

Mass

2023 | SUSTAINABILITY REPORT

"Sustainable Technologies and Eco Friendly Products"



01

Corporate Profile

02

Sustainability Approach

03

Better Future for Our Employees

04

Better Future for Our World

Better Future for Innovative Transformation

05

About Report

06

Brand Management

07

Sustainability Committee

08

ABOUT US

It all started in Bursa in 2010. The company's founding principles were established by bringing together professionals with more than 25 years of expertise in yarn and fabric, aiming to bring a breath of fresh air to the fashion industry.

Fabric Knowledge and Value-Oriented Design

Mass has a team that knows the intricacies of fabric and can effectively use this knowledge. This means that product design begins with a value-oriented rhythm. Each design starts at the heart of the fabric, and the result meets with high quality and uniqueness.

Our Unique Principles

Mass has unique principles that reflect its business philosophy: High Quality, Uniqueness, Fair Rights for Employees, Wide Product Range, Fastest Service, and Valuable Prices. These principles guide every step of the company and aim to provide customers with a superior experience.

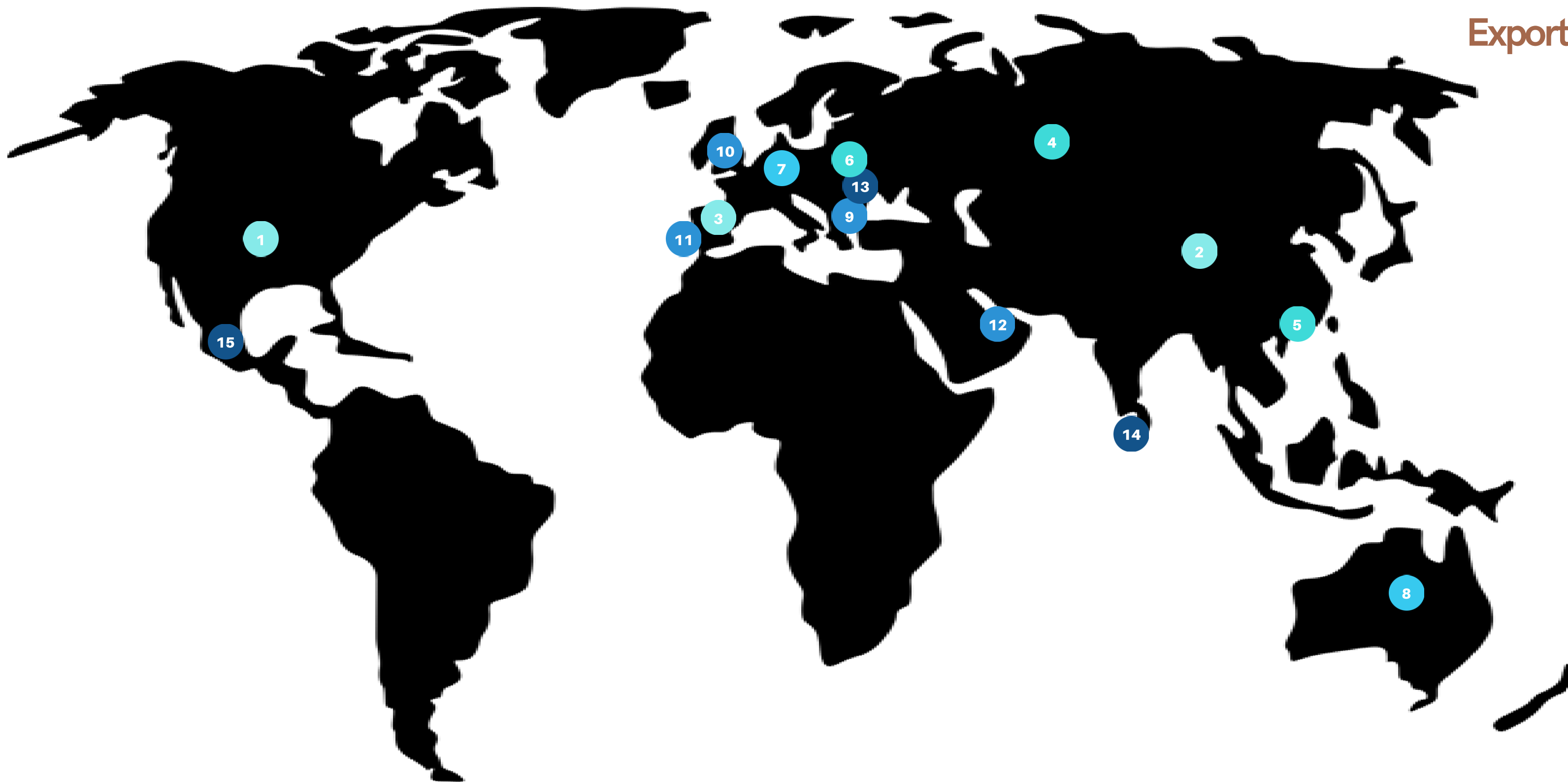
Fabric Background

Mass operates with a deep commitment to the fabric world. Since its establishment, the company has pursued developing and designing its own fabrics, meticulously tracking delivery times, and always keeping sample fabrics in stock.

