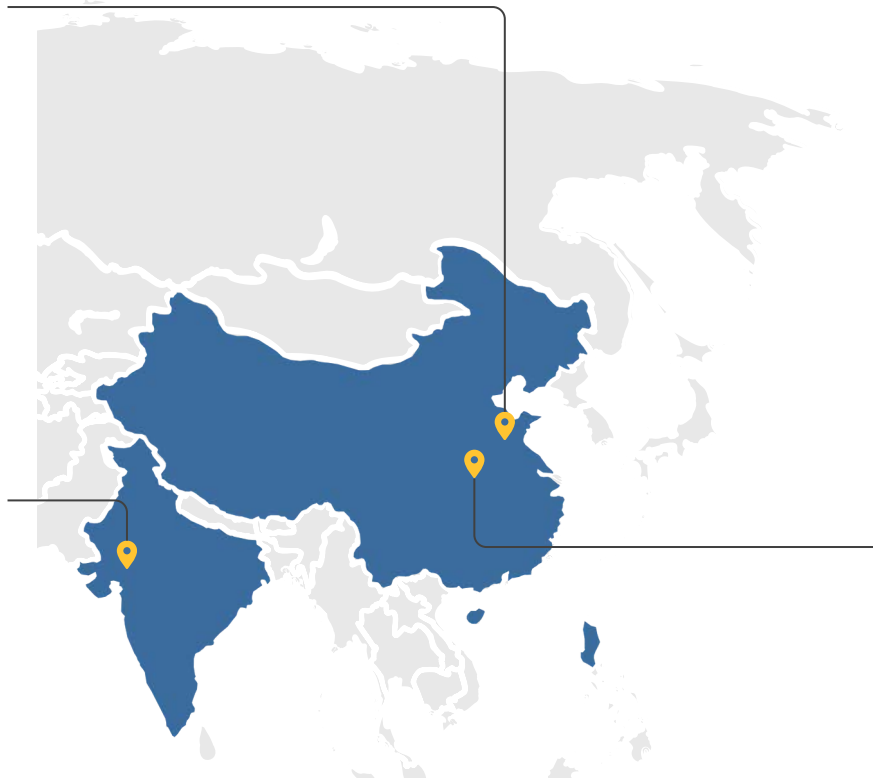
*Knitted Hose  
Fiber Hose  
Air Charge Hose  
Sales & Technical Office  
TPV Hoses*

Location: Plant location in Ningguo in Anhui province  
Foundation: 2020  
Employees: 1180  
Covered Area: 45 000 m<sup>2</sup>  
Certificates: IATF 16949, ISO 14001, ISO 45001

### TRISTONE FLOWTECH INDIA

*Knitted Hoses  
Fiber Hoses  
Air Charge Hoses  
Plastic Injection Moulding Surge tank  
Sales & Technical Office*

Location: Pune is one of the leading automotive hubs in India with close proximity and centrally accessible to global and local OEM's  
Foundation: 2018  
Employees: 96  
Covered Area: 4200 m<sup>2</sup> current, expandable to 6200 m<sup>2</sup>  
Certificates: IATF 16949:2016, ISO 9001:2015, ISO 14001:2015



### TRISTONE FLOWTECH CHINA

*Knitted Hose  
Fiber Hose  
Air Charge Hose  
Plastic Pipe Extrusion / Forming  
Plastic Injection Moulding  
Sales & Technical Office*

Location: Plant in Suzhou, in Jiangsu province, 80 km from Shanghai  
Foundation: 2014  
Employees: 244  
Covered Area: 8 500 m<sup>2</sup>  
Certificates: IATF 16949, ISO 14001



## PRODUCT GROUPS

Tristone leads the market by providing a comprehensive range of technologies and materials for tailoring product solutions to meet all specifications.

### BATTERY & ENGINE COOLING

#### Rubber Hoses

Tristone is consistently at the forefront of innovation, achieving significant technological breakthroughs through various automated technologies such as Creatube automated hose production, along with single-layer and double-layer knitted rubber hoses, as well as monolayer hoses reinforced with short fibers.



#### Plastic (PA) Pipes

Over the past decade, plastic extruded pipes have evolved to offer weight and cost reductions as well as improved recyclability, serving as an alternative to rubber in specific applications. Tristone remains committed to investing in this technology and is developing a broad range of material solutions, including mono- and multilayer options.



#### Surge Tanks

Tristone possesses robust product design expertise, utilizing innovative concepts to optimize hydraulic structures and packaging, including solutions like the multi-circuit surge tank. Our process solutions, spanning semi-automatic and fully automated production cells, are tailored for high volumes and stringent quality standards, achieving single-digit ppm levels.



#### Quick Connectors

Today, Tristone enhances its assembly production with its own line of plastic quick connectors and housings.



#### Assemblies

To meet the increasingly complex design requirements of car manufacturers' engine cooling circuits, Tristone offers high-quality, cost-effective assembly solutions. For example, our plastic ring overmolding solution ensures excellent sealing, even at -40°C, and boasts impressive long-term durability.



#### Water Pipes

Tristone combines and advances multiple plastic technologies, such as injection molding, 3D suction blow-molding, extrusion, and welding, to offer a wider range of solutions for designing water pipes. This adaptability is a crucial asset in meeting challenging engine packaging requirements.



#### Air Guides

Tristone's technical expertise in air management and cooling enables us to provide air guide solutions that enhance vehicle engine performance. We incorporate innovative concepts into our processes and collaborate closely with automotive customers in co-designing engineering proposals and achieving cost reductions.



## PRODUCT GROUPS



### SPEARHEADING ENGINE COOLING TECHNOLOGY

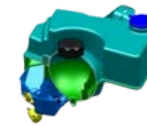
Tristone is reshaping traditional engine cooling technologies by incorporating state-of-the-art materials, advanced processes, and innovative products. When it comes to affordability, performance, and quality, Tristone offers genuine value. Through the use of fiber hose material and the next generation creatube process, tristone produces surge tanks that are dual, modular, and multi-circuit in design.



Double Surge Tank (Multi-Circuit)



Modular Surge Tank



Dual Tank

### AIR INTAKE

Air intake products are manufactured with intelligent design, focus on engine airflow performance and synthetic and cellulosic offer with full system expertise in airflow, acoustics, filtration and decoupling.



Vacuum Hoses



Full Air Intake Systems



Air Intake Systems



## PRODUCT GROUPS

### AIR CHARGE

Tristone is reshaping traditional engine cooling technologies by incorporating state-of-the-art materials, advanced processes, and innovative products. When it comes to affordability, performance, and quality, Tristone offers genuine value. Through the use of fiber hose material and the next generation creatube process, Tristone produces surge tanks that are dual, modular, and multi-circuit in design.



#### Soft Hoses

Tristone offers an extensive selection of high-temperature rubber hoses tailored to meet the heightened demands of modern engines, capable of withstanding temperatures of up to 220°C and pressures of 3.5 bars. Our range encompasses various compounds, including CR, CM, EAM, ACM, FPM, FPQM, FKM, and more. In addition to our plastic technology, Tristone also holds the distinction of being the world's pioneer in introducing plastic 3D suction blow-molded ducts for cold-side applications to the market.



#### Rigid Ducts

Our main focus is to offer flexible solutions tailored to the unique requirements of each application, especially in demanding working conditions. Tristone provides both metal and plastic ducts, manufactured through injection molding and 3D suction blow molding processes. We choose and optimize the technology based on factors like packaging, airflow performance, and functional integration needs.



#### Resonators

Our team of experts in acoustics and airflow is dedicated to offering practical solutions for improving the sound performance of air charge systems, including turbo noise absorbers designed to meet a wide range of acoustic needs. With our proficiency in plastic injection technology and strong background in FEA and welding processes, Tristone continually develops high-quality products using advanced materials to address the demands of Euro VI standards.





## PARTNERSHIPS AND MEMBERSHIPS

We believe that an effective sustainability strategy is a key priority for our business. To strengthen this strategy, we establish strategic partnerships with different companies in all our locations.

We actively collaborate with universities and non-governmental organizations to contribute to social development. In this context, we come together with various stakeholders through our memberships in an effort to provide social benefit and expand our sustainability vision. In this context, our partnerships and memberships aim to contribute not only to the welfare of our company but also to the general welfare of society.

We maintain strategic partnerships and memberships in the areas of occupational health and safety, environmental consultancy, improvement in operational processes, language learning support for employees, and labor rights management. Collaborations in these areas support a comprehensive approach by contributing to the achievement of our company's sustainability goals.



## LIST OF PARTNERSHIPS AND MEMBERSHIPS

- MESA Environment Consultancy
- Çetin Academy Occupational Health & Safety
- İŞKUR Türkiye Employment Agency
- Konuşarak Öğren Online English Language Course
- Gemba Academy Training and Consultancy Services Inc.
- TUL Liberec - University
- SEBOZ – František Šefl
- Dachem
- 51 Job Website
- Jiangsu Tongjiang Fire Technology Co., LTD
- Sky Security Service Co., LTD
- An Xiang Vocational skills training institution
- Chao Hu College /Tong ling College/Anhui University of Science& Technology
- Impact Corporate English Training Solution institution
- Xuancheng Lingxi Consulting management company
- BOZPO Consulting Company
- Technical High School – University Zvolen
- Dolnośląskie Centrum Kształcenia Ustawicznego
- Językowego Kadr w Legnicy
- State Material Testing Center Darmstadt, Institute for Materials – Technical University of Darmstadt
- Institute of Engineering of Polymer Materials and Dyes Research Laboratory "LABGUM"
- Łukasiewicz Research Network Institute of Engineering of Polymer Materials and Dyes
- École d'ingénieur à Nantes / Engineering school nantes
- Türkiye Ministry of Labor Social Security Institution
- Türkiye Chemical, Petroleum, Rubber and Plastic industries Employers' Union
- Turkish Petroleum, Chemical and Rubber Industries orkers Union
- TMMOB (Union Of Chambers of Turkish Engineers and Architects)
- Erste Bank, Raiffeisen bank
- ASO Union
- Bank of China
- Postal Savings Bank of China
- Labor Union of Ningguo City
- Die Erste Bank Austria
- Ecovadis
- NQA Ltd.



## TRISTONE CENTRAL LABORATORY (C-LAB) MEMBERSHIPS AND PARTNERSHIPS

### UNITED STATES OF AMERICA

SMITHERS

### UNITED KINGDOM

ID Lindner

### FRANCE

SGS FRANCE

Texa S.r.l.

Institut de la Corrosion, Brest site  
(French Corrosion Institute)

SEMATEC (part of HEXAGON)

ZEISS POLSKA

InterTribodia s.r.o

### GERMANY

Minz Prüf + Test GmbH

TÜV SÜD Automotive GmbH

EDAG Engineering GmbH

TIK TiK-Technologie in Kunststoff  
GmbH

DIK Deutsches Institut für  
Kautschuktechnologie e.V.

Ferchau Automotive GmbH

BOSMAL Automotive Research and  
Development Institute Ltd.

TZO

SMITHERS

Laboratorio Italiano Gomma -  
CERISIE Srl

IMAT-UVE GmbH

Institut de la Corrosion, Brest site  
(French Corrosion Institute)

### POLAND

FES GmbH

CEVAA

LENZO (ZEISS)

ZEISS POLSKA

### SLOVAKIA

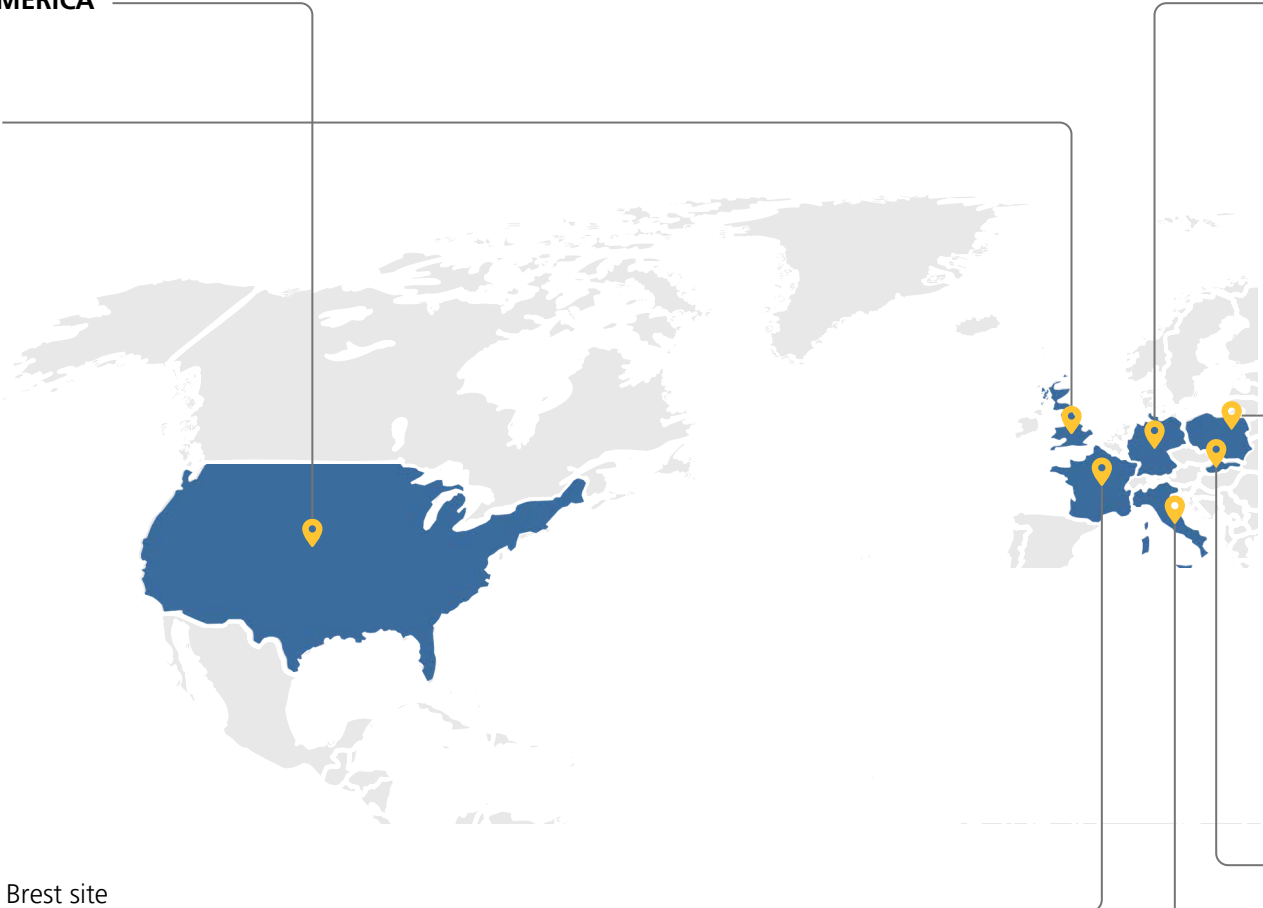
ITA

### ITALY

EDAG GmbH & Co. KGaA

Laboratorio Italiano Gomma -  
CERISIE Srl

CLEAN CONTROLLING



# 02

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## CORPORATE GOVERNANCE



TRISTONE  
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## OUR VALUES

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- Tristone shapes the future of Vehicle Cooling Technology (Engine and Battery), Air Charge and Air intake. We are a first tier full system provider and full development partner with all major vehicle manufacturers.
- We are committed to ensure a workplace that embraces and promotes cultural diversity, respects local business customs and nurtures flat hierarchies creating a sense of belonging throughout the organization. With more than 6000 employees in 16 countries, Tristone is positioned to serve global as well as regional customers.
- Our success is based on our People, their talent, their skills, their dedication.
- We are strongly committed to enable our employees to work in a healthy, safe, motivating and productive work environment and to maintain compliance, equal opportunity, respect and business integrity.
- We offer our candidates and employees the opportunity to work and develop in a global company, with a lean and open organization, a challenging, flexible and fast-moving environment.
- We offer them the possibility to be part of a global team known for its innovative industry-leading talent, unparalleled portfolio and unmatched commitment to customer success.

## OUR VALUES

- Tristone strives to offer the best environment for creating and nurturing talent and giving the opportunity for development and promotion.
- At Tristone we respect diversity and individuality – it makes Tristone unique. People are able to make an impact by their day-to-day work and be known and recognized for their achievements. They are encouraged to take initiative and share their ideas.
- In our global and diverse work environment, they work alongside enthusiastic and engaged colleagues who collaborate efficiently to make Tristone’s success.
- Each individual makes a difference locally and contribute to our global success.
- Within our growing organization, our employees have opportunities to learn and develop themselves, discover new challenges and build their career.
- The company strongly believe that its core values are the cornerstones that develops its culture, brand and business. These values make Tristone unique and differentiate it amongst competitors.
- **All the Tristone managers and employees are committed to promote, represent and defend the three cornerstones of the group:**



**EMPOWERMENT**



**SIMPLICITY**



**CUSTOMER FOCUS**

“

*Just be you, take responsibility and make an impact.*

*“Leave your fingerprint on tomorrow’s mobility.”*

”



**TRISTONE**

## OUR VISION

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- *At Tristone , we focus on our customers. We listen to them. We build and we deliver what they need and what we promised. With the best thinking and the best quality within one-digit external ppm level available.*
- *All this is based on individual solutions created from thorough understanding and intense co-operation. We believe that inventing, producing and optimizing is an ever evolving process and we have built our business on the foundations of Innovation, quality and sustainability.*



## CORPORATE GOVERNANCE APPROACH

Tristone, as a forward-thinking and responsible corporation, places a significant emphasis on its corporate governance approach. With a commitment to transparency and ethical conduct, the company has established a robust governance framework that guides its operations.

Tristone's corporate governance approach involves a clear delineation of roles and responsibilities among its board members, executives, and management teams, ensuring accountability at all levels. By adhering to best practices and regularly reviewing its governance policies, the company not only safeguards the interests of its shareholders but also maintains the trust of its diverse stakeholders, including employees, customers, and investors.

This approach not only aligns with regulatory requirements but also underscores Tristone's dedication to sustainable growth, ethical behavior, and long-term value creation. It is a testament to the company's commitment to excellence and integrity in all aspects of its operations.