Corporate Profile



Export Locations



- 1 United States
- 2 China
- 3 Spain
- 4 Russia
- 5 Hong Kong
- 6 Poland
- 7 Germany
- 8 Australia
- 9 Bulgaria
- 10 United Kingdom
- 11 Portugal
- 12 UAE
- 13 Romania
- 14 Sri Lanka
- 15 Mexico

Sustainability is not an ultimate destination but rather an endless journey toward continuous improvement.

Corporate Profile



Mehmet AKSU

Chair of Board of Directors

“ I have complete confidence that by understanding the importance of every step taken toward a sustainable future, we will achieve our goal of creating value for society and the environment.”

Message from the Chairman of the Board

Dear Stakeholders,

We are honored to share with you our first report documenting our company's sustainability journey. This report reflects both our success in achieving our strategic objectives and our commitment to fulfilling our environmental and social responsibilities.

Over the past year, we have taken numerous steps to fulfill our social responsibilities, reduce our environmental impact, and develop exemplary practices. We have adopted innovative methods to make our production processes more sustainable, increased transparency in our supply chain, and supported community projects.

Furthermore, we have identified 4 of the United Nations' 17 Sustainable Development Goals as our targets for 2023.

Through this report, we will share with you the achievements and challenges we encountered through the projects we implemented over the past year. As a company, we emphasize our investments and practices aimed at minimizing our carbon footprint and supporting ethical working conditions.

I have complete confidence that by understanding the importance of every step taken toward a sustainable future, we will achieve our goal of creating value for society and the environment.



Vision

To become a respected and pioneering global company that is the strategic solution partner of its customers with an entrepreneurial and innovative perspective.

Mission

With our innovative and designer spirit;

- To be a company that adds value to its customers through speed, quality, and price performance,
- To contribute to its employees, society, and environment,
- To grow with sustainable operations and financial structure,
- To be the preferred company of fashion's leading brands.

Corporate Profile



Corporate Profile



Values

Leadership

- We embrace our goals and fight challenges with courage and persistence to achieve success.
- We grow together and pursue our goals in an environment that enables creativity and free sharing of ideas.
- We define our goals objectively and measurably, providing feedback to develop each other.

Sense of Responsibility

- We use lean business processes in all areas with our understanding of excellence.
- We aim for efficient and effective work, striving to use technology in all areas.
- We establish systematic work processes and data-driven rapid decision-making systems.
- We believe in success.

Customer-Oriented Approach

- We operate with a management approach that embraces transparency and accountability in all business processes.
- We treat each other and those we interact with respectfully.

Corporate Profile

Reliability

- We operate with a management approach that embraces transparency and accountability in all business processes.
- We treat each other and those we interact with respectfully.

Human Values

- We ensure continuous training and development of our employees in line with our values and corporate social responsibility.
- We implement HR policies with defined career plans, providing equal rights to those in equal conditions regardless of religion, language, or gender.
- We create comfortable, safe, and ergonomic work environments that comply with occupational health and safety standards.

Excellence

- We use lean business processes in all areas with our understanding of excellence.
- We aim for efficient and effective work, striving to use technology in all areas.
- We establish systematic work processes and data-driven rapid decision-making systems.
- We believe in success.