Our Corporate Governance strategy is focused on reducing our environmental impact, addressing social responsibilities, and enhancing efficiency in our business processes, also aims to ensure long-term sustainability across our value chain from environmental, social, and economic perspectives.

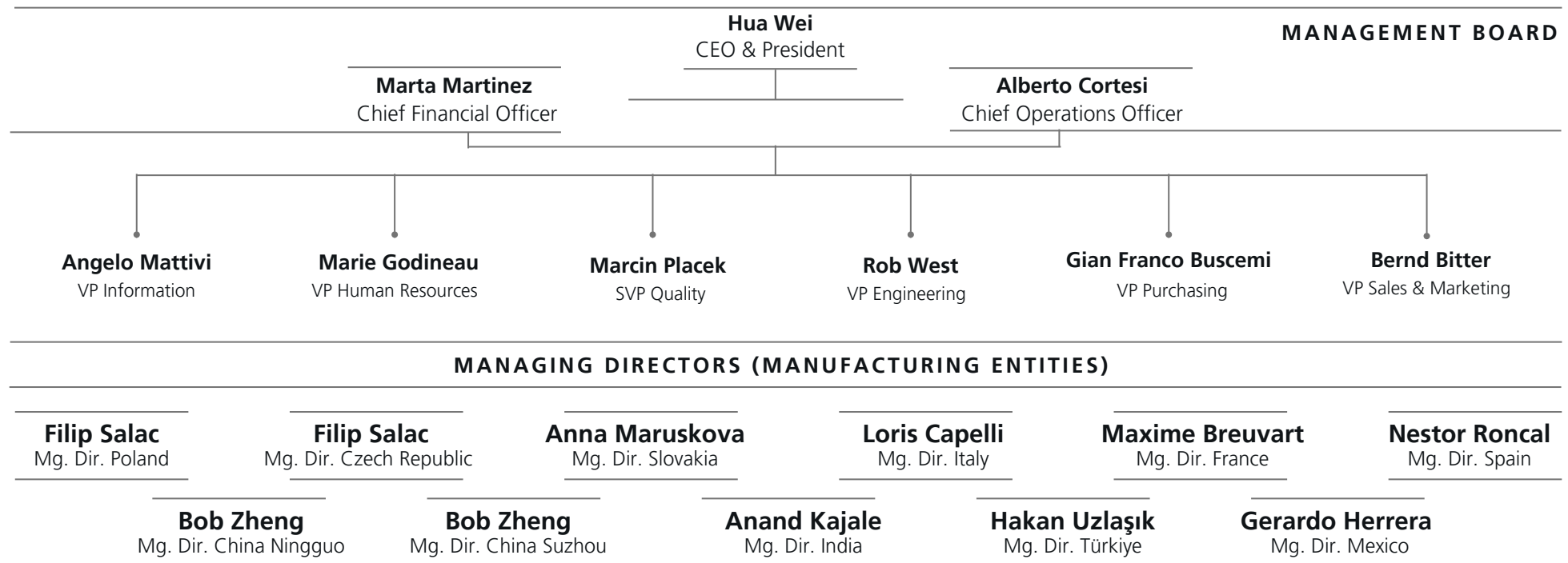




## OUR GOVERNANCE BODY

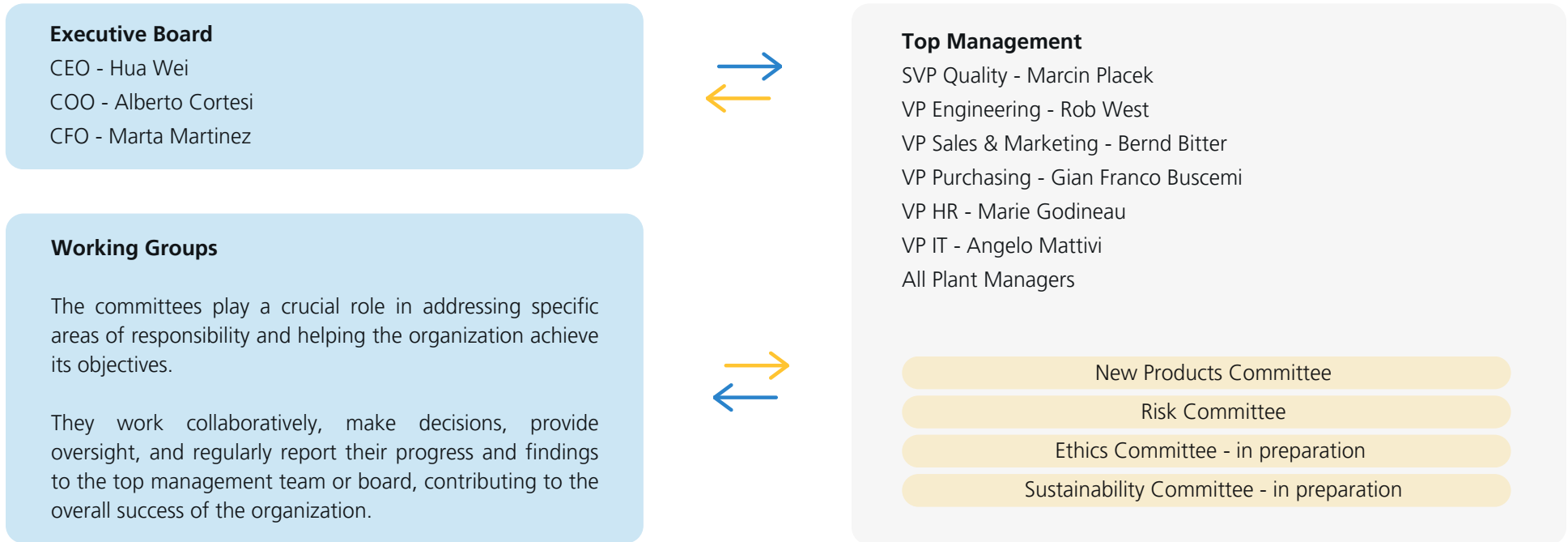
A transparent, fair, and effective board of directors lies at the heart of our functional corporate governance structure. Our Board of Directors plays a pivotal role in fostering a strong corporate culture throughout the company and implementing best governance practices through top management and board committees.

Our Governance Structure includes CEO, CFO, COO and Managing Directors of Tristone. We are a global brand that are present in 16 different countries.



## OUR GOVERNANCE BODY

### GENERAL MANAGEMENT MEETING



Tristone’s governance structure is designed to facilitate effective information flow among senior management, the board of directors, and stakeholders to achieve our corporate goals. This information flow is established through reporting and discussions, thereby creating consultative processes between stakeholders and the highest governance body in economic, environmental, and social matters.

The framework of Tristone’s governance structure is composed of all board members and senior executives. Hua Wei serves as the President of the Board, leading the governance structure, with the presence of CFO Marta Martinez and COO Alberto Cortesi.

In accordance with the principle of separation of powers in corporate governance, the Tristone Management Board, Vice Presidents, and the Managing Directors have distinct roles. The clear distinction establishes boundaries for decision-making authority for each position, thus maintaining a balance of power and responsibilities.

## OUR BOARD MEMBERS

The members of the Management Board are a dedicated body consisting of experienced and qualified members who are actively and effectively committed to enhancing the company's values.

The Management Board establishes company strategies, taking into account the interests of all stakeholders, while overseeing company activities and performance. Additionally, they assume responsibility for risk oversight and ensure that company operations are conducted in compliance with the law.

In our company, we have a single-tier board of directors comprising three members, with 33% of them are women.

In line with our approach to equal opportunity, we aim to have a representation of women on our board of directors in the coming periods.

Board of Directors				
Name	Position	Date of Election to the Board of Directors	Education	Experience in the Industry
Hua Wei	President, CEO	01.01.2021	<ul style="list-style-type: none"> <li>• Tsinghua University - Bachelor Mechanical Engineering</li> <li>• RWTH Aachen University - Master Production Engineering</li> <li>• Tsinghua University - Master, Management Science and Engineering</li> <li>• Mannheim Business School - Master of Business Administration</li> </ul>	More than 19 years of experience in automotive sector, starting leadership roles since 2015 mainly in finance.
Alberto Cortesi	Directeur Général, COO	01.09.2022	<ul style="list-style-type: none"> <li>• Edoardo Agnelli - Engineering</li> <li>• Politecnico di Torino - Mechanical Engineering</li> </ul>	Over 15 years of experience in plant management; in the automotive industry since the beginning of his career
Marta Martinez Laita	Directeur Générale, CFO	16.10.2023	<ul style="list-style-type: none"> <li>• University of Navarra- Pamplona- Spain, Business administration degree</li> </ul>	13 years of experience in the automotive sector



## OUR COMMITTEES

The Management Board has established committees with the aim of more effectively overseeing and monitoring company activities and performance. The structure, activities, and effectiveness of these committees are regularly reviewed. Additionally, measures are taken to ensure the systematic traceability and documentation of committee processes.

We have four committees under the board of directors: Ethics Committee, Early Detection of Risk Committee, Sustainability Committee, and New Product Committee.

### New Product Committee

The New Product Committee is a corporate unit that works to ensure cross-functional agreement of the Innovation topics before Tristone invest, to track the progress of the Innovation topics and to approve the completion of the Innovation topics before offering to the customer (limiting our risk to offer something too early in the development phase that has the risk not to work).

#### Committee President Rob West

New Product Committee meets every January, once a year.

### Risk Committee

The role of the risk committee (RC) is intended to identify and assess current and potential threats to achieving our targets as early as possible, and to avoid or at least limit business losses through adequate implementation of measures. The responsibilities of the RC are evaluate and monitor the risks identified in the group and propose action, if necessary.

The ultimate goal of the RC is to identify, evaluate and manage the risks properly and in time to mitigate the potential negative impacts, allow achievement of the Group's goals and successful continuance of the operations. As part of the reporting we are assessing qualitative risks and qualitative risks separately. The goals are the same as stated above.

#### Committee President Ota Cermak

Risk Committee's meetings are in quarterly basis.

## OUR COMMITTEES

### Ethics Committee

The Ethics Committee is established to oversee the company's compliance with ethical standards, fulfill moral and legal responsibilities, and safeguard its reputation. Its purpose is to promote honesty and transparency in business practices, prevent ethical violations, and integrate ethical values into the corporate culture.

#### Committee Members

**CEO** – Hua Wei

**CFO** – Marta Martinez

**COO** – Alberto Cortesi

**VP HR** – Marie Godineau

**Manager Compliance & Legal** – Hannah Otto

- The committee reports to the CEO.
- Quarterly meetings with all permanent members and additional participants as required.
- In case of violations of the Code of Conduct, extraordinary meetings may take place.
- The Ethics Committee reviews the bi-yearly Compliance Report and decides on measurements.

### Sustainability Committee

The Sustainability Committee has been established within the framework of Corporate Governance Principles to determine sustainability strategies, policies, and objectives in the environmental, social, and corporate governance domains, as well as to implement, monitor, and oversee these practices.

#### Committee President

Gokhan Yilmaz

Sustainability Committee's meetings are in quarterly basis.



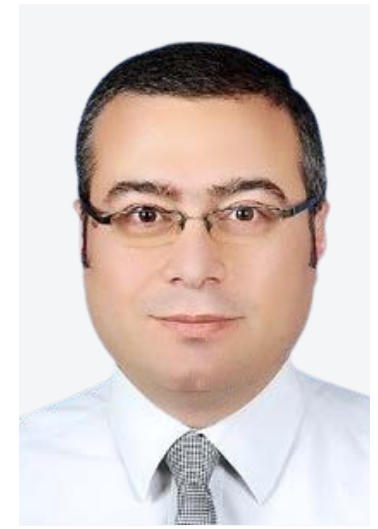
## SUSTAINABILITY GOVERNANCE

At Tristone, we strive to create a sustainable future in collaboration with all stakeholders. In line with this commitment, we embrace sustainability as a fundamental approach in all processes and relationships.

We conduct our sustainability efforts through the sustainability committee and working groups. The sustainability committee is responsible for defining the sustainability strategy and coordinating its implementation. The Working Groups, on the other hand, develop and execute action plans for specific issues.

We prioritize aligning our sustainability activities with the Sustainable Development Goals (SDGs). In this context, we integrate the SDGs into the company's business objectives and strategies, enabling the management of all our operations with a sustainable mindset throughout our value chain.

The Management Board ensures the integration of sustainability as a top-level management function within the company.



## SUSTAINABILITY COMMITTEE

In today's rapidly evolving world, sustainability has become a pressing concern for organizations. To address this, establishing an effective Sustainability committee is crucial. The Sustainability Approach is developing day by day in Tristone, and the Sustainability Committee plays a vital role in the implementation of the approach.

By bringing together experts and stakeholders, sustainability committee can spearhead initiatives, implement innovative strategies, and drive positive change towards building a sustainable future.

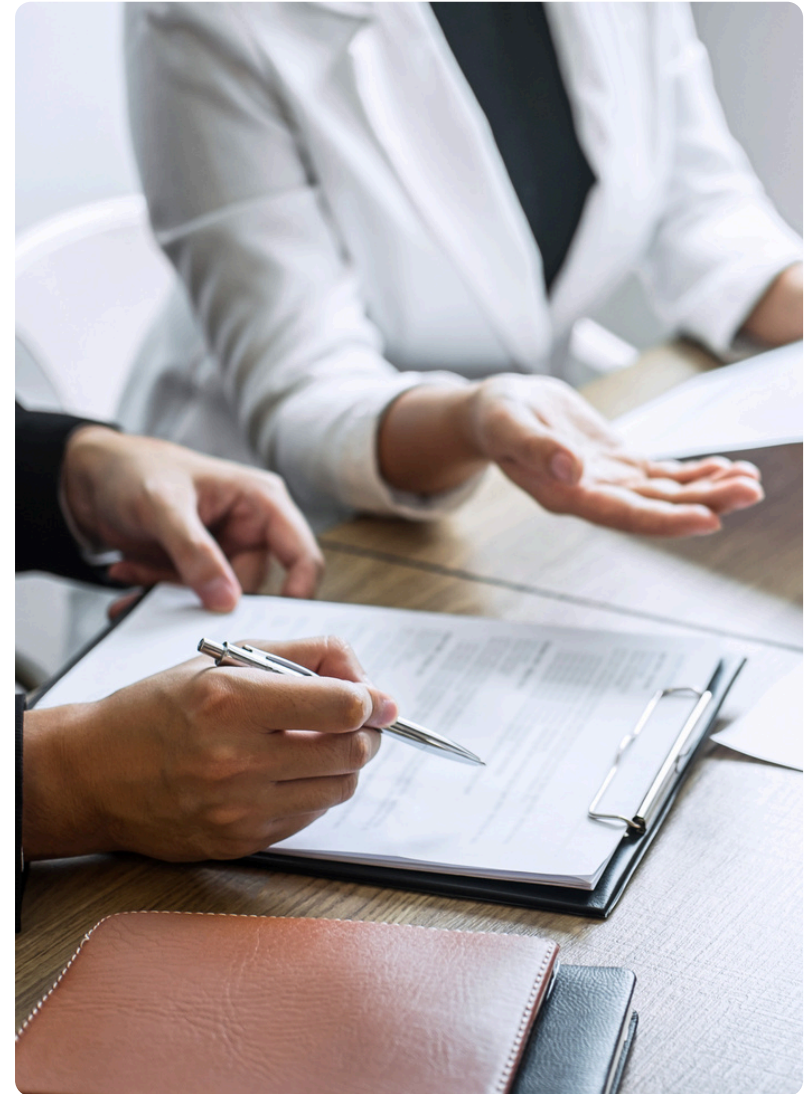
As of 2023 we formed a sustainability committee and sustainability working group that focuses on driving sustainability initiatives, strategies, and practices across various aspects of the organization's operations.

The main goal of the Sustainability Committee is to ensure that the company's activities are environmentally responsible, socially conscious, and economically viable. The Sustainability Working groups execute decision that where taken in the committee. They work on problem solving and deliver the result to the committees.

Working groups fulfill the tasks assigned by the committee and support the implementation of decisions made by the committee. Working groups operate under the supervision of the committee and convene once a month, and reports on the topics discussed during meetings in a manner suitable for the committee.

Members of the working group participate in committee activities and contribute on behalf of their respective departments. The Sustainability Working group ensures all relevant departments and colleagues are being informed about the decisions and the actions to be taken.

Working mechanism of the Sustainability Committee with the Board of Directors are explained in the diagram. The committee, the working group and the Management Board ; work with coordination and follows the actions each other.



# SUSTAINABILITY COMMITTEE



### How Sustainability Committee Works?

- Collaboration with relevant departments in the plants through Tristone Plant Sustainability Representatives
- Managing, implementing, and following actions.
- Providing necessary data for sustainability from the plants through Tristone Plant Sustainability Representatives Meeting frequency: Monthly Basis

- Strategy and Policy Development
- Managing various sustainability platforms and customer requests.
- Board Collaboration
- KPI and Progress Reporting
- Meeting frequency: Quarterly Basis

- Decision Making

Tristone’s Sustainability Committee is led by the Management Board. Our Global Sustainability Manager are also in the committee and leads the Sustainability Working Group.



## MATERIALITY ANALYSIS

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Tristone prioritizes sustainability to create value in its industry. Our Materiality analysis, which encompasses our stakeholder groups, is a crucial component of our Corporate Sustainability Strategy, aiming to meet our stakeholders' sustainability expectations.

To identify our priority areas, we conduct comprehensive assessments related to the UN Sustainable Development Goals, the European Green Deal, and industry trends. Considering these factors, we ensure that our sustainability efforts align with our stakeholders' needs and demands.

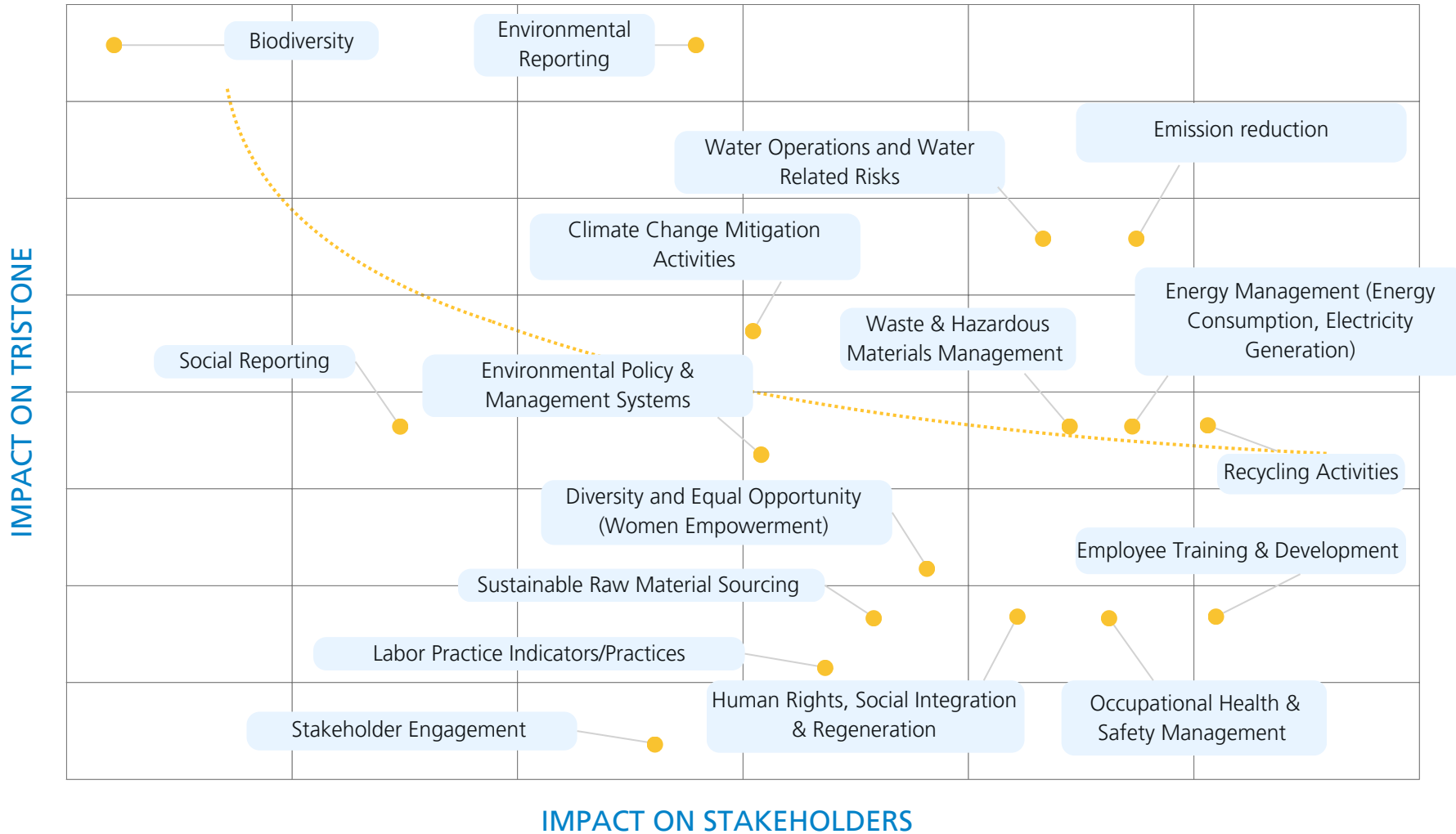


Our stakeholders include employees, customers, suppliers, business partners, investors, and shareholders. To promote inclusivity and fairness, we conducted an anonymous survey to gather the opinions of all our stakeholders. Their valuable contributions played a significant role in shaping our sustainability strategy.

At Tristone, we take a step towards identifying our priority areas by evaluating sustainability indexes in addition to industry and global trends. In this context, we consider our company's dynamic structure when shaping our strategy according to these trends and priorities.

Throughout our workflow, we are committed to reconciling stakeholders' perspectives and being responsive to their expectations. By doing so, we aim to create a positive impact on the world and the industries we serve while striving for long-term value creation.

# MATERIALITY MATRIX



## MATERIAL TOPICS

### High Material Topics

- Biodiversity
- Social Reporting
- Environmental Policy & Management Systems
- Diversity and Equal Opportunity (Women Empowerment)
- Sustainable Raw Material Sourcing
- Employee Training & Development
- Stakeholder Engagement
- Labor Practice Indicators/Practices
- Human Rights, Social Integration & Regeneration
- OHS Management

### Very High Material Topics

- Environmental Reporting
- Water Operations and Water Related Risks
- Emission Reduction
- Climate Change Mitigation Activities
- Waste & Hazardous Materials Management
- Energy Management
- Recycling Activities



## OUR SUSTAINABILITY STRATEGY

At Tristone, we operate with a vision of being a pioneer in sustainability within the automotive sector. In line with this vision, we have developed our sustainability approach in environmental, social, and corporate governance aspects, and we are taking steps within this framework, while also planning for future actions.

Our company approaches sustainability in environmental, social, and corporate dimensions, striving to leave a healthy world for future generations. We are committed to providing the necessary resources and effort to implement our sustainability strategies.

We have defined our strategies in the field of environmental sustainability in parallel with the Sustainable Development Goals and the latest developments in the automotive sector.

### **In line with these strategies, our company is implementing the following action plans:**

- Increase the training provided to our employees in the field of sustainability within Tristone Global to instill the understanding and vision of sustainability among our employees.
- Enhance efficiency in production processes and utilize new technologies to reduce greenhouse gas emissions.
- Support sustainable agricultural practices to preserve biodiversity.
- Implement water efficiency projects to reduce water consumption.
- Undertake initiatives to reduce waste and promote recycling.

### **Our strategies in the field of social sustainability are focused on enhancing the well-being of our employees and all stakeholders within our value chain.**

In line with these objectives, the company is implementing the following action plans:

- Improve occupational health and safety conditions.
- Enhance working conditions and employee commitment.
- Reduce the environmental and social impacts of the supply chain.



## OUR SUSTAINABILITY STRATEGY

Our strategies in corporate governance are focused on increasing transparency and accountability.

### In line with these objectives, the company is implementing the following action plans:

- Strengthen the management structure.
- Report sustainability activities transparently.
- Enhance collaborations in the field of sustainability.

Our strategies in sustainable product management are centered around delivering high-quality products while reducing environmental and social impacts.

### Adhering to these objectives, the company is implementing the following action plans:

- Reduce the environmental and social impacts of the supply chain.
- Use recyclable raw materials.
- Conduct product labeling and marketing activities in an environmentally and socially responsible manner.
- Invest in sustainable product design and lifecycle management practices.

### To implement these strategies, we follow the following steps:

- Clearly define and announce objectives and actions in an open and transparent manner.
- Regularly monitor and report sustainability performance.
- Educate and raise awareness among employees and suppliers about sustainability.
- Foster collaborations with stakeholders in the field of sustainability.

At Tristone, we are continuously increasing our efforts in the field of sustainability, with the aim of creating sustainable products in the future and contributing to the transformation of the world.



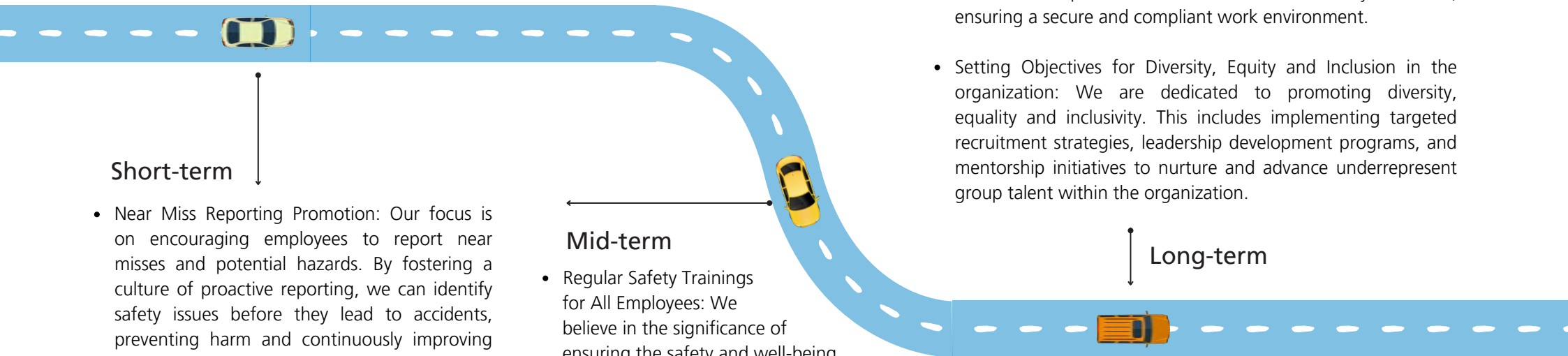
## OUR SUSTAINABILITY GOALS

Our Sustainability Goals are evaluated within the ESG scope. Governance, environmental, social Goals are considered separately, and we have separate goals for Governance, Environmental and Social sections.

The environmental sustainability goals are categorized under eight main headings, which include energy management, climate change adaptation, air quality management, environmental impacts of the supply chain, greenhouse gas emissions, biodiversity and ecology, water and wastewater management, and waste and hazardous waste management.

We identified our Social Sustainability Goals as Short-Term, Medium-Term and Long-Term Goals.

- Internal Safety Audits for All Plants: We are committed to conducting internal safety audits for all our plants. These audits will help us assess and enhance our safety measures, ensuring a secure and compliant work environment.
- Setting Objectives for Diversity, Equity and Inclusion in the organization: We are dedicated to promoting diversity, equality and inclusivity. This includes implementing targeted recruitment strategies, leadership development programs, and mentorship initiatives to nurture and advance underrepresented group talent within the organization.
- Regular Safety Trainings for All Employees: We believe in the significance of ensuring the safety and well-being of our workforce. To achieve this, we will have all employees participate in regular safety training. These sessions will equip them with the necessary knowledge and skills to navigate potential risks and hazards effectively.
- Setting Objectives for Women in Leadership: Work towards achieving an increase in the representation of women in leadership roles within the years. We will set a clear direction to enhance women's representation in management and hiring positions.



### Short-term

- Near Miss Reporting Promotion: Our focus is on encouraging employees to report near misses and potential hazards. By fostering a culture of proactive reporting, we can identify safety issues before they lead to accidents, preventing harm and continuously improving our safety protocols.
- Establishing Employee Communication Channels: Our focus is on creating easily accessible communication channels at all our plant locations. These channels will enable smooth and open communication between employees and management.

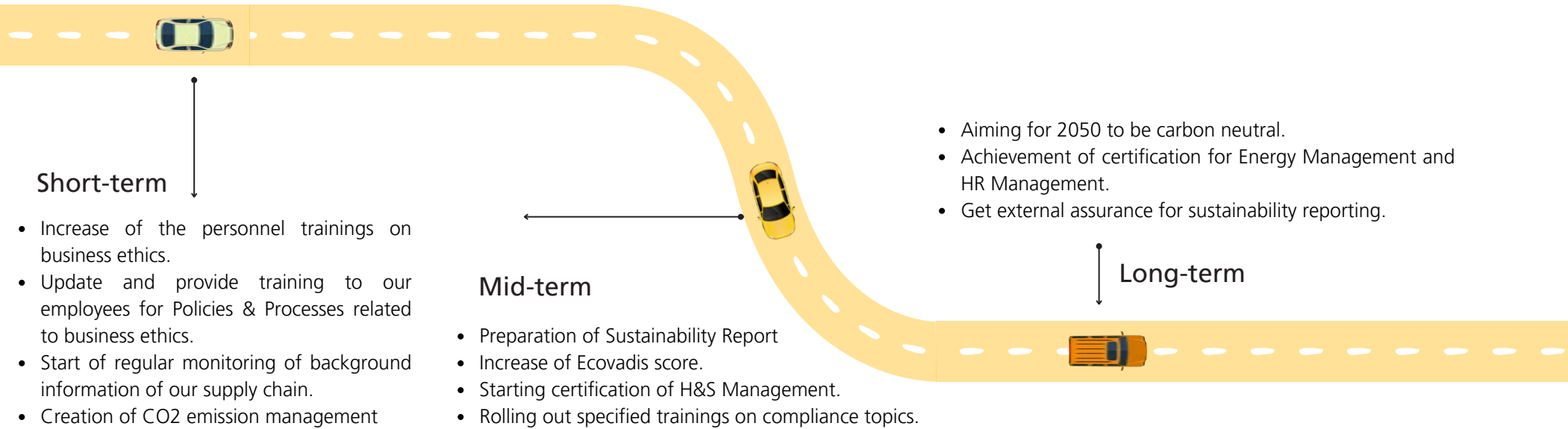
### Mid-term

- Regular Safety Trainings for All Employees: We believe in the significance of ensuring the safety and well-being of our workforce. To achieve this, we will have all employees participate in regular safety training. These sessions will equip them with the necessary knowledge and skills to navigate potential risks and hazards effectively.
- Setting Objectives for Women in Leadership: Work towards achieving an increase in the representation of women in leadership roles within the years. We will set a clear direction to enhance women's representation in management and hiring positions.

### Long-term

## OUR SUSTAINABILITY GOALS

Similar with the Social Sustainability Goals, Tristone’s Governance Goals are identified as Short, Medium and Long Term goals.



## CORPORATE RISK MANAGEMENT

To support the sustainable success of our company, Tristone has implemented a Risk Management System (RMS) with the aim to minimize strategic, operational, quality, finance, legal risks and other company-specific risks throughout its worldwide operations.

Risks are assessed and communicated at regular basis through defined risk management team. The team's responsibility is to eliminate risks or mitigate them to an acceptable level and during this process significant opportunities are also identified.

All companies and all functions within the group are required to report the risks and opportunities on half year basis with status update of the most significant risks on quarterly basis as risk management reporting. Tristone's Management Board (CEO, CFO and COO) bears overall responsibility for risk management and reviews risk management reporting on quarterly basis. In addition to the regular risk management process, the recorded risks are continuously monitored by the responsible Risk Management Officers.





## CORPORATE RISK MANAGEMENT

In essence, Risk Management Systems are intricately connected to various facets of business operations. For instance, they are closely linked to corporate strategy, as this typically outlines a company's willingness to embrace risks. Additionally, they are integral to comparing with both corporate planning and the preparation of financial statements. Furthermore, the internal control system is an inherent part of a company-wide Risk Management System. It's important to emphasize that a company-wide Risk Management System is an ongoing process involving both management and employees. It serves a dual purpose: guiding strategic decisions and being applicable across the entire organization.

The primary goal of a company-wide Risk Management System is to identify potential events even during prosperous times so that the organization can proactively take measures to prevent or mitigate any adverse impacts on its objectives. The establishment of an effective Risk Management System is crucial for achieving this. It also enables the identification and utilization of advantageous opportunities by considering all potential events.

### RISK MANAGEMENT ORGANIZATION

#### Management Board



#### Risk Management Agents

- Control of Risk Management Process • Evaluation of Risk Reports
- Risk reporting to Management Board • Report to the Board • Empowered to track significant risk & opportunities together with Risk Management Officers

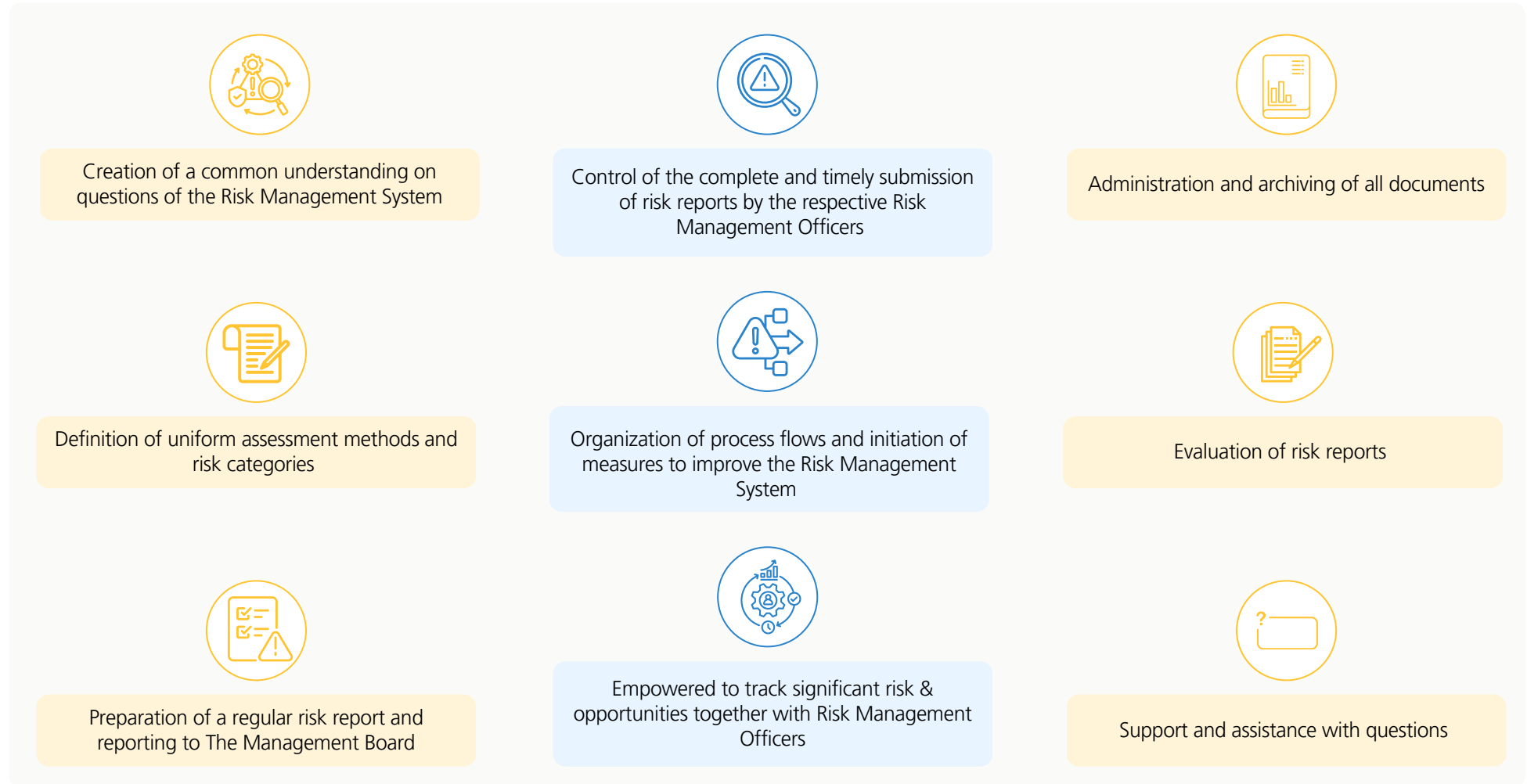


#### Risk Management Officers

- Risk identification • Risk assessment • Risk management and control
- Risk documentation • Risk communication / Ad-hoc reporting

## CORPORATE RISK MANAGEMENT

Tristone’s Management Board (CEO, CFO and COO) bears overall responsibility for the risk management. They will be supported by the Risk Management Agents from Group AACT. Risk Management Agents are responsible for monitoring the Risk Management System and have in particular the following tasks:



## CORPORATE RISK MANAGEMENT

The Risk Management Officers are the managing directors of all group companies (supported locally by the finance managers, also directors, in each of the local legal entities) and the first management level responsible for the group functions. They manage the risks related to their organizational units by performing the following tasks:

### Risk identification

Process to discover and describe risks. Identifying risks is realizing threats to the company.