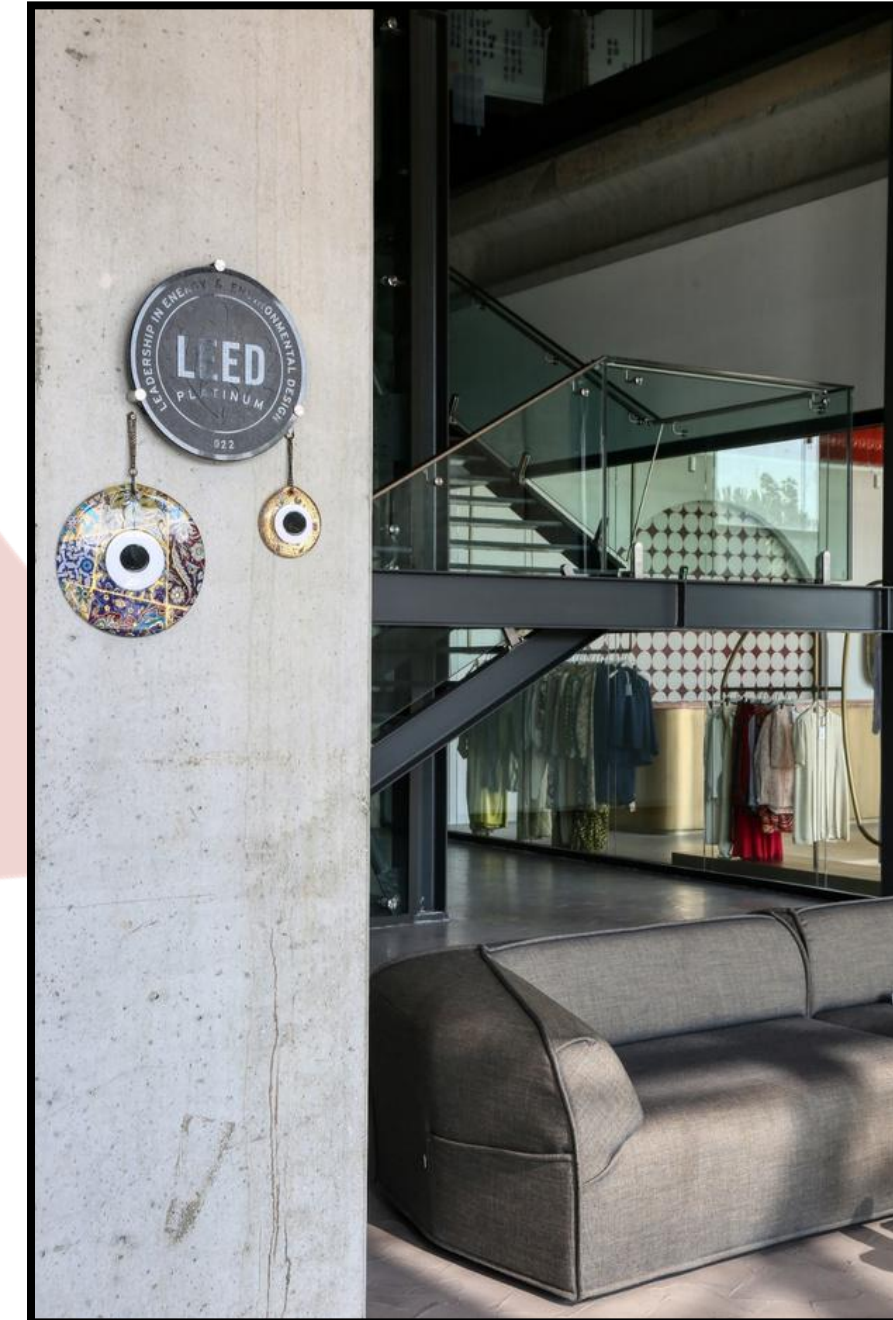
Values

O Awards

Since our founding, we have achieved significant industry success through our specialty fabrics and designs shaped by innovation and creativity. While being proud of prestigious awards including Gold, Bronze, Platinum, and Silver, we continuously advance our commitment to quality and excellence.

- Mass 2011 UIB **Bronze** Achievement Award
- Mass 2012 UIB **Gold** Achievement Award
- Mass 2015 UIB **Gold** Achievement Award
- Mass 2016 UHKIB **Gold** Achievement Award
- Mass 2016 UHKIB **Gold** Exporter Award
- Mass 2017 UHKIB **Gold** Exporter Award
- Mass 2018 UHKIB **Gold** Exporter Award
- Mass 2019 UHKIB Platinum Exporter Award
- Mass 2020 UHKIB **Gold** Exporter Award
- Mass 2022 UTIB **Bronze** Exporter Award
- Mass 2022 UHKIB **Silver** Exporter Award
- Mass 2023 UHKIB **Gold** Exporter Award
- Mass 2022 Metropolitan Municipality "Be Friendly with the Environment" Good Practices Award

At Mass, we lead the industry not just with our products but with a strong corporate identity and vision. Our dedication to excellence strengthens with each project, propelling us forward. These awards not only symbolize our achievements in our journey but also provide a source of motivation for us toward greater goals.



Mass Sustainability Journey

2020

2021

2022

2023



SOCIAL & LABOR CONVERGENCE

SOCIAL & LABOR CONVERGENCE



SOCIAL & LABOR CONVERGENCE



European Flax
Premium linen fibre



European Flax
Premium linen fibre



Sustainability is not an ultimate destination but rather an endless journey toward continuous improvement.

Sustainability Approach

Mass implements environmental, social, and economic sustainability activities within an action plan, reflecting sustainability management across all business processes, aligned with our sustainable growth strategy aimed at leaving a livable world for future generations.



Our Social Sustainability Strategy:

Encompasses Human Rights, Employee Rights, Occupational Health and Safety, Customer Health and Safety Throughout Product and Service Lifecycle, Customer Satisfaction, Anti-corruption and Bribery, Business Conduct Beyond Legal Requirements, Information Security, and Stakeholder and Community Relations.