### Risk assessment

Systematic determination and use of information in order to understand a risk and to assess it according to the probability of occurrence and the amount of damage. Both new risks and already reported / known risks should be assessed or revised.

### Risk management and control

Process to discover and describe risks. Identifying risks is realizing threats to the company.

### Risk documentation

All identified risks must be recorded in full. It must be considered that all enquiry fields must be filled. Duplicate reports from the departments within a company or a function must be eliminated in advance.

### Risk communication

Ongoing and recurring process to exchange information related to risk management is required, i.e., notification and evaluation of new risks or re-evaluation of existing risks to the Risk Management Agents on the specified dates or ad hoc.



## RISK MANAGEMENT AND CONTROL

Risk management involves the identification of appropriate measures to reduce the likelihood of occurrence and/or the potential damage or impact of individual risks. It also entails closely monitoring and implementing these measures, always taking cost/benefit considerations into account.

In addition to describing the risks and the measures in place or planned to mitigate them, the Risk Management Officer is responsible for appointing an individual accountable for each risk. The time frame regarding the duration of the risk must also be specified.

The monitoring of risks and the actions taken by the responsible Risk Management Officer are crucial steps in ensuring the effectiveness of risk management. This process helps maintain an up-to-date understanding of the risks within Tristone. The objective is twofold: firstly, to identify environmental changes that may necessitate a reevaluation of previously identified risks, and secondly, to detect emerging risks at an early stage.

Aside from the routine risk management process, the responsible Risk Management Officers must continually oversee the risks already identified. This proactive approach ensures that Tristone can intervene promptly if the situation deteriorates.



## OPPORTUNITIES

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There are many opportunities for Tristone to stabilize and expand the business and / or the profitability. That is why we continuously observe macroeconomic and industry-specific trends which include customers, competitors, suppliers and external regulations.

If we identify opportunities that go beyond our planning premises, they must be qualitatively assessed as "very attractive", "attractive" or "not attractive".

Here, too, the process-oriented perspective must be taken into account. Dependencies or chains of effects between other opportunities or individual functions should be considered. Once we have decided to pursue and implement "very attractive" opportunities, this takes place in the relevant functions. Offsetting of risks and opportunities is not possible.



## BUSINESS ETHICS

Business ethics are of paramount importance in Tristone for several critical reasons. Firstly, they serve as the bedrock of the company's reputation and credibility. Tristone operates in a highly competitive industry where trust and reliability are paramount. Upholding ethical standards ensures that the company maintains the trust of its customers, suppliers, and other stakeholders. This trust translates into customer loyalty, repeat business, and positive word-of-mouth referrals, all of which contribute significantly to the company's bottom line. Additionally, ethical behavior safeguards Tristone against legal and regulatory risks, shielding it from potential fines, penalties, and reputational damage that can result from unethical practices.

Secondly, business ethics are integral to sustaining a positive organizational culture. Tristone's employees are its most valuable asset, and fostering an ethical work environment enhances employee morale and engagement. When employees believe in the company's commitment to ethical principles, they are more likely to take pride in their work, exhibit greater dedication, and remain loyal to the organization. This not only reduces turnover and associated costs but also fosters a sense of shared purpose and responsibility among the workforce, which is vital for the company's long-term success and growth.

In our Code of Conduct, the Business Ethics and the principles of working at Tristone are declared.

We believe that ethical values are of vital importance for a sustainable business model. Our company is committed to ethical values such as honesty, transparency, respect, fair conduct, respect for human rights, and environmental awareness. Embracing and implementing these values is the responsibility of all our stakeholders, including our employees, managers, and supply chain partners.

At Tristone, we expect our employees to demonstrate compliance with these principles by taking personal responsibility and taking initiative. The responsibilities of our employees in creating a high ethical culture and environment within the company are outlined as follows:

- Reading the Tristone Code of Conduct and taking actions in the workplace in accordance with Code of Conduct.
- Applying ethical principles to their daily lives and work.
- If unsure about what to do in a certain situation, consulting with their manager or members of the Ethics Committee.



## STAKEHOLDERS ENGAGEMENT

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Our stakeholders are individuals or groups who are affected by our activities or have the ability to influence our activities. In line with our sustainability strategy and commitment to value creation, we prioritize stakeholder engagement and maintain ongoing interactions with them.

In all our endeavors, we value the interests, requests, and needs of our stakeholders, actively seeking their input as we shape our business model and strategies. By doing so, we strengthen our value chain with the valuable contributions of our stakeholders.

As we strive to enhance sustainability, we appreciate the contributions of our stakeholders within our value chain. Additionally, we actively support our stakeholders on their sustainability journeys by organizing various training sessions, workshops, and seminars.

Our stakeholder engagement matrix identifies our priority stakeholder groups and outlines our relationships with them and related responsibilities.

## STAKEHOLDERS ENGAGEMENT

	Selection Process	Our Relationship	Important Issues & Responsibilities
<b>Suppliers</b>	Company 's sustainability is deeply impacted by suppliers ones. So suppliers selection is also driven by proper sustainability concept and attitudes as follow: local suppliers in order to reduce logistic impact, ISO 14001 certification, declaration of sustainability concept for the product like CO2 emission, % bio-mass, % recycle package.	Suppliers will be regularly monitored with Sustainability survey and eventual audits for specific cases. Specific trainings will be organized for main impacting suppliers.	<ul style="list-style-type: none"> <li>• Effective communication</li> <li>• Acceptance of Code of Conduct</li> <li>• Partnerships</li> <li>• Continuous improvement on sustainability concept</li> <li>• Sustainable attitude</li> </ul>
<b>Employees</b>	<p>We take great care in selecting our employees, adhering to high standards to ensure a fully compliant and effective recruitment process that paves the way for long-lasting employment relationships. Our approach prioritizes training and internal promotion, fostering a culture of growth and advancement within our organization.</p> <p>In our commitment to the well-being of our employees, we consistently seek their feedback through regular Employee Opinion Surveys. By actively listening to their input, we strive to enhance their work experience and create an environment that encourages talent retention. This way, we cultivate a thriving and engaged workforce, driving our company towards even greater success.</p>	<p>At our company, we prioritize a seamless onboarding process by implementing best practices that guarantee new employees feel welcomed and well-integrated from day one. Additionally, we strongly believe in the value of our employees' opinions, which is why we regularly conduct Employee Opinion Surveys to gauge their satisfaction and gather valuable insights for continuous improvement.</p> <p>To support our employees' growth and development, we conduct Performance Review and Development Review discussions annually. These sessions provide a platform for open communication, allowing us to recognize achievements, identify areas for improvement, and collaboratively set goals for personal and professional advancement. By fostering a culture of continuous feedback and development, we empower our team members to thrive and contribute to the overall</p>	<ul style="list-style-type: none"> <li>• Employee retention</li> <li>• Maintain a high employee engagement</li> <li>• Provide career development opportunities</li> <li>• Monitor employee rights, compliance, diversity</li> <li>• Talent Management</li> <li>• Employee satisfaction</li> </ul>
<b>Customers</b>	At Tristone we focus on our customers. We listen to them, we produce and deliver what they need and what we have promised to deliver thanks to the best technological thinking and the best quality.	Annual customer satisfaction surveys and visits are done, results are shared internally. Our core team set up allows us to focus on best mind set to generate highly satisfied customers	<ul style="list-style-type: none"> <li>• Key Account / profile management</li> <li>• Market analysis</li> <li>• Competitors analysis</li> <li>• Strategic planning</li> <li>• Customer Presence</li> <li>• Main customer interface</li> </ul>





## CYBERSECURITY

Cybersecurity is of paramount importance to Tristone due to its critical role in safeguarding the company's digital assets, operations, and reputation. In today's interconnected world, the company relies heavily on digital technology for various aspects of its business, from managing production processes to handling sensitive customer data. A cybersecurity breach could result in severe consequences, including data theft, operational disruptions, financial losses, and damage to the company's reputation. Therefore, investing in robust cybersecurity measures is essential to protect against cyber threats and ensure the continuity and integrity of Tristone's operations.

Moreover, Tristone's commitment to ethical business practices extends to cybersecurity. Ensuring the security of customer data and sensitive information is not only a legal and regulatory requirement but also a moral obligation.

The company must uphold ethical standards by safeguarding the data it collects and maintains, demonstrating to its stakeholders, including customers and partners, that it can be trusted with their information. By prioritizing cybersecurity, Tristone not only mitigates risks but also builds trust, enhancing its competitive advantage and long-term sustainability in an increasingly digital business landscape.

Tristone Cybersecurity Policy including this Cybersecurity Awareness and Skill policy is valid in all Tristone's locations. Rules and clauses of Tristone Cybersecurity Policy including this Cybersecurity Awareness and Skill policy apply to all Information Assets and all Associates that access Tristone's Information Assets.

Rules and clauses of Tristone Cybersecurity Policy, including this Cybersecurity Awareness and Skill policy are recommended for but do not apply to:

- Special isolated areas disconnected from Tristone ICT infrastructure and other Information Assets (e.g. standalone production lines and related technology)
- Special data and information processed strictly outside Tristone's ICT infrastructure (e.g. local data generated and processed in standalone production lines and related technology)

Tristone has a Cybersecurity Policy, which outlines the regulations, recommendations, and criteria for choosing systems and services that hold exceptional value or are of critical importance to ensure targeted extended security for these crucial information assets.

The main principles of this policy are as follows:

- Influencing general cyber risk factors
- Cybersecurity demands strong chain without weak links
- Responsible handling of information assets
- Cybersecurity is company-wide complex discipline
- Mandatory periodic awareness and training for all employees

Within the scope of the Tristone Cybersecurity Policy, trainings and awareness are also vital for the company. There are different trainings for users and administrators, and also awareness trainings are present in Tristone Global.



# 03

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## ENVIRONMENTAL SUSTAINABILITY



**TRISTONE  
SUSTAINABILITY**

REPORT | 2022

## TRISTONE ENVIRONMENTAL SUSTAINABILITY APPROACH

Tristone, committed to environmental sustainability, employs a multifaceted approach to minimize its ecological footprint and contribute to a greener future. The company integrates eco-friendly practices throughout its entire supply chain, from sourcing raw materials to manufacturing processes and product distribution.

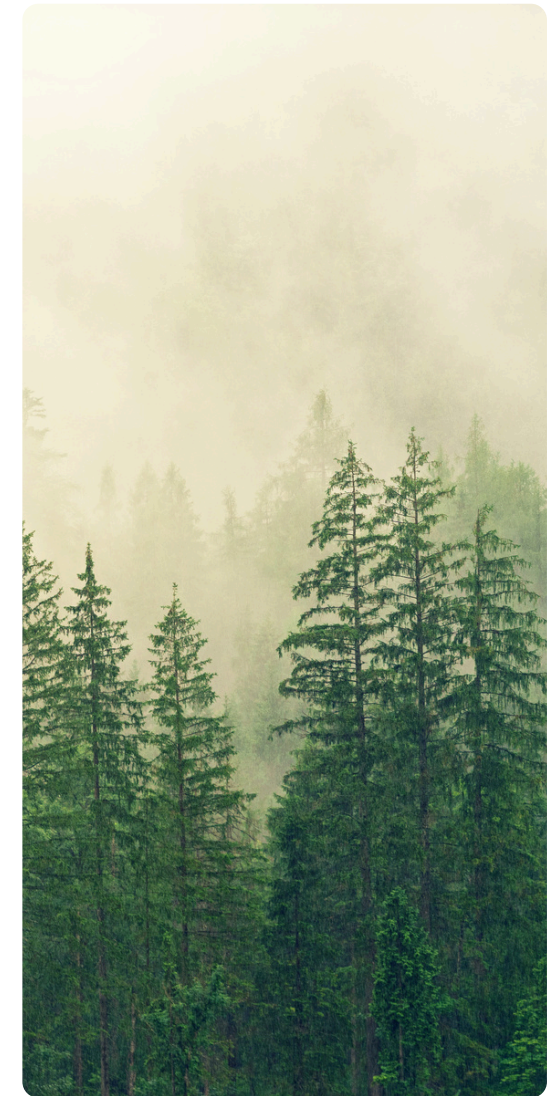
Tristone prioritizes the use of renewable resources and invests in research and development to enhance energy efficiency and reduce emissions. Waste reduction and recycling initiatives are central to their operations, ensuring responsible disposal of materials. Additionally, Tristone actively engages in community outreach and education programs to foster environmental awareness. By embracing a holistic sustainability strategy, Tristone not only fulfills its corporate responsibility but also strives to inspire positive change within the industry and beyond.

Tristone Environmental Policy has been shaped within the framework of following topics :



Tristone steadfastly adheres to both regional and global environmental management standards, aligning closely with the rigorous requirements of the ISO 14001 Management System. Our commitment to environmental stewardship goes beyond mere compliance; we actively engage in regular assessments and enhancements of our environmental management system to ensure its effectiveness.

Our Sustainability Report stands as a vital tool in transparently communicating the environmental impacts of our business to our esteemed stakeholders. At the core of our operations is an unwavering dedication to environmental conservation, achieved through a strategic focus on reducing the environmental effects of our activities. By prioritizing environmental protection and embracing continual improvement, Tristone exemplifies a commitment to sustainability that resonates throughout our operations, contributing to a greener and more responsible automotive industry.



## OUR ENVIRONMENTAL POLICY

As Tristone, we are aware of our impact on the environment and our responsibility to the community in which we operate. In our adopted environmental policy, rooted in this awareness, we emphasize our commitments to environmental protection that are applicable to all our employees.

- Identifying and complying with legal and other requirements (e.g. given by the OEM) concerning the environment
- Commitment to continual improvement activities and pollution prevention
- Setting of environmental objectives and targets and continuous reviewing of them
- Commitment for protection of environment
- Constant raising employee awareness of their impact on the environment



## OUR ENVIRONMENTAL MANAGEMENT APPROACH

The Tristone Environmental Management System (EMS) is an annual process for Tristone Automotive, ensuring environmental dimensions and impacts in accordance with IATF 16949:2016, ISO 14001:2015, and the Environmental Handbook.

Environmental planning is conducted during budgeting and management review meetings, with environmental area responsible persons proposing objectives and resource needs for the next EMS Period.

The plant environmental responsible prepares the Annual Company Internal Audit Report, which is published by Tristone Environmental System Management.

Our objective is to ensure that our environmental management system consistently identifies areas for improvement, prevents or at least reduces unfavorable effects, and achieves the desired outcomes.

In this regard, environmental threats and opportunities have been identified, and an evaluation has been conducted of all inputs and outputs associated with our processes and activities.



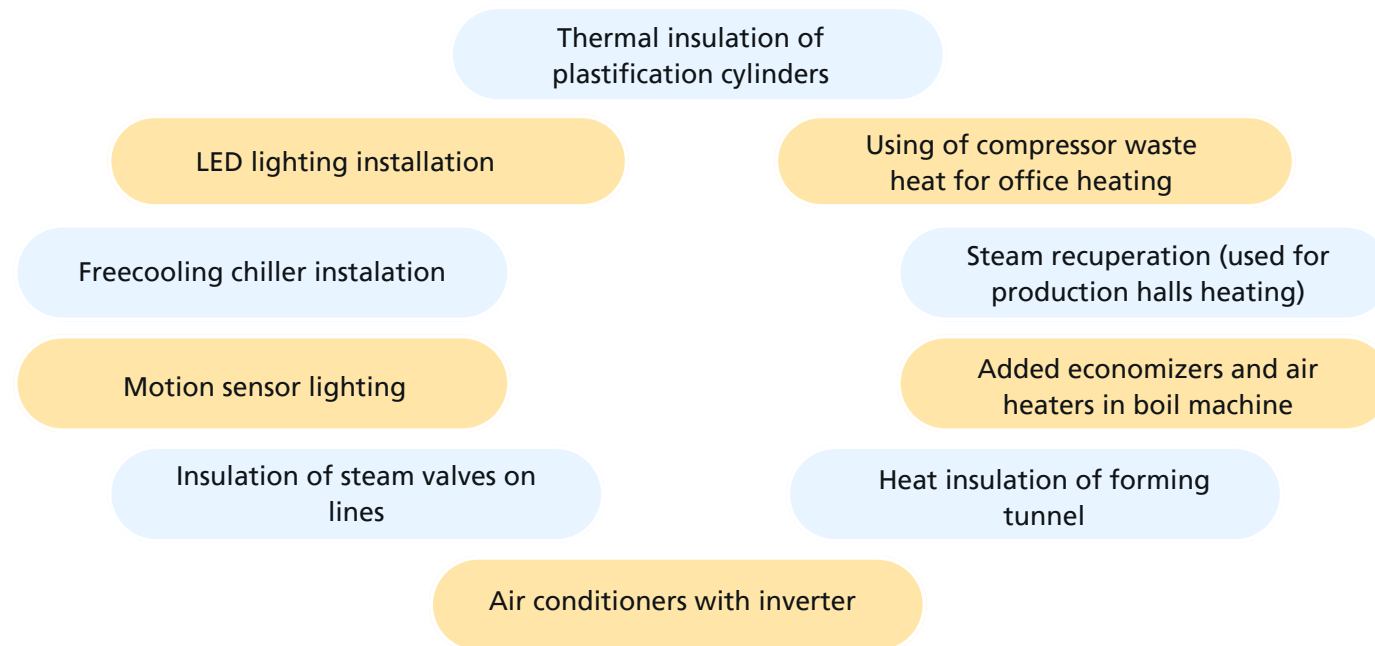
## OUR ENERGY MANAGEMENT

Our Energy consumption is monitored by Maintenance department in each plant. With the local team they analyze data on monthly basis and search for potential energy reduction.