Our Environmental Sustainability Strategy:

Encompasses Effective Use of Natural Resources and Waste Reduction, Energy and Carbon Management, Environmentally Friendly Products and Services, and Respect for Biodiversity.

Our Economic Sustainability Strategy:

Encompasses Responsible Supply and Value Chain, Innovative Investments and Employment Contribution, Strong Financial Structure, Innovation and Corporate Entrepreneurship - implemented by monitoring sustainability activities, measuring outcomes, and evaluating for improvement to create valuable practices benefiting individuals, society, environment, and ecosystem.

BETTER FUTURE FOR OUR EMPLOYEES



Better Future for Our Employees

Mass derives its success not only from its products and services, but also from the contributions of its employees. Therefore, we have prioritized providing a spacious, sustainable, and bright work environment where our employees can work healthily, efficiently, and happily.

A good work environment directly impacts not just employees' work performance but their quality of life. With this understanding, we have created spaces with natural light, comfortable work areas, and social spaces across all offices. We have designed modern and flexible workspaces to enable creative thinking and efficient collaboration among employees.



Following sustainability principles, we fulfill our environmental responsibility by using eco-friendly materials and energy-efficient systems. This approach not only enhances employee quality of life but also helps us to minimize our environmental impact to leave a more livable world.

Our employees' happiness is fundamental to our success. We strive to provide not just a workplace, but an environment that supports development, encourages free expression of ideas, and values team spirit and collective success.

Better Future for Our Employees

We prioritize living spaces within the office to create an efficient and peaceful work environment for our employees. In line with this, we offer our employees many opportunities to relax and socialize.

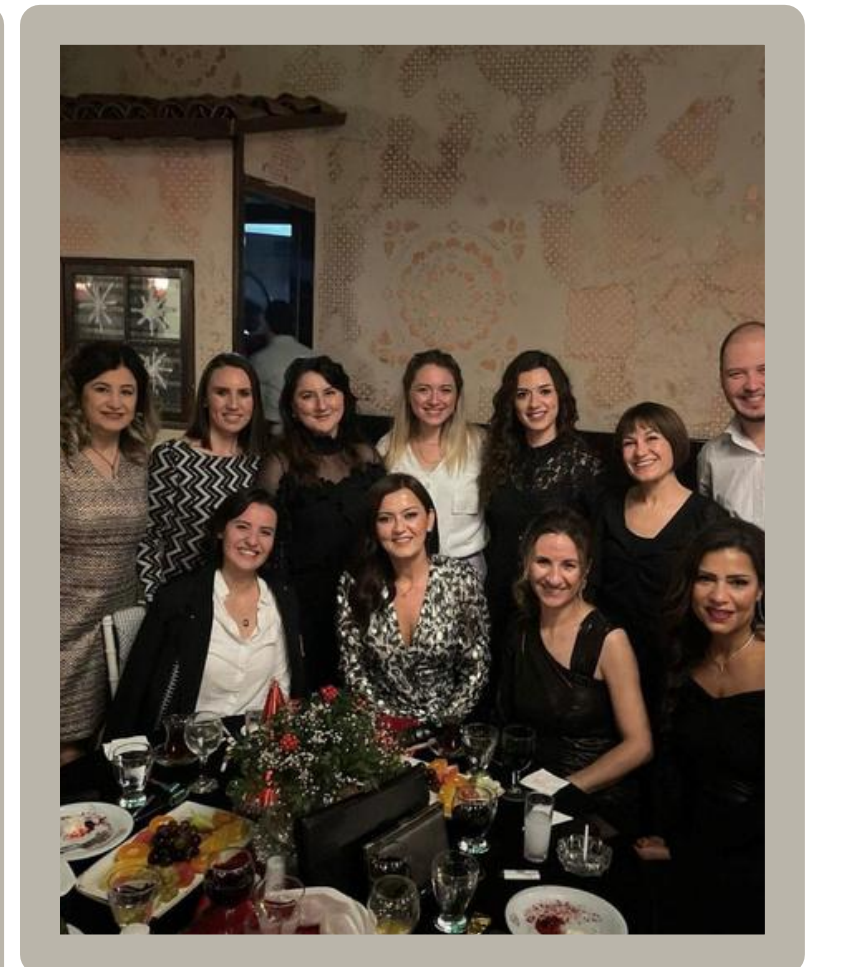
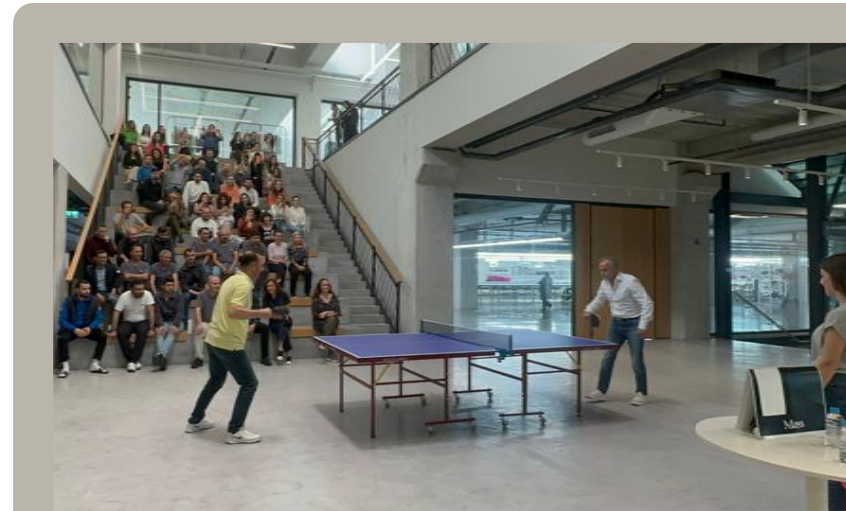
Additionally, we provide opportunities to escape from work intensity by spending time in nature on our greenery-filled outdoor terraces. Our common areas, designed to increase social interaction and reinforce team spirit, allow our employees to build closer relationships with each other.

These spaces are important not only for relaxation but also for inspiration, exchanging ideas, and triggering creativity. Our living spaces, where every detail has been considered to help our employees maintain the best work-life balance, are just one of our steps toward increasing workplace happiness.



Better Future for Our Employees

Throughout the year, we organize various events, celebrations, and tournaments to increase employee motivation, strengthen loyalty, and improve communication. These organizations make a significant contribution to reinforcing team commitment and cooperation by ensuring our employees are more productive and happier both professionally and socially.

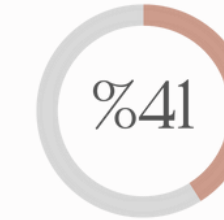


Better Future for Our Employees

Number of
Female
Employees



Number of Female
Executives



At Mass, we take great pride in the strength and contributions of our female employees. Increasing women's presence in the workforce and ensuring they find more opportunities in their careers is a cornerstone of our vision. By prioritizing diversity and equality, we aim to support greater female participation in the workforce across all areas. Having more women in business not only contributes to our company's success but also plays a critical role in our society taking steps toward a stronger and more sustainable future. We believe that by embracing diversity, we can produce more innovative and creative solutions, and create a healthier and more dynamic culture in the workplace.

Women's representation in the workforce is an important step not only for social equality but also for economic development. Therefore, we continuously strengthen our strategies to increase the number of female employees in our company and create opportunities for them to take leadership positions. Women's stronger presence in the business world won't be possible unless gender equality is achieved. For this reason, we prioritize raising awareness on this issue both within the company and in society.

In the future, we will continue to create a more equitable and opportunity-based work environment by further increasing our number of female employees. We have planned to offer more leadership opportunities to our female employees through various development programs. Thus, we have prepared a strong foundation to maximize the potential of both women and all our employees.

What We Accomplished in 2023



Training and Development Approach

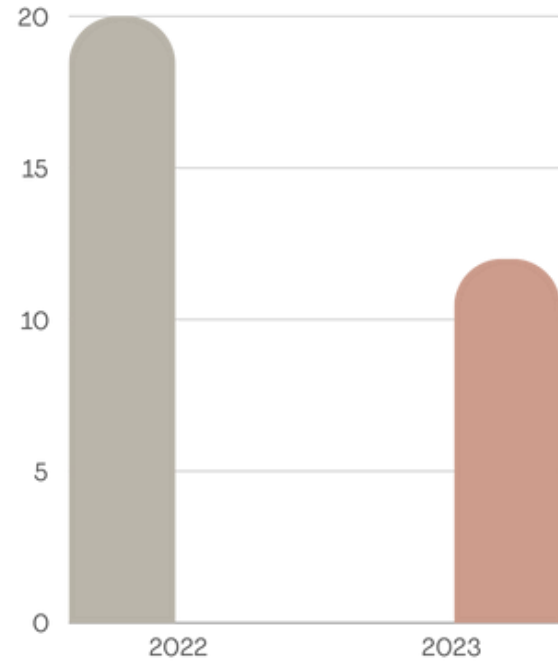
Mass aims to create a high-quality and sustainable working environment by prioritizing the continuous development and safety of its employees. In line with this goal, we provide ongoing training support to our employees in various areas, including Occupational Health and Safety (OHS), personal development, and technical skills.

Believing that occupational health and safety is a fundamental priority, we regularly conduct OHS training sessions for all our employees. These sessions equip them with the awareness and knowledge necessary to ensure a safe and healthy working environment. Additionally, we offer training programs designed to enhance personal skills such as leadership, communication, and time management, contributing to the personal growth of our team members.