Some of our plants e.g. Tristone plant Hrádek nad Nisou (Czech Republik) has executed efficient audit by third party where proposals for individual measures to increase the efficiency of energy use are part of the final report.

As part of our sustainability and operational efficiency efforts, we are focused on optimizing energy use, which may result in savings in overall energy costs. Activities are part of our Global Manufacturing Excellence community. All interesting and beneficial projects/activities are shared as Smart Operation Practice within the organization on a monthly basis.

Some of the incremental improvements made by our plants to their facilities and processes to reduce our energy consumption and improve energy efficiency include:



## OUR ENERGY MANAGEMENT

Efficient energy management is crucial for reducing resource consumption, mitigating environmental impacts, and reducing greenhouse gas emissions. Companies can contribute to environmental sustainability by optimizing energy use through innovative technologies and renewable sources. Integrating energy management into sustainability strategies ensures a balance between operational efficiency and environmental responsibility. Effective energy resource management drives positive environmental outcomes and fosters a greener future.

### Our Energy Management:

Our Energy consumption is monitored by Maintenance department in each plant. With the local team they analyze data on monthly basis and search for potential energy reduction. Some of our plants e.g. Tristone plant Hrádek nad Nisou (Czech Republik) have executed efficient audit by third party where proposals for individual measures to increase the efficiency of energy use are part of the final report.

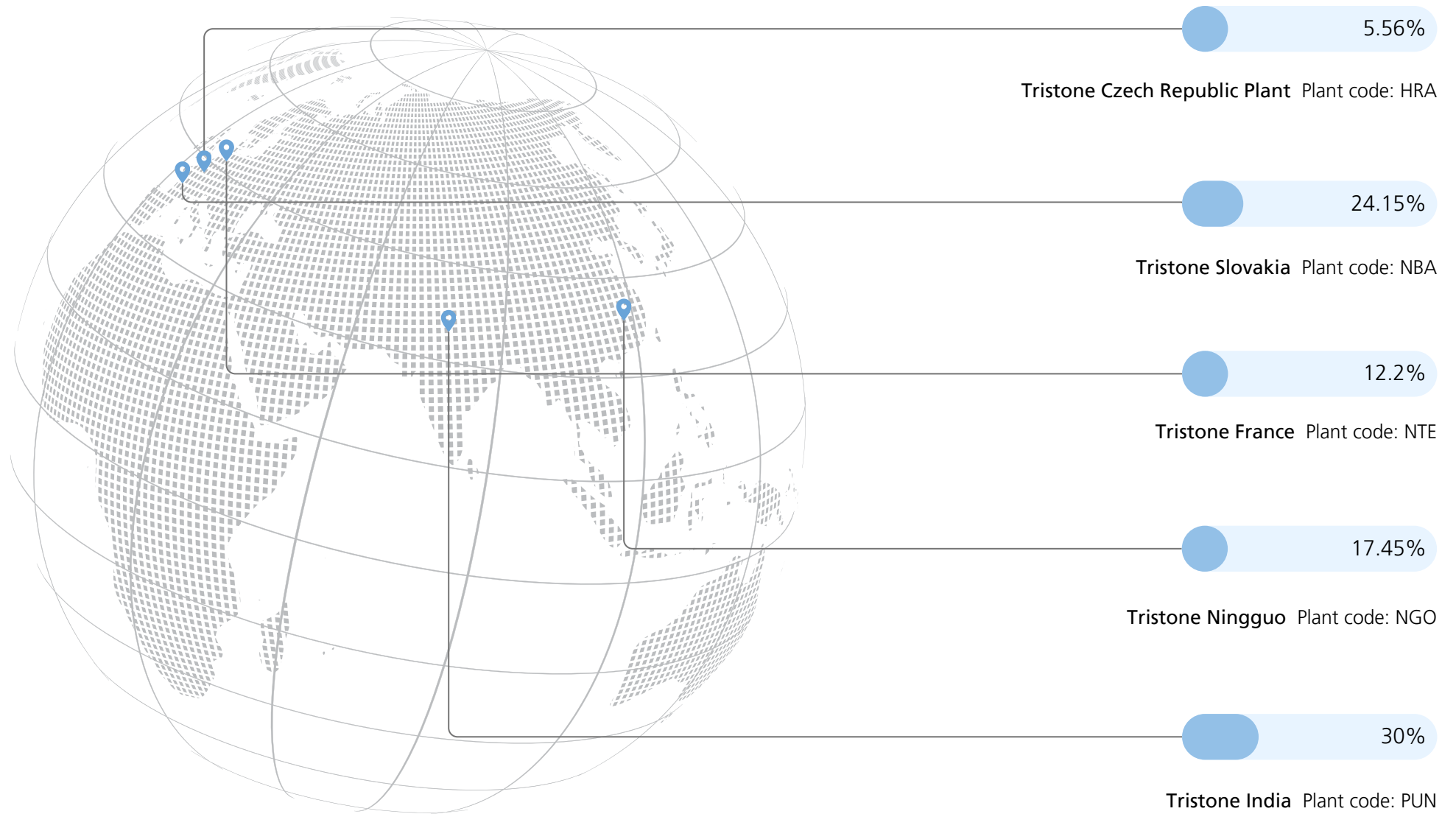
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Some of the incremental improvements made by our plants to their facilities and processes to reduce our energy consumption and improve energy efficiency include:

- Thermal insulation of plastification cylinders
- LED lighting installation
- Freecooling chiller instalation
- Motion senzor lighting
- Insulation of steam valves on lines
- Air conditioners with inverter
- Using of compresor waste heat for office heating
- Steam recuperation (used for production halls heating)
- Added economizers and air heaters in boil machine
- Heat insulation of forming tunnel



# RENEWABLE ENERGY CONSUMPTION FOR PLANTS





## OUR ENERGY MANAGEMENT

We will continue to improve energy efficiency in our operations and fight climate change through an enhanced energy management program:

Creating strong energy team in each facility

Continue to measure energy performance using the plant specific KPI's which are a measure of energy intensity used to gauge effectiveness of their Energy Management efforts

Introducing of Start-Up & Shutdown procedure for all relevant equipment

Start with compressed Air Leak Detection survey and repair activity

Performing of Treasure Hunt/ Energy Walk in each plant by a member of Tristone Energy Team from another plant.

Since our energy policy is covered by Global Environmental policy, we are going to work on separated Global Energy policy in parallel. Our target is to accomplish it in 2024. On top of this we will prepare plants for ISO 50001 Energy Management Certification:

- 10 % of our plants to be certified in 2024
- 40% of our plants to be certified in 2025
- The rest of plants to be certified in 2026



## EMISSION MANAGEMENT

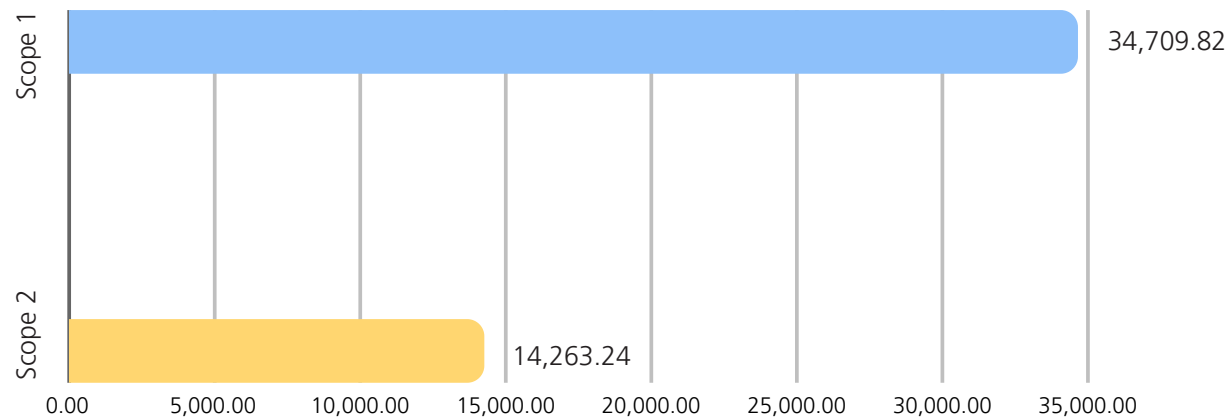
In the pursuit of environmental stewardship and sustainability, Tristone places a strong emphasis on comprehensive emission management across its operations. Our commitment to reducing environmental impact is evident in the meticulous monitoring and control of emissions throughout the production and operational processes.

By leveraging advanced technologies and adopting best practices, we actively mitigate greenhouse gas emissions, air pollutants, and other harmful substances. Our focus extends to optimizing energy consumption and employing eco-friendly initiatives, such as the use of LED lighting, evaporative coolers, inverter-type compressors, and solar luminaires for environmental lighting.

Additionally, the incorporation of chimney economizers in steam boilers, the utilization of oxygen trim sensors for combustion control, and the implementation of insulation measures in steam lines underscore our dedication to minimizing emissions. Tristone continually assesses and refines its emission management strategies, aligning them with international standards and regulations, as part of our ongoing commitment to fostering a sustainable and environmentally responsible future.



Total Emissions (mtCO<sub>2</sub>e)



## GREEN INVESTMENTS

### ELECTRICAL ENERGY

#### LED Luminaires

LED luminaires are used in all production and warehouse areas, contributing to energy efficiency.

#### Evaporative Coolers

Energy savings are achieved in production areas by utilizing evaporative coolers.

#### Inverter Type Compressors and Motors

Compressors and large motors in use are of the inverter type, promoting energy efficiency.

#### Inverter Air Conditioners

All air conditioners in the factory operate with inverter technology, enhancing energy efficiency.

#### Waste Heat Utilization

The Maintenance Department's areas are heated using the waste heat generated by compressors, eliminating additional energy consumption.

### WATER

#### Water Conservation

Water usage is optimized through the use of touch-free tap mixers with sensors, promoting water conservation.

#### Hose Washing Machines

Washing machines use waste steam to heat feed water at the autoclave outlet, with no extra energy required (utilizing heat transfer with a heat exchanger).

#### Motion Sensor Lighting

Common use areas are equipped with motion sensor lighting, ensuring lights are active only when needed.

#### Time-Controlled Environmental Lighting

Environmental lighting is regulated by a time clock. Future plans include transitioning environmental lighting to SOLAR luminaires in 2024.

### NATURAL GAS

#### Chimney Economizers in Steam Boilers

Compressors and large motors in use are of the inverter type, promoting energy efficiency.

#### Oxygen Trim Sensor for Combustion Control

Compressors and large motors in use are of the inverter type, promoting energy efficiency.

#### Insulated Valve Jackets

Steam lines are fitted with valve jackets to prevent heat loss, achieving energy savings through insulation.

## WATER AND WASTEWATER MANAGEMENT

Water is at the core of sustainable development and is critical for socio-economic development, healthy ecosystems and for human survival itself. We are aware it is vital for reducing the global burden of disease and improving the human health.

**Water is also at the heart of adaptation to climate change, serving as the crucial link between the climate system, human society and the environment.**

### Our Water & Wastewater Management

**Our water & wastewater management are in line with local governmental regulation as well as local policy.** We are aware that water consumption in our plants are significant and we are working on several projects to decrease the impact on environment. We are **monitoring water usage in each facility on quarterly basis** which is available in table below.



## WATER AND WASTEWATER MANAGEMENT

Amount of Water Withdrawal According to the Sources (m3)			
	2020	2021	2022
Surface water	378,144	435,420.4	422,307.9
Groundwater	346,158	443,290	422,905
Other	26,958	34,518	38,537
Total water withdrawal	751,260	913,228.4	883,749.9

In terms of water usage improvement projects we are proud on few of them which have been already applied in some of plants and have a significant impact to water usage as well as energy reduction in the region. We would like to highlight them:

- **Steam recuperation in our Hrádek nad Nisou (Czech Republic) plant**
- **Using smaller nozzle diameter to cool hoses after vulcanization process in our Suzhou (China) plant**
- **Our own watertreatment equipment in Cirié (Italy) plant**
- **Installed Water tap with sensor in our Çerkezköy (Türkiye) plant**



*Water treatment equipment in CIR plant*

## WATER AND WASTEWATER MANAGEMENT

**In the upcoming years** we are going to intensify the program in water and wastewater management area with the **aim to decrease water usage in our facilities.**

**By introducing a global water policy as well as specific KPIs (e.g. Consumed water in liter per kg of rubber compound) in 2024** we are going to have water usage under control which will lead us to be more environmental friendly year by year.

Simultaneously, we will facilitate the sharing of best practices among all plants and ensure the uniform application of successful initiatives throughout our operations.

Conducting an assessment of water security risk

Improving the efficient use of natural resources, including water and energy

Documented plan to reduce / to re-use water in our processes

Promote a campaign to inform employees and reduce water consumption

Introduce the program to reward the best project in water usage improvement



## WASTE MANAGEMENT

**Sustainable waste management aims to keep materials in use for as long as possible and minimize the amount of solid waste that is disposed of in landfill or through incineration.**

### Our Waste Management:

We **manage our wastes according to regional laws and regulations and identify all kinds of wastes from manufacturing areas as well as supporting processes.** Wastes and scrap from manufacturing processes are tracked and separated on daily basis per commodities (steel, rubber, paper, plastic) as well as waste character (hazardous and non-hazardous). Yearly waste overview is shared below.

Hazardous Waste Amount (ton)			
	2020	2021	2022
Landfill	8.8	4.2	6.6
Incineration (For energy recovery)	516.0	480.0	599.1
Incineration (For disposal)	45.4	44.1	87.0
Other* (Landfill)	173.3	111.9	106.0
Other* (Recycled)	9.0	5.0	8.5
<b>Total</b>	<b>173,905.1</b>	<b>112,434.6</b>	<b>106,707.1</b>

Non-hazardous Waste Amount (ton)			
	2020	2021	2022
Landfill	449.8	459.4	503.7
Incineration (For energy recovery)	237.3	368.4	365.0
Incineration (For disposal)	100.3	130.7	160.9
Other* (Recycled)	1841,238	2370,725	2937,813
<b>Total</b>	<b>2628.6</b>	<b>3329.2</b>	<b>3967.4</b>



## WASTE MANAGEMENT

Tristone is aware of the majority of manufacturing plants that use ecologically hazardous methods and products. We believe that all of these operations meet, in all material respects, applicable governmental standards for management of hazardous waste. In case we have received a notice of violation in the past we worked on that promptly and took lessons learnt and updating our policies. We attempt **to reduce the amount of hazardous waste** that ends up **in secure landfills** through: **recycling, reuse or energy recovery initiatives.**

We are as beginners and year by year are working on new improvement project. **Some of successful and interesting projects** have been shared through global smart practices review. e.g.:

Paperless submission of improvement ideas for employees

Reusing rubber manufacturing waste for non-critical components

Reuse lubricant in Vulcanization are by filtering used-one



And we are going forward to focus more on:

Ongoing Education – Sustainable consumption and production patterns

Promoting and implementing Recycling program in each plant

Re-use material activities

Continuously scrap reduction

Add visible battery recycle containers

Since our Waste Management is **covered by Global Environmental policy**, we are going to work on separated **Global Waste Management** policy in parallel. **Our target is to accomplish it in 2024.**





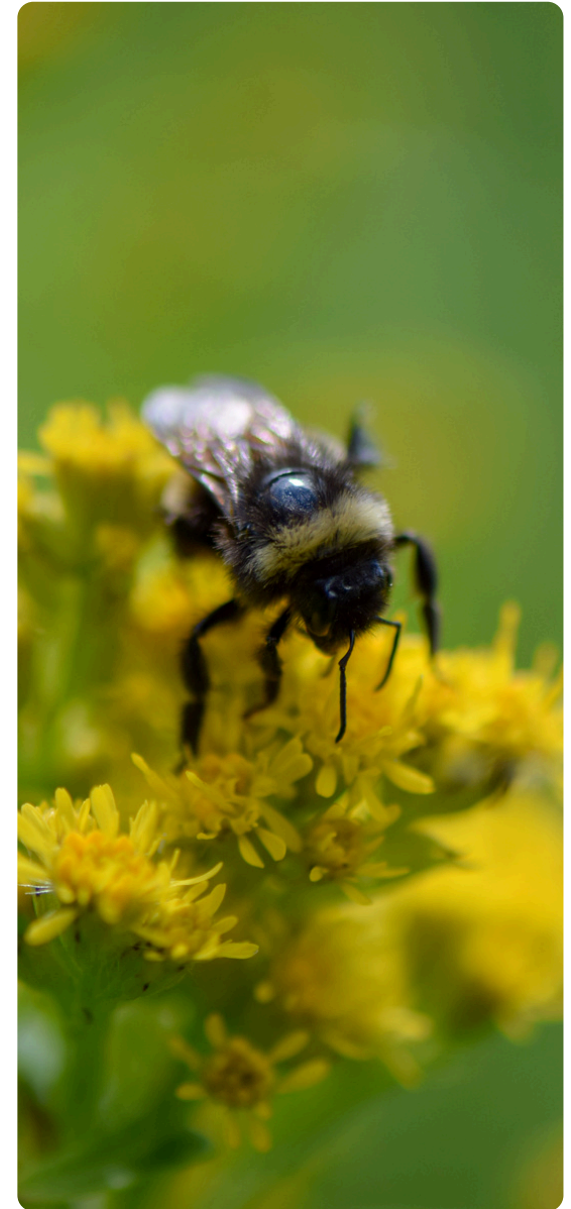
## BIODIVERSITY MANAGEMENT

Tristone recognizes the paramount importance of biodiversity as a key asset and essential component of ecosystem services. In light of the challenges posed by urbanization, population growth, and changes in land use, the company is committed to upholding biodiversity conservation and promoting the responsible use of natural resources. As part of its global sustainability approach, Tristone's policy is dedicated to **mitigating, minimizing, or avoiding impacts on biodiversity** throughout its development and operational activities.