Through our investments in training, we aim to support the professional development of our employees while also advancing the success of our organization. We consider these training initiatives to be the cornerstones of growth and achievement.

Occupational Health and Safety

Occupational Accident Lost Day Rate (%)



Occupational health and safety (OHS) is among the highest priorities for Mass. We manage our OHS practices within the framework of our Occupational Health and Safety Policy and organize our work environment accordingly.

To provide our employees with a safe workplace, we implement improvement efforts based on current best practices and actively involve our employees in the process.

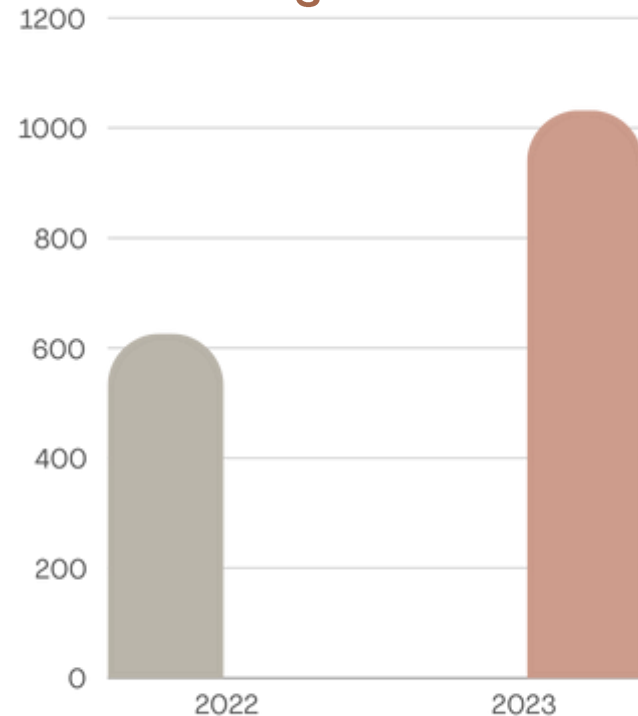
We take the necessary precautions to prevent workplace accidents and occupational diseases and ensure their effective implementation. We are steadfast in our efforts to achieve a zero-accident goal and to maintain a healthy and secure environment for all.

As Mass, we identify our OHS policies and procedures within the framework of the ISO 45001 Occupational Health and Safety Management System. We take into account OHS risks and carry out risk assessment studies with the participation of employees. We are taking preventive actions in order to minimize the effects of the identified risks.

In addition to technical and administrative measures, we conduct behavior-focused Occupational Health and Safety (OHS) initiatives based on the principle of promoting an OHS culture and replacing unsafe behaviors with safe practices. Acknowledging that enhancing our employees' OHS awareness is an indispensable element of ensuring safe work environments, we regularly organize training programs.

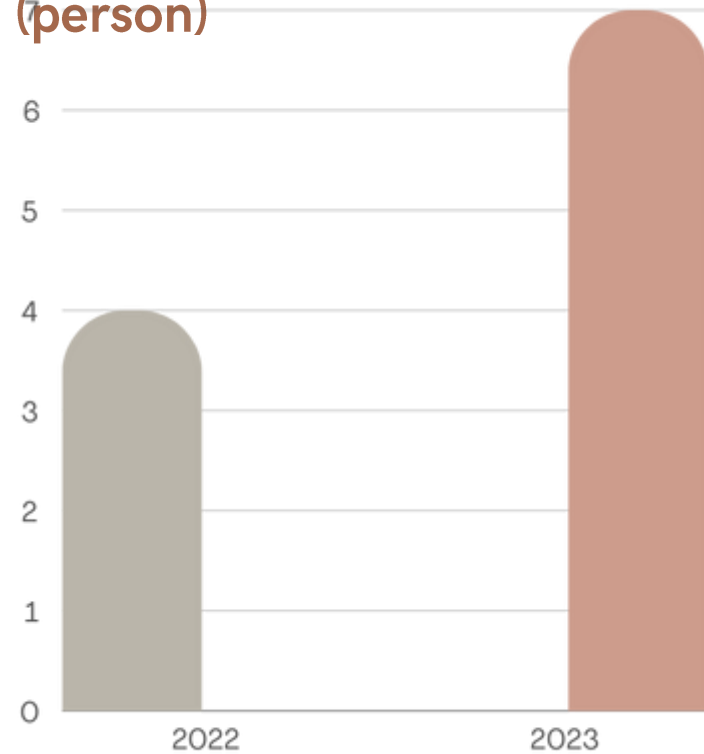
Occupational Health and Safety is our top priority across all processes.

Number of Employees Receiving OHS Training (Persons)



Occupational Health and Safety

Total Occupational Accident Rate (person)

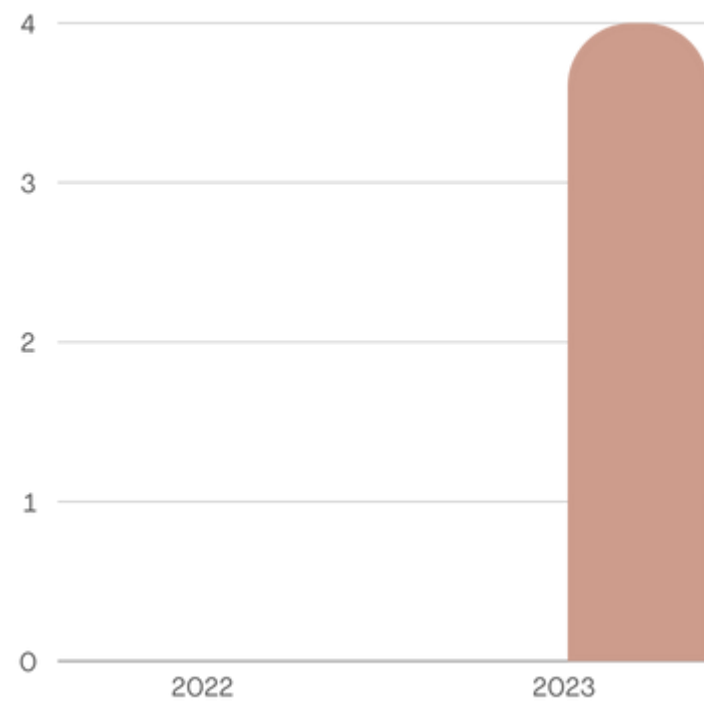


The preparation of the OHS regulations is the responsibility of the Human Resources Manager, the OHS Specialist, and the Workplace Physician. The implementation of the OHS regulations involves all relevant department managers and employees. The OHS regulations and policies are approved by the board of directors.

The senior management has appointed the Human Resources Manager as the Management Representative to oversee the establishment, implementation, and maintenance of the OHS Management System. This role ensures the system's performance level and success rate are reported to the leadership to facilitate its review and continuous improvement.

OHS is among Mass's top priorities. OHS processes are conducted in alignment with international standards under the leadership of the General Manager or appointed employer representatives.

Number of Near Misses (individuals)



OHS management is monitored using a risk-based approach. Risk assessments are conducted in accordance with the OHS Risk Assessment Regulations and ISO 45001 standards, utilizing the Fine Kinney method. Hazards associated with all activities are identified, and the risk levels of these hazards are assessed. Based on these findings, necessary action plans are developed, and identified risks are shared with employees to raise awareness.

Health risks in the workplace are evaluated, and the necessary precautions are determined. Environmental measurements are conducted, and preventive actions are taken based on the results. Employees are provided with "Single Point" training sessions in the field. We firmly believe that productivity is achieved through healthy employees and take all necessary protective measures to ensure their well-being.



Following the earthquake centered in Kahramanmaraş on February 6, 2023, we announced that we would not celebrate International Women's Day on March 8 that year. Instead, we chose to contribute to the education of children affected by the earthquake by donating to Darüşşafaka in honor of our esteemed female employees.



As part of our efforts to support social responsibility projects, we partnered with Darüşşafaka under the slogan "Our Future Is Our Children" and ran a campaign during the Eker Run in 2022-2023 to support children.



Contributing to Society with Our Employees



To commemorate the 100th anniversary of our Republic, we organized an art competition with the theme "October 29 Republic Day," inviting the participation of our employees' children. This meaningful event aimed to help children better understand the values and history of our Republic.





Contributing to Society with Our Employees

Adding Value to People with Our Strategy of Respecting and Contributing to Society

In line with our human-focused approach, we have launched numerous impactful projects to contribute to and show respect for society. One of these initiatives is the "Zero Tolerance for Violence" training program, which we began in collaboration with the ILO (International Labour Organization) Academy in 2022. Employees from various departments, including Human Resources, Production, Planning, and Social Compliance, actively participated in this program.

As a continuation of these efforts, we conducted social compliance-based communication and zero-tolerance-for-violence training sessions for all employees and team leaders in partnership with the ILO Academy. These sessions have helped raise awareness among our employees, fostering a respectful and secure workplace environment.

In addition, following these trainings, we collaborated with the Mor Salkim Association to provide psychological and social support services for women subjected to violence. This initiative has been a significant step in empowering not only our employees but also society as a whole. By continuing such efforts, we aim to further our contributions to human rights and social responsibility, reinforcing our commitment to creating a better future for all.



BETTER FUTURE FOR OUR WORLD





Adding Value to the Woven Ready-to-Wear Sector

Since 2021, we have been continuing our sustainability journey with the goal of producing sustainable products and creating a better world for humanity.