We will do the following to meet the commitments under this policy:

- Reducing habitat disturbance, degradation and indirect impacts such as environmental pollution and atmospheric emissions from our operations and supply chain.
- Raising awareness with our employees to protect and restore biodiversity in the communities where they live and work.
- Maintaining all industry-specific norms and legal compliance related to biodiversity management as stipulated by regulatory authorities.
- Support ecosystem restoration through collaborating with optimizing our operations to minimize any adverse effects on the environment and biodiversity.
- Integrating industry best practice into our operations and product use by heeding greening considerations and through our Responsible Sourcing of Mineral Policy encourage our business partners to do the same where possible.
- Avoid sourcing from / operating in ecologically sensitive areas.
- Taking the required actions and strategies to improve and sustain the existing flora and fauna in all our facilities

This policy must be carried out in compliance with applicable law and regulatory endorsements and will be reviewed regularly and updated as required.





# 04

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## SUSTAINABLE PRODUCT MANAGEMENT



TRISTONE  
SUSTAINABILITY

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## SUSTAINABLE PRODUCT MANAGEMENT APPROACH



Embedding sustainability into our product management involves giving utmost importance to excellence throughout the entire development process.

We recognize that dependable and well-crafted products not only provide value to our customers but also align with our sustainability goals by reducing waste, preserving resources, and lessening the environmental impact associated with product development.

Our commitment to sustainability is evident in our utilization of eco-friendly materials and production processes, supported by ISO 14001 certifications across all Tristone facilities for environmental management.

Tristone is dedicated to minimizing its environmental impact through a sustainable product management approach, demonstrating our commitment to surpassing sustainability standards.

Our emphasis on quality is ingrained in our corporate culture, reinforced by a range of training programs, from on-the-job training to regular awareness sessions. Technical training initiatives, such as A3, VDA, IATF, etc., are organized for relevant employees, complemented by the implementation of error-proof automated processes.

The “Tristone Quality Policy” is designed to ensure that our operations are both sustainable and quality-oriented, aligning with automotive sector management standards. All Tristone facilities boast IATF 16949:2016 Automotive Quality Management System Certification, underscoring our dedication to meet customer expectations and achieving high customer satisfaction.

The Tristone sustainable product approach follows a comprehensive strategy that integrates environmental, social, and economic considerations into every facet of our operations, reflecting our long-term vision for a more sustainable future.



# INNOVATION

Tristone employs a global, cross-functional process overseen by Central Engineering to propel our innovation endeavors. This process effectively handles product, process, and material innovation.

Our substantial investments extend to advanced materials development and testing capabilities, centered in our Group Laboratory in Poland. Additionally, our Group Technical Center in Nantes houses resources for product design, simulation, and development testing. Our team of highly skilled and experienced engineers collaborates to create optimized solutions, considering material, performance, and cost factors, which we then present to our customers.

Innovation is not only a driving force within Tristone but also aligns seamlessly with the overall Tristone Strategic Plan. We place particular importance on minimizing material usage, enhancing manufacturing efficiency, incorporating recycled materials, utilizing bio-based and ecologically sourced ingredients, and actively working to reduce our CO2 footprint.

As a result of our investment in R&D we have numerous patents covering Air Management, Surge Tanks, Quick Connectors, hose joints and hose constructions for Internal Combustion Engine (ICE) and e-Mobility fluid transfer circuits.

## Sustainability Innovation

Tristone has multiple projects within the context of product development sustainability:

**Reducing weight**

**Increasing bio-based materials usage**

**Increasing recycled materials usage**

**Reducing carbon emissions content**

These initiatives will deliver environmental benefits across Tristone’s global manufacturing footprint, to our customers (the Global Car Manufacturers) and to the end users.



## INNOVATION

### Digitalisation

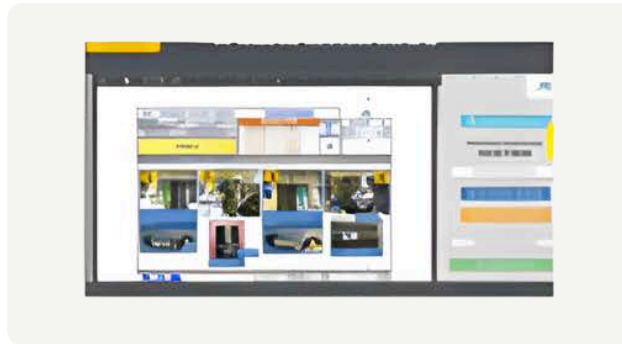
To be in trend with technological development Tristone is continuously looking for digital solution to be more environmental and have shorter reactive time on problems appering in our facilities (paperless approach).

From other side we believe that employees awareness is also part of the success to be sustainable in the future.

We have already put several digital solutions in our plants which move us closer to our goal in that area.



Online Production dashboard in our plant Nova Bana



Digital Workinstruction in our plant Trazona



Production status in our plant Hradek nad Niosu

In Tristone, digitalization works will always continue. In foreseeable future, we are going to extend our digitalized workplace;

- **Scrap dashboard using SAP Analytics Cloud**
- **Efficiency dashboard using SAP Analytics Cloud**
- **Upgrade our MES (Manufacturing Execution System)**

## AUTOMATION

### Productivity Improvement

Tristone is working continuously on productivity improvement with monthly KPIs tracking. All activities are stored in our central database and available globally.

Our Go Out & Waste Out initiative has been introduced with the focus to eliminate wastes from all manufacturing processes in systematic and structured approach. (7 types of Wastes are as a base for wastes identification). It is a formal routine and include:

- The work of firmly established Kaizen teams
- Systematic observations made on the shop floor
- Implementation of prioritized improvements

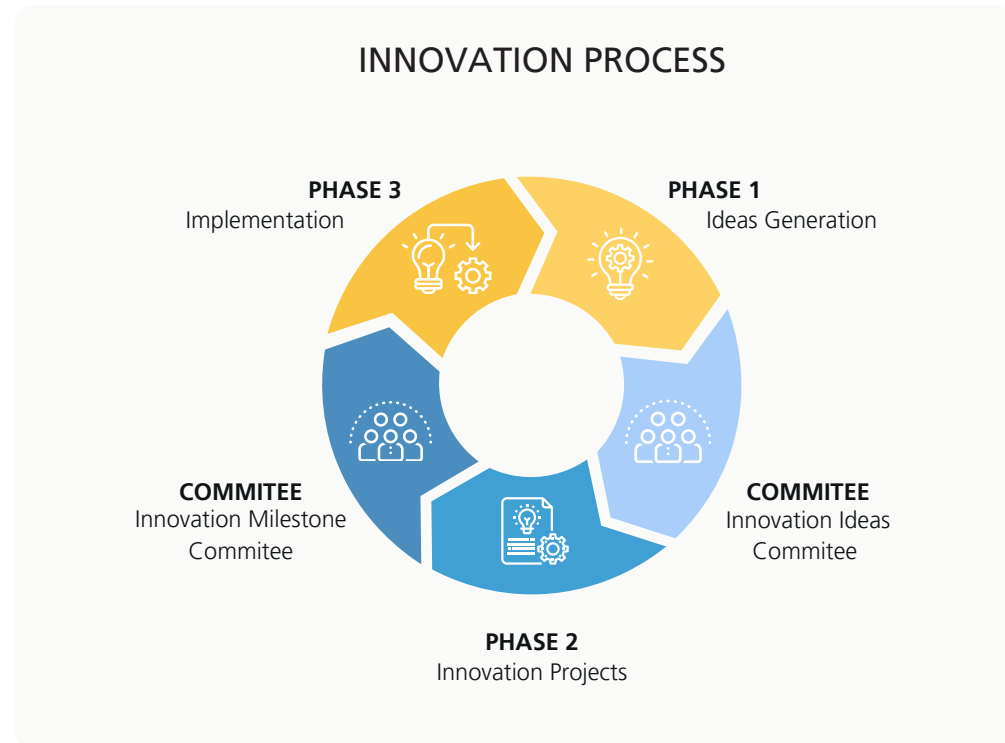
### Automation

Automation can be a powerful tool in helping us be more transparent about how we are working to meet our sustainability goals.

Tristone is aware we have a duty to reduce waste and minimize environmental impacts. Robotic process automation can help us integrate our sustainability objectives directly into our workflow and create efficiencies that will allow us to cut down on energy usage and waste.

This is a simple step business can take to reduce the impact of our everyday operations.

With our robotic process automation approach, we are focusing on hard manufacturing or dangerous processes to eliminate/mitigate work accidents and to ensure high standard work condition for our employees. We believe that people are more willing to apply for jobs at companies they know are sustainable and this is also our goal: to retain our employees, we follow this approach. We have already applied full or semi-automated workplaces in our plants in purpose to improve process capability which led us to reduce manufacturing scrap as well as save energy thanks to better utilization of the equipment.



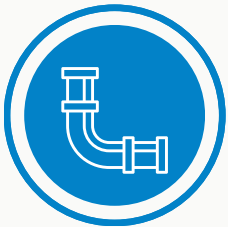
## R&D AND P&D

To achieve our sustainability goals Tristone has targeted to increase automatization in all our processes where we are operating:



### Rubber

Automation of end of line machines and – to a smaller extent – assembly automation through cobots and robotic cells.



### PA pipe

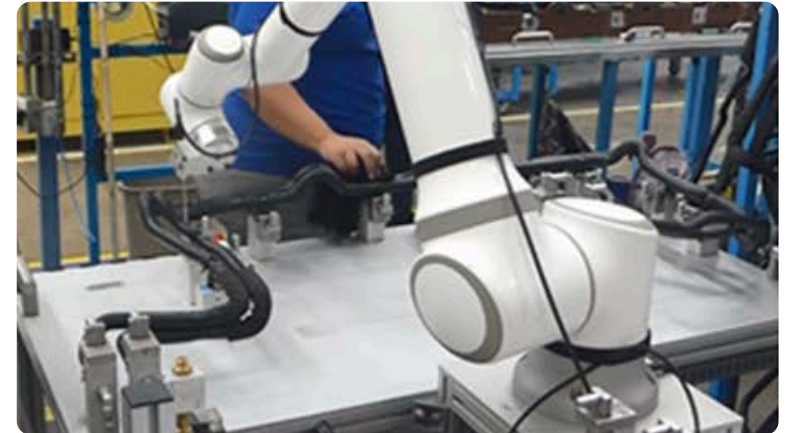
PA pipe production processes are suitable for robot and / or cobot usages and automatic component feeding systems. For this purpose, in the next two years, one benchmark production line is going to be established. In the following years, due to learning curve speed, another two fully automated production lines will be put in place.



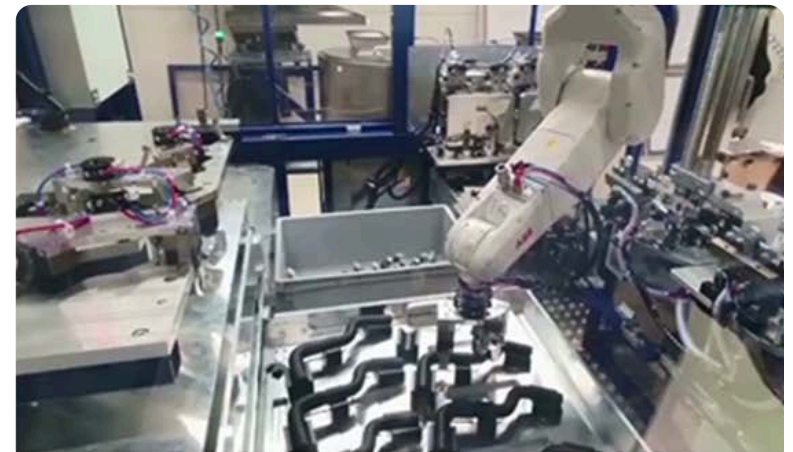
### Plastic injection

Suitable for automation. For the quick connector product range, full automation is already practiced, for surge tanks also automation is increasingly taken on.

In parallel with this we are going to establish specific KPIs to measure automatization intensity to gauge effectiveness of our Industrialization efforts.



*Cobot in our Delicias plant*



*Full automatic station plant Hradek nad Nisou*

## R&D AND P&D

Research and Development (R&D) and Product Development (P&D) activities, form the cornerstone for gaining a competitive advantage in the industry for Tristone., and plays a critical role in enhancing the company's existing products, developing new and innovative products, optimizing processes, and staying abreast of industry trends. R&D and P&D activities are essential for tracking technological advancements, swiftly responding to customer demands, and delivering products that meet market needs.

Moreover, these initiatives support the company's sustainability efforts, offering the potential to exceed industry standards by focusing on factors such as energy efficiency and environmental impacts. Therefore, continuous investment in R&D and P&D areas is of paramount importance for our company to successfully attain and maintain a competitive edge.

In Tristone, R&D and P&D studies are conducted in C-Labs. C-Labs are the laboratories that used specially for the R&D and P&D studies. We are dedicated to our R&D works, apart from Clab, we have some collaborations with external R&D laboratories in different countries, and also with universities in Germany and Poland.





## SUSTAINABLE SUPPLY CHAIN

At Tristone, our primary focus is on fostering an improved environment for future generations as we carry out our day-to-day activities. We give considerable importance to embracing sustainable approaches and formulating supply chain strategies that reduce our ecological footprint. Our objective is to establish a more robust and sustainable supply chain that considers the health of our planet. As a part of this dedication, we regularly assess our suppliers on both a global and regional scale, employing evaluations and ratings to gauge our supply chain's performance, shaping our commitment to sustainability in the process.

As Tristone, we select our suppliers with respect to our Supplier Code of Conduct. All of our suppliers should meet these criterias mentioned in our document.



**Suppliers of Tristone are expected to;**

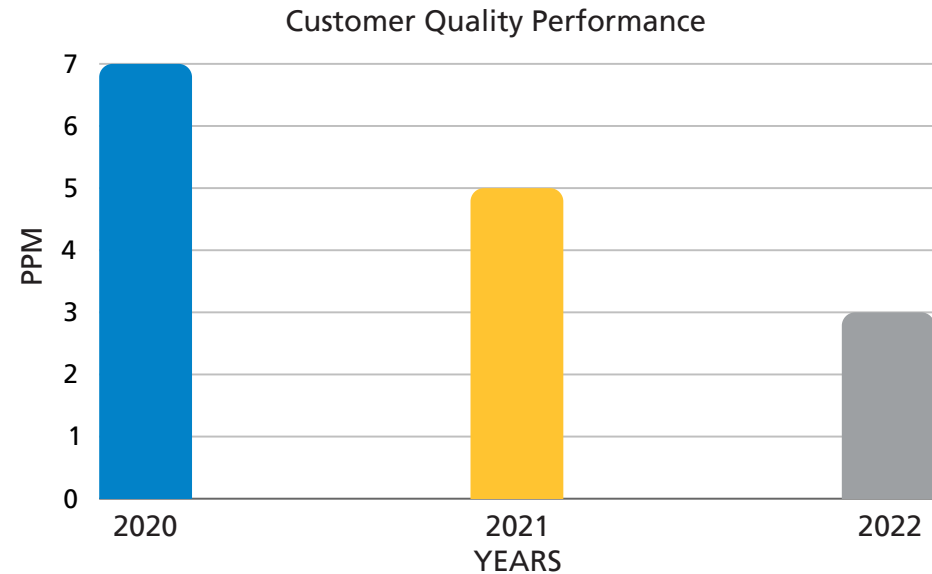
- Comply with principles and requirements stated in Supplier Code of Conduct,
- Have control mechanism in place to ensure the adherence with these principles and requirements in their sphere of influence and can demonstrate these measures if requested,
- Pass on these principles and requirements to their own suppliers in an appropriate way.

**The Main Topics of the Supplier Sustainability Evaluation Criteria's are;**

- Human Rights and Working Conditions
- Health and Safety
- Business Ethics
- Environment

## CUSTOMER RELATIONS

- We are strongly dedicated to nurturing lasting customer connections founded on trust, transparency, and outstanding service. Our focal point revolves around consistently enhancing customer satisfaction, which we consider a measure of our achievements.
- We recognize that our customers are not just users of our products but crucial stakeholders in our mission to create a more sustainable future.
- We actively seek out feedback and engage in open dialogue with our customers to understand their evolving needs and preferences.
- We aim to continuously improve our quality performance in order to keep customer satisfaction at the highest level.



We have a customer complaints management and Lessons Learned internal portal to manage customer notifications about products and services that are received via email or customer portal.

Thanks to our internal Customer Complaints Management & Lessons Learned portal, all claims are investigated based on 8D and/or A3 Problem Solving Methodology to identify occurrence and non-detection root causes by addressing necessary actions to solve the issue in order to communicate with the customer.

Besides, rolling out the actions to other similar processes is carefully managed to eradicate potential customer claims as a part of the proactive approach of our customer management process.

We closely monitor customer satisfaction and in-house quality performance at a high management level by publishing regular reports.

Our goal is to not only meet but exceed customer satisfaction benchmarks through error-proofing (poka-yoke) implementations based on rigorous quality control measures, regular customer feedback collection, proactive response to issues, and surveys as part of the customer management process.

Our holistic approach to customer relationships, satisfaction, and sustainability underscores our dedication to not only meet today's needs of the automotive industry but also to shape a future where responsible practices are seamlessly integrated into every aspect of our business.





05

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**SOCIAL  
SUSTAINABILITY**



**TRISTONE  
SUSTAINABILITY**

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## SOCIAL SUSTAINABILITY APPROACH

At Tristone, we strongly emphasize the importance of social responsibility for our long-term success. Our primary focus is on fostering a positive and inclusive workplace environment where every individual is valued. We are dedicated to promoting employee engagement, collaboration, innovation, and embracing diversity.

Our utmost priority is the safety and well-being of our employees, and we ensure that all individuals are treated with fairness and equity, adhering to all applicable laws and regulations. Discrimination and bias are not tolerated within our organization.

Through the implementation of this social sustainability strategy, we aim to position ourselves as a preferred employer within the automotive supplier industry. Our goal is to attract and retain talent while making a positive impact on our community and stakeholders. Our commitment to social responsibility propels us towards continual improvement, making us an even more inclusive and exemplary workplace in the years to come.

## OCCUPATIONAL HEALTH & SAFETY

At Tristone, our aim is to have a standard in our health, safety and environmental performance. Our goal is to ensure the OHS standards in our facilities, but also be a role model and a great example of a company that values OHS. We want to improve continuously our performance and achieve the highest level that we can achieve. In that scope, our global Occupational Health and Safety Policy is present. In that policy, our OHS, goals are clearly mentioned.

We aim to act to the national and global OHS standards, Tristone adopted OHS Policy that optimizes the level of Safety and Health in the workplace environment. Our Policy is established to take preventive and corrective actions to incidental risks for our employees, subcontractors and visitors. The Company cares to protect their employees from short-, mid-, and long-term hazards. All workplaces must be designed in such a way that they can be operated safely. Potential hazards and process risks must be identified, evaluated and eliminated or minimized. All management and employees are required to comply with the H&S Policy. When required, local process descriptions will be implemented to be more precise, however all such further process descriptions must be compliant with these general terms.



## OCCUPATIONAL HEALTH & SAFETY

We actively identify occupational health and safety (OHS) risks associated with the activities conducted in our facilities. We consistently evaluate these risks using a proactive approach and implement required measures to minimize the occurrence of workplace accidents and occupational diseases. Additionally, when establishing our objectives, we consider the well-being and motivation of our employees.

Tristone is dedicated to establishing and maintaining a safe and healthy work environment, with the aim of constantly improving it. Achieving this objective is contingent upon adhering to the specified goals and all obligations outlined in this policy.

All Tristone employees worldwide are committed to consistently following the Company's Health and Safety Policy and standards in their daily activities. Managers at all levels are accountable for effectively implementing this policy within their respective areas of authority and should serve as role models in this regard. Managers must take ownership of Health and Safety and ensure its integration into their business areas. The executive management of the company assumes ultimate responsibility for this Policy.

We acknowledge the significance of ongoing training for our growth and progress. We actively assist our employees in areas like emergency readiness, ensuring, safeguarding, and enhancing occupational safety, as well as promoting awareness. In pursuit of these goals, we offer training that is grounded in best practices and allocate the required resources for this purpose.



## RISK ASSESSMENT

Risk assessment is a fundamental component of occupational health and safety (OHS) management, playing a pivotal role in safeguarding the well-being of employees and preventing workplace accidents and illnesses. Risk assessment helps identify potential hazards and assess their severity and likelihood, enabling organizations to prioritize and address the most critical issues. This proactive approach allows for the development of effective safety measures and protocols, reducing the occurrence of workplace incidents. By comprehensively evaluating risks, organizations can make informed decisions about resource allocation, ensuring that OHS efforts are targeted at the areas with the highest potential for harm.

Risk assessments enhance employee awareness and involvement in OHS. Employees are more likely to understand and appreciate the importance of safety when they are actively engaged in the risk assessment process. Involving workers in hazard identification and risk evaluation fosters a safety culture where everyone takes responsibility for their own well-being and that of their colleagues. This, in turn, leads to a more vigilant and safety-conscious workforce, reducing the likelihood of accidents. Risk assessments are essential for legal compliance and liability mitigation. Regulatory authorities often require organizations to conduct risk assessments and implement corresponding safety measures. Failing to comply with these requirements can result in legal consequences, fines, and reputational damage. Adequate risk assessments demonstrate an organization's commitment to ensuring a safe and healthy work environment, thereby reducing the risk of legal liabilities and associated costs. In summary, risk assessment is a cornerstone of occupational health and safety, contributing to injury prevention, employee engagement, and legal compliance in the workplace.

In Tristone, assessment of risks is one of the vital topics in the OHS assessment. All of the plants have their Risk Evaluation Forms respectively, including the potential effects and hazards and the risk points of the risks, and also the risk types are present in these documents.



## RADIATION

Radiation plays a crucial role in facilities that contain factories, primarily in the context of quality control, process monitoring, and safety. In manufacturing, radiation-based inspection methods like X-ray and gamma-ray radiography are essential for non-destructive testing. These techniques help identify defects or irregularities in products, such as welds in pipelines, structural integrity in machinery, or the composition of materials used in production.

By providing a detailed and real-time view of the internal structures of manufactured items, radiation ensures the quality and safety of the final products, reducing the risk of faulty goods reaching the market.

Additionally, radiation is instrumental in ensuring safety within industrial facilities. Radiation detectors and monitors are used to safeguard workers from potential exposure to harmful radiation sources.

Factories that employ radioactive materials, such as those in the nuclear or medical industries, rely on stringent safety measures and radiation monitoring to protect workers and the surrounding environment. Proper radiation safety protocols and equipment are vital for preventing accidents and long-term health risks, making radiation a key component in maintaining a secure work environment in facilities with factories.

In Tristone, with the help of our Radiation Control Directive, we ensure the health and safety of our workers in factory and facilities.

This directive is prepared to establish the Radiation Health and Safety Committee at the Tristone factory in order to oversee irradiations conducted with ionizing radiation sources and to ensure the protection of employees, patients, the public, and the environment from the harmful effects of radiation. It aims to define the principles of operation related to safety and fulfill the responsibilities regarding radiation.



## EMERGENCY PREPAREDNESS

In the event of a risk or emergency, we have carried out emergency drills within our facilities to enhance our preparedness. Safety drills encompass various scenarios, including the development of emergency protocols, ensuring the safety of individuals, organizing evacuations, practicing fire-fighting procedures, providing first aid, managing chemical spills, and implementing other necessary interventions. These exercises facilitate the secure handling of such situations and help identify employees for specific roles and assignments.

We regularly conduct drills in all of our facilities to be prepared in an emergency situation any time.





## HUMAN RIGHTS APPROACH

The implementation of a Human Rights Approach within a facility is of paramount importance for several compelling reasons. Firstly, it fosters a culture of dignity, respect, and fairness, which is fundamental to creating a harmonious and inclusive work environment. By recognizing and upholding the human rights of every individual, regardless of their background or characteristics, a facility promotes equity and non-discrimination. This, in turn, enhances employee morale, engagement, and overall well-being, leading to increased productivity and a stronger sense of belonging among the workforces.

Implementation of a Human Rights Approach helps mitigate legal and reputational risks. It ensures that the facility complies with national and international human rights standards, reducing the likelihood of lawsuits, sanctions, or damage to the organization's image. Furthermore, it aligns the facility's practices with the expectations of an increasingly socially conscious consumer base and responsible investors. Organizations that prioritize human rights are better positioned to attract and retain customers, partners, and investors who value ethical and responsible business conduct.

A Human Rights Approach contributes to sustainable business practices. It encourages the facility to consider the broader social and environmental impact of its operations.

Tristone believes in ethically correct behavior. Therefore, we respect all regulations in force to protect human rights. This fundamental requirement applies internally as well as towards external business partners. We respect human rights as laid down in the declaration of human rights and all regulations in force to protect human rights worldwide. This includes the rejection of modern slavery and all use of child labor, as well as the protection of minorities.

Tristone does not use or benefit from any form of modern slavery practices in its operations. Modern slavery includes human trafficking, forced labour, slavery, servitude, debt bondage, deceptively recruiting workers for labour or services. All forms of modern slavery are unacceptable.

Tristone sites are free to deploy private or public security forces to protect the premises. In this case, the site must make sure to train and control the security personnel in such a way so that any risk for human rights violations are avoided.



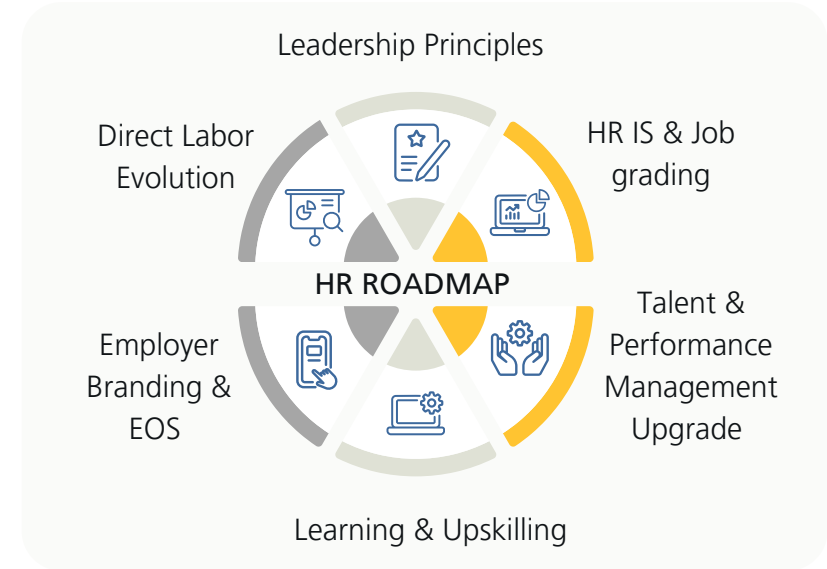
## HUMAN RESOURCES MANAGEMENT

Human Resources Management plays a pivotal role in Tristone by serving as the cornerstone for nurturing, developing, and empowering its workforce. It is instrumental in attracting and retaining top talent, ensuring that employees are equipped with the skills and resources needed to excel in their roles, and fostering a positive workplace culture.

HRM is not just a department but a strategic partner that aligns the company's human capital with its overall business objectives, enabling Tristone to adapt to evolving market demands, maintain employee satisfaction, and ultimately drive organizational success through a well-managed and engaged workforce.

Our Human Resources Management approach focuses on fostering sustainable people practices that attract, develop, and engage our employees. We embrace diversity and inclusion, prioritize employee well-being, and strive for continuous improvement in our HR policies and practices.

We aim to achieve our goals following this strategy:



**DL Monitoring**  
 Create a system that allows for trained, retained, engaged, productive and cost-efficient DL employees

**Talent Management**  
 Develop a system of continuous talent review, transparent succession planning and targeted development measures

**Employer Branding**  
 Create a robust employer brand to attract and retain our talent

**Learning & Development**  
 Develop a Learning strategy, culture & system  
 Identify skills gaps & future skills required and create upskilling paths

**Organization & Culture**  
 • Align our Organization to our business strategy and the growing size • Maintain Tristone with a "One Global company" culture • Drive the cultural changes of our company and enroot the expected behaviors, such as Tristone Leadership Principles

**Systems - HRIS & Job Grading**  
 • Implement HRIS to create robust systems & processes to allow Tristone's organization to scale • Implement Job grading & Compensation strategy  
 • Maintain solid and agile HR systems aligned with our business & talent strategies

## HUMAN RESOURCES MANAGEMENT

The roadmap demonstrates that in Tristone, Human Resources Management is one of the most important topics in the facility. Also in our Materiality Analysis, the topic is listed as high material topic. Here is our basic principles of the roadmap.

### Talent & Performance Management Upgrade

Implementing an enhanced system to effectively manage talent and performance within the organization. This includes processes for attracting, developing, and retaining top talent, as well as aligning individual performance with organizational goals and objectives.

### Leadership Principles

Establishing a set of guiding principles that define the desired behaviors and qualities of effective leaders within the company. These principles serve as a framework for leadership development, decision-making, and promoting a strong leadership culture throughout the organization.

### Employer Branding & Employee Opinion Survey:

Strengthening the company's employer brand to attract and retain top talent by effectively communicating the organization's values, culture, and opportunities. Conducting an employee opinion survey to gather feedback and insights to understand employee perceptions, satisfaction, and engagement levels within the organization.

### Learning & Upskilling

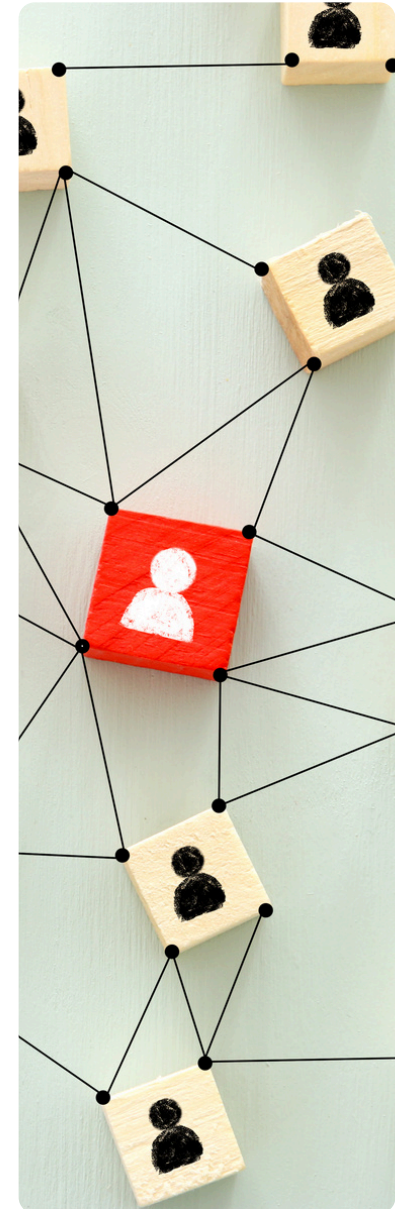
Implementing comprehensive learning and development programs to enhance employee skills, knowledge, and capabilities. This includes providing opportunities for upskilling and reskilling to keep employees abreast of industry trends and technology advancements.

### Direct Labor Evolution

Addressing changes in the nature of work and workforce composition within the direct labor segment of the organization. This may involve adapting work processes, redefining job roles, and utilizing new technologies to improve productivity and efficiency.

### HR IS & Job grading

Leveraging Human Resources Information Systems (HRIS) to streamline HR processes, manage employee data, and improve HR operational efficiency. Implementing a job grading system to ensure fair and consistent evaluation of job roles and responsibilities based on factors such as skills, experience, and job complexity.



# HUMAN RESOURCES MANAGEMENT

Our Human Resources Management Approach have some slight important points, such as Leadership Principles. In Tristone, we train our employees with a leadership responsibility to act in accordance with our Leadership principles

Our eight Leadership principles are gathered in three categories such as Fundamental, Team-related and Development-Related. These principles define the baseline of what effective Leadership at Tristone means. They provide guidance to all our employees – leaders and non-leaders – of what behavior is expected at Tristone.



We treat others like we want to be treated ourselves — with respect, empathy, fairness and a genuine interest in the individuals. We see diversity as a strength.

We build our leadership upon trust, allowing our team members to take ownership of their decisions and actions. We take responsibility for our actions.

We give regular feedback to our employees, identify their talents, empower & actively help them grow. Ultimately, we act on the belief that people development our people is a top leadership priority.

We constantly embrace change, stimulate innovation, continuously learn from successes & mistakes and adapt ourselves to changing environments.

We earn credibility by guiding others through our behaviors and inspiring them to do the same.

We lead with respect and fairness

We lead by example

We inspire the team with a vision which is communicated openly and clearly.

We trust and take ownership

We drive towards a common vision

We are committed to creating an engaged and motivated team. We recognize contributions and successes.

We develop and empower our people

We build energized teams

We are agile, innovative and lead change

We communicate and cooperate openly

We communicate and cooperate in a pro-active, open and transparent way across all levels and units



## HUMAN RESOURCES MANAGEMENT

The Code of Conduct is one of the most important guidelines that a Tristone employee must internalize and adhere to. Also, we keep our stakeholders informed of all our work ethics rules beyond Tristone. The scope of our Code of Conduct includes;

### Honesty

Our core values center around integrity and honesty across all business operations, work procedures, and interactions with stakeholders.

### Conflict of Interest

A conflict of interest arises when an employee's personal interests potentially clash with those of Tristone. Failing to disclose personal interests could significantly damage Tristone and indicate unprofessional conduct. All employees must prioritize Tristone's interests above all else. Hence, Tristone trusts that its employees will consistently make decisions that serve the best interests of the company.

### Corruption

Engaging in corruption is a criminal act, and Tristone employees involved may face legal repercussions. Tristone could also face substantial fines. Corruption involving officials or those in political roles may have an even more significant impact due to the influential power these individuals hold. Tristone strictly prohibits any form of corruption. Offering or receiving unauthorized benefits is not permissible under any circumstances.

### Data Protection and Privacy

The law safeguards privacy when handling personal data. Gathering, storing, processing, or utilizing personal information necessitates the individual's consent or a legal basis. Tristone ensures the protection of employees', customers', suppliers', and other involved parties' personal data. The company exclusively acquires, handles, processes, uses, and retains personal information when mandated by law or essential for regular business procedures.



## HUMAN RESOURCES MANAGEMENT

### Equality and Non-Discrimination

Tristone highly values a culture that upholds equal treatment and respect. We advocate for equal opportunities and strive to eliminate discrimination. Embracing diversity is actively encouraged to enhance productivity, creativity, and efficiency to the fullest extent.

At Tristone, both men and women are provided with the same opportunities. We ensure equal treatment for all individuals, irrespective of gender, age, race, cultural background, ethnicity, sexual orientation, disabilities, beliefs, or religion.

You can access our Code of Conduct [here](#).

### Whistleblower Concept

To achieve our Sustainable Strategic Development Goals, we ensure that all our employees and stakeholders convey their wishes, suggestions and complaints about our company, 24/7 and anonymously. In addition, wishes, suggestions and complaints are forwarded to our Whistleblower Portal in any language, also they can reach out to compliance officer directly by e-mail or a phone call.

We evaluate every application we receive by filtering our company's ethical principles and sustainable institutionalism, and we take the necessary actions. We work to strengthen the sense of belonging to our company of all our stakeholders within or outside the borders of our facilities. We do not retaliate against any of our stakeholders for their wishes, suggestions, or complaints. Tristone's Whistleblower concept enables the company to concentrate on the ensurance of transparency and open communication between our company and our internal and external stakeholders.

### Employee Commitment / Talent Management

In Tristone, Talent Management plays a vital role in our Social Sustainability Approach. We foster talent and skill management within the organization by creating favorable conditions that enable our employees to independently enhance and cultivate their abilities. We support our colleagues' talents with our Tristone Talent Management Cycle.

The primary purpose of talent management is to equip our business with the skills needed to achieve its strategy as well as create a motivated workforce and encourage career development.

With this Talent Management Cycle, we aim to increase the loyalty of our employees, strengthen our bonds, and form a Tristone culture.



## HUMAN RESOURCES MANAGEMENT

Through yearly global Talent conferences, we aim at:

- Identifying the gaps between the internal talent and what the company will need in the next years to pursue its strategy
- Calibrating performance & potential of employees' cross-functionally.
- Defining development plans to grow and develop people
- Identifying critical roles which do not have sufficient succession candidates and where the organization is at risk
- Making all kinds of people-related decisions (succession planning, development plan, etc.) together as a management team.



## PERSONNEL DEVELOPMENT TRAINING

At Tristone, we prioritize the personal and professional growth of our staff. To support this commitment, we offer training in areas such as decision-making and proactiveness, goal management, industry 4.0, as well as creative and impactful presentation skills, along with customer relationship management.

Learning Pillars Present in Tristone;

- Mentoring
- Coaching
- Virtual Training
- Classroom Training
- Stretch Assignment
- New projects

### TALENT MANAGEMENT CYCLE

May

Global Talent Conference

Performance and potential review with GMM

February - March

Functional Talent Conferences

Performance and potential review with CF management team to identify functional talents

December-January

Performance review  
Feedback session on target setting & achievement, performance, skills

June-July

Development Review

Feedback session on Potential, Career development & succession planning

February - March

Local Talent Conferences

Performance and potential review with local management team to identify local talents



# HUMAN RESOURCES MANAGEMENT

## VARIETY OF DEVELOPMENT OPTIONS TO CHOOSE FROM



1

Promotion to new position or Job enlargement



2

Mentoring

Internal measure involving experience sharing



3

Coaching



4

Classroom Training

Might be the most obvious training measure at first glance, often times not the most effective one, though.



5

(Virtual) Training

For example via LinkedIn learning or other providers.



6

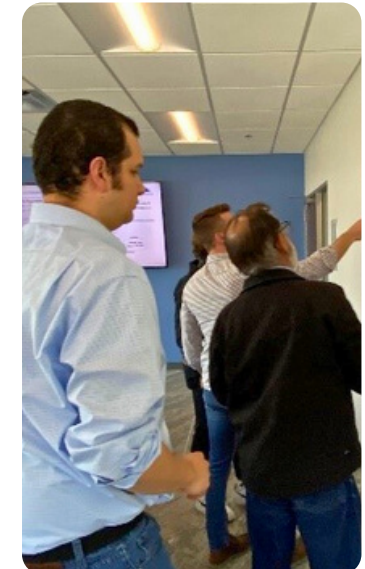
New Projects



7

Stretch Assignment

Give a task/challenge that lets the employee move outside his/her comfort zone





## HUMAN RESOURCES MANAGEMENT

As Tristone, we highly value our employees and systematically demonstrate this value throughout many processes. We measure employee satisfaction regarding human rights and working conditions through our EOS (Employee Opinion Survey) every 2 years. Detailed results of this survey are analysed. After the analysis, if necessary, corrective actions are taken.

The latest EOS was conducted in 2021, and will be conducted in 2023. After each EOS analyses are conducted by our teams. Action workshops and implementation of the actions were performed.



## COMMUNITY RELATIONS

At Tristone, we believe in the importance of social sustainability as a fundamental pillar of our operations.

We understand our responsibility to create a positive impact on society and are dedicated to making a meaningful difference in the communities we serve.

### Community Engagements

We actively engage with local communities to cultivate mutually beneficial relationships and address their unique needs. Our initiatives include:

- **Education:** We contribute to community development by supporting educational programs, students that desire to work during their studies, and initiatives that empower individuals and promote lifelong learning.
- **Philanthropy and Donations:** We actively participate in philanthropic activities and make donations to support community development. Our focus areas encompass education, healthcare, and environmental conservation.
- **Recreational Activities:** We organize recreational activities to foster community connections and promote well-being, encouraging an inclusive and vibrant environment for all.

Our social sustainability approach reflects our unwavering commitment to the well-being and inclusivity of all stakeholders.

Through prioritizing employee well-being, promoting responsible supply chain practices, and actively engaging with communities, we aim to create positive social impacts that endure for the long term.



## COMMUNITY RELATIONS

Our social sustainability approach reflects our unwavering commitment to the well-being and inclusivity of all stakeholders. Through prioritizing employee well-being, promoting responsible supply chain practices, and actively engaging with communities, we aim to create positive social impacts that endure for the long term.



To effectively manage our influence in various locations in alignment with sustainable development goals, we focus on:

- Sustainable utilization of natural resources, considering air, water, and land ecosystems.
- Preserving the biodiversity of the region by safeguarding fauna and flora.
- Upholding fundamental human rights and ensuring living conditions that adhere to laws and regulations.
- Contributing to the development of local communities by offering education, food supply, employment, and opportunities.
- Engaging in voluntary activities to promote socialization among disadvantaged groups.
- Conducting operations with due respect to the traditions and customs of local communities, with particular emphasis on respecting women and children.
- Establishing an interactive and clear dialogue with the public through regular meetings, surveys, forms, telephone, and email communication channels.
- Cultivating transparent, respectful, and trusting social bonds and partnerships.
- Providing prompt feedback to facilitate the active functioning of the complaint and suggestion mechanism and allocating necessary resources for corrective and preventive actions.
- Collaborating with social groups and proactively addressing socio-economic risks.
- Undertaking necessary measures to ensure positive environmental and social impacts.
- Minimizing the social, cultural, economic, and environmental impact of temporary camps for sub-employees in accordance with international and national standards.
- Improving the social performance of our activities through the Community Health and Safety Management Plan, monitoring Key Performance Indicators (KPIs), and transparently sharing our progress with stakeholders.



## COMMUNITY INVESTMENTS

### Donation of Food for Dog Shelter

Within the scope of the recreational activities, our team donated food for dog shelter and take care of the dogs.



### Visits to Universities and Job- Fairs

Within the scope of university cooperations, we visited universities and gave seminars in these universities throughout the 2022 year.



### Christmas Dinner Delivery

As Tristone, we are always with our employees. In countries where Christmas is celebrated, we are happy to share a special moment with our employees at this occasion, such as sharing a dinner to have fun and good food with their families.

We of course respect all employees' beliefs, and are happy to share festive moments, in particular at yearend, independently of the persons' beliefs. Other local celebrations take place in different countries, in accordance to other cultural celebrations.



### Commitment to Disabled Workers

Our company always has mindset of diversity and equity. Tristone Tarazona (Spain) have received an award for the inclusion of disabled people in workplace. Managing Director Roncal Nestor said that:"

We are extremely proud of this accomplishment and hope to continue collaborating for many more years with the same purpose. By doing so, we aim to contribute to enabling individuals with disabilities to fully develop professionally."



## COMMUNITY INVESTMENTS

### Environmental Week

During the environmental week, our workers had some workshops related to how to take care plants, planting trees. Also, giveaway of energy saving lightbulbs, recycling and consuming local market of goods were also the topics during that week.



### Donation to Ukraine

As Tristone, we provided aid to Ukraine affected by the war, with our vision of always being an advocate of peace. We donated school equipment bags for children, first aid kits, accomodation support and psychlogical support are also present., thanks to total of 33.325 EUR donation provided, including company donation and employees fund-raising.



## COMMUNITY INVESTMENTS

### Mothers & Fathers Day

In Tristone, we never forget our mother and father workers. We organise special events and give gifts for them.



### Children Organisations

We support various types of organizations that care for children. Swimming clubs, orphanages, hospital wards and others.



### Women's Day

Every year, on women's day, some events are organized with our female employees



### Student Programs

Our company accepts students from nearby universities for apprenticeships in order to gain the appropriate knowledge for their further career.



### Spring Bud Donation for Education

This activity is called "Spring Bud Donation for Education", which has been organized by our company in July every year and had already lasted for 21 years in ZD group. This activity is to help those students in poor conditions, whose family can not afford their tuition fee due to parents' serious disease or lost of parents. It has won wide praise from society. Some donated students have grown up and entered ideal university and some has already given back to society.



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TRISTONE  
SUSTAINABILITY

REPORT | 2022

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GRI Standard	Disclosure	Page Number, Reference and/or Direct Answers
<b>OHS MANAGEMENT</b>		
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<ul style="list-style-type: none"> <li>• Materiality Matrix p.34</li> <li>• Occupational Health &amp; Safety p. 76-77</li> </ul>
	403-1 Occupational health and safety management system	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety p. 76-77</li> </ul>
<b>GRI 403: Occupational Health and Safety 2018</b>	403-2 Hazard identification, risk assessment, and incident investigation	<ul style="list-style-type: none"> <li>• Risk Assessment p.78</li> </ul>
	403-3 Occupational health services	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety p. 76-77</li> </ul>
	403-4 Worker participation, consultation, and communication on occupational health and safety	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety p.76-77</li> <li>• Emergency Preparedness p.80</li> </ul>
	403-5 Worker training on occupational health and safety	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety p.76-77</li> <li>• Radiation p. 79</li> </ul>
	403-6 Promotion of worker health	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety p.76-77</li> </ul>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<ul style="list-style-type: none"> <li>• Occupational Health &amp; Safety p.76-77</li> </ul>
	403-8 Workers covered by an occupational health and safety management system	<ul style="list-style-type: none"> <li>• Performance Indicators p.113</li> </ul>
	403-9 Work-related injuries	<ul style="list-style-type: none"> <li>• Occupational Health&amp;Safety p.76-77</li> <li>• Performance Indicators p.113</li> </ul>
	403-10 Work-related ill health	<ul style="list-style-type: none"> <li>• Performance Indicators p.113</li> </ul>





# 07

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## PERFORMANCE INDICATORS



**TRISTONE  
SUSTAINABILITY**

REPORT | 2022

## Performance Indicators

### ENERGY

Organization Energy Consumption (GJ)				
		2020	2021	2022
Non-Renewable Resources	Natural gas	12,365,880	13,380,225	15,785,030
	Diesel	36,037	34,310	174,012
	Gasoline	30,724	34,294	32,243
	LPG	1,133	979	1,116
	Trade effluent	84,065	285,235	221,801
	Other (specify if any)	5,322	6,010	5,180
	Total	12,523,162	13,741,053	16,219,381
Renewable Resources	Solar	1,435,912	1,471,972	1,417,489
	Total	1,435,912	1,471,972	1,417,489

GRI 302-1

Energy Consumption according to the sources (GJ)			
	2020	2021	2022
Energy Consumption (GJ)	1,236,419	1,369,362	1,661,671
Steam Consumption (GJ)	1,109,919	2,455,630	2,134,235
Total Energy Consumption (GJ)	16,305,411	19,038,017	21,432,775

GRI 302-2

### WATER AND EFFLUENTS

Amount of Water withdrawal according to the sources (m3)			
	2020	2021	2022
Surface Water	378,144	435,420	422,308
Groundwater	346,158	443,290	422,905
Other	26,958	34,518	38,537
Total water withdrawal	751,260	913,228	883,750

GRI 303-3

Amount of water discharge according to the discharge points (m3)			
	2020	2021	2022
Surface Water	293,796	347,507	342,611
Groundwater	346,158	443,290	422,905
Third-party water	32,555	36,994	30,792
Total water discharge	672,509	827,791	796,308

GRI 303-4

Amount of recycled and consumed water (m3)			
	2020	2021	2022
Recovered/Reused water (m3)	356,943	459,535	470,114
Total water consumption (m3)	78,751	85,437	87,442

GRI 303-5

# Performance Indicators

## MATERIALS

Rate of Raw material using by type (%)				
	Raw Materials Type	2020	2021	2022
Recycled raw materials	Steel	4.94	9.98	7.66
	Plastic	88.4	108.82	101.4
	Paper	105.55	147.99	119.99
Non-renewable/ non-recycled raw materials	Chemicals	301	301	301
	Other (please explain)	200	200	200

GRI 301-2

## SIGNIFICANT AIR EMISSIONS (KG/HR)

Significant air emissions by type			
	2020	2021	2022
Dust emissions	5.3	0.0001	5
Sulfur oxides (SOx)	13	13	15
Nitrogen oxides (NOx)	303	13.01	134
Particulate matter (PM)	83	87.7	95
Total	404	114	249

GRI 305-7

## HAZARDOUS WASTE AMOUNT (TON)

Disposal of hazardous wastes according to disposal types			
	2020	2021	2022
Landfill	173,335	111,905	106,013
Incineration (For energy recovery)	516	480	599
Incineration (For disposal)	45.4	44.1	87
Other* (Recycled)	9	5	8.5
Total	173,905	112,434	106,708

GRI 306-4, GRI 306-5

## NON-HAZARDOUS WASTE AMOUNT (TON)

Disposal of non-hazardous wastes according to disposal types			
	2020	2021	2022
Landfill	450	459	504
Incineration (For energy recovery)	237	368	365
Incineration (For disposal)	100	131	161
Other* (Recycled)	1,841	2,371	2,938
Total	2,628	3,329	3,968

GRI 306-4, GRI 306-5



# Performance Indicators

## NUMBER OF EMPLOYEES BY WORK CATEGORIES

Percentage of highest governance body and senior executives by gender (%)	
	2022
Female	0.6
Male	2

GRI 405-1

Percentage of highest governance body and senior executives by age (%)	
	2022
Under 30 years old	0.1
Ages between 30-50	1.9
Over 50 years old	0.7

GRI 405-1

## NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE

Percentage of personnel in the employee category by employment type (%)		
		2022
Total	Full Time	99.3
	Part-time	0.7
Senior Executives	Full Time	2.7
	Part-time	0
Operational Levels	Full Time	96.6
	Part-time	0.7

GRI 2-8



# Performance Indicators

## CONTRACTOR (SUBCONTRACTOR) NUMBER OF EMPLOYEES

Number of Employee and Subcontractors within the Scope of Occupational Health and Safety			
		2020	2022
Within the scope of occupational health and safety	Employee	5,521	5,216
	Subcontractors	513	485
Within the scope of occupational health and safety that have passed internal audit	Employee	3,995	3,775
	Subcontractors	332	314
Within the scope of occupational health and safety audited or certified by a third party	Employee	3,460	3,269
	Subcontractors	277	262

GRI 403-8

## NEW EMPLOYEE HIRES DURING THE YEAR BY GENDER AND AGE

Number and Rate of new employee hires during the year by gender and age (%)			
		2022	
		Number	Rate
Under 30 yrs old	Female	163	11,0
	Male	385	25,9
Ages between 30-50	Female	315	21,2
	Male	466	31,4
Over 50 years old	Female	80	5,4
	Male	76	5,1
Total	Female	558	37,6
	Male	927	62,4

GRI 401-1

## Performance Indicators

### NUMBER OF EMPLOYEES BY YEAR OF SENIORITY

Number of employees by year of seniority			
		2021	2022
0-5 years	Female	1,529	1,563
	Male	2,086	2,132
5-10 years	Female	345	353
	Male	662	677
10 years and over	Female	126	129
	Male	1,013	1,036

### PARENTAL LEAVE

GRI 401-1

Parental leave		
		2022
Total number of employees that took parental leave	Female	35
	Male	23
Total number of employees that returned to work	Female	9
	Male	22

GRI 403-1

# Performance Indicators

## EMPLOYEE TRAINING (HOUR)

Total number of training hours provided to employees	
	2022
Average (Employee/hour)	25.10
Total (hour)	144,560

GRI 404-1, GRI 412-2, GRI 403-8, GRI 404-2

OHS training hours provided to employees	
	2022
Total training hours (excluding OHS trainings)	127,483
Average training hours per employee per year (hours)	22.1
OHS Trainings	17,078
Other Training (Please specify if any)	technical, self development, language...

GRI 404-1, GRI 412-2, GRI 403-8, GRI 404-2

Total number of training hours provided to female employees	
	2022
Average (Employee/hour)	19.3
Total (hour)	38,685

GRI 404-1, GRI 412-2, GRI 403-8, GRI 404-2

Total number of training hours provided to male employees	
	2022
Average (Employee/hour)	28.2
Total (hour)	105,875

GRI 404-1, GRI 412-2, GRI 403-8, GRI 404-2

Total number of training hours provided to all employees	
	2022
Technical	15,841
Administrative	4,641
Production	124,078

GRI 404-1, GRI 412-2, GRI 403-8, GRI 404-2



## Performance Indicators

### NUMBER OF EXECUTIVES BY GENDER AND AGE

Percentage of members of the board of directors and senior management by gender (%)	
	2022
Female	21
Male	79

GRI 405-1

Percentage of members of the board of directors and senior management by age (%)	
	2022
Under 30 yers old	2
Ages between 30-50	70
Over 50 years old	28

GRI 405-1





# Performance Indicators

## OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

### The number and rate of fatalities as a result of work-related injury (%)

	2022	
	Number	Rate (200.000 hour)
Employee	0	0
Subcontractors	0	0

GRI 403-8, GRI 403-9, GRI 403-10

### The number and rate of high-consequence work-related injury (excluding fatalities) (%)

	2022	
	Number	Rate (200.000 hour)
Employee	0	0,00
Subcontractors	0	0,00

GRI 403-8, GRI 403-9, GRI 403-10

### Work-related accident severity rate (ASR) (%)

	2022	
	Number	Rate (200.000 hour)
Employee	80	80
Subcontractors	0	0,00

GRI 403-8, GRI 403-9, GRI 403-10

### Number of deaths from work-related illness

	2022
Employee	0

GRI 403-8, GRI 403-9, GRI 403-10

### Number of recordable work-related illness

	2022
Employee	1,338
Subcontractors	-

GRI 403-8, GRI 403-9, GRI 403-10

### The main types of work-related injuries

Fall, crash, burn, machines, extra effort

GRI 403-8, GRI 403-9, GRI 403-10

### The main types of work-related illness

Injury, sprain, spine ache, stomach flu

GRI 403-8, GRI 403-9, GRI 403-10





**TRISTONE**

For More Information About the Report, Your Opinions and Suggestions:

[www.tristone.com](http://www.tristone.com)

Reporting Consultancy & Design

**enexion**  
group

**Enexion Türkiye**

Reporting Consultancy & Design

Address: Gökkuşığı Sokak No: 29 Konaklar Mah.

4. Levent 34330 İstanbul

Phone: +90 212 280 0705

E-Mail: [bilgi@enexion.de](mailto:bilgi@enexion.de)

Website: [www.enexion.com.tr](http://www.enexion.com.tr)

**Enexion Germany**

Enexion GmbH

Adres: Am Kronberger Hang 2 a

65824 Schwalbach am Taunus

Frankfurt Germany

Telefon: +49 (0) 61 73 93 59 0

Faks: +49 (0) 61 73 93 59 55

Website: [www.enexion.de](http://www.enexion.de)