During this process, we have implemented numerous innovative practices while considering environmental and social impacts.

In line with our commitments to sustainability, we aim to expand our vision to a broader audience by increasing the number of products with sustainable stories each year.

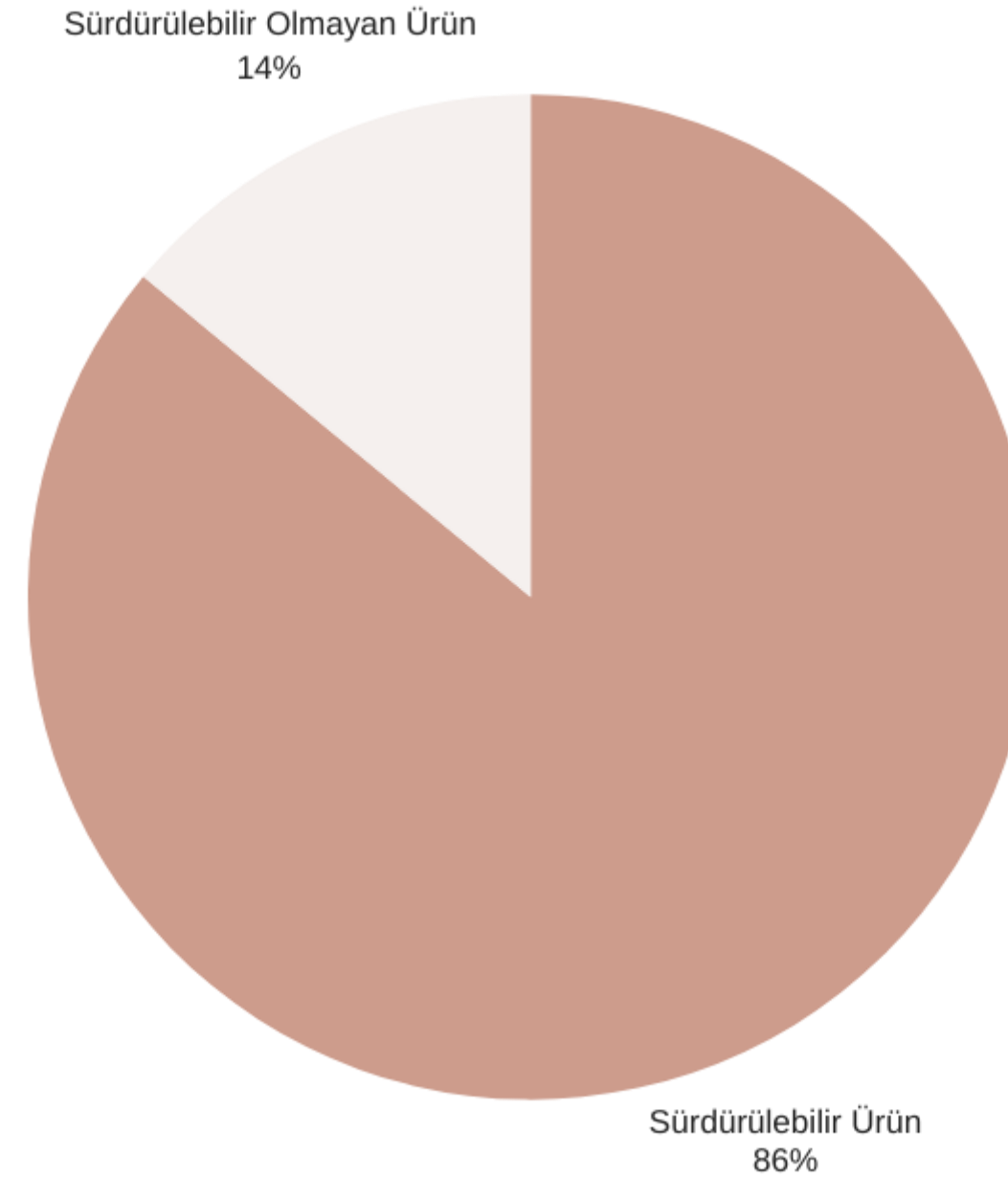
Mass ensures managerial standardization in its production processes by adhering to international standards for quality, environmental, and occupational health and safety management systems, holding certifications such as ISO 9001, ISO 14001, and ISO 45001.

Furthermore, as a testament to our commitment to environmental and social sustainability, we have obtained internationally recognized product certifications, including OCS, RCS, GOTS, RWS, European Flax, and Better Cotton. These certifications represent our steady progress in the field of sustainability.



Adding Value to the Woven Ready-to-Wear Sector

As illustrated in the chart below, sustainable products account for 86% of our total production.



Sustainability is not an ultimate destination but rather an endless journey toward continuous improvement.

Trends and Global Risks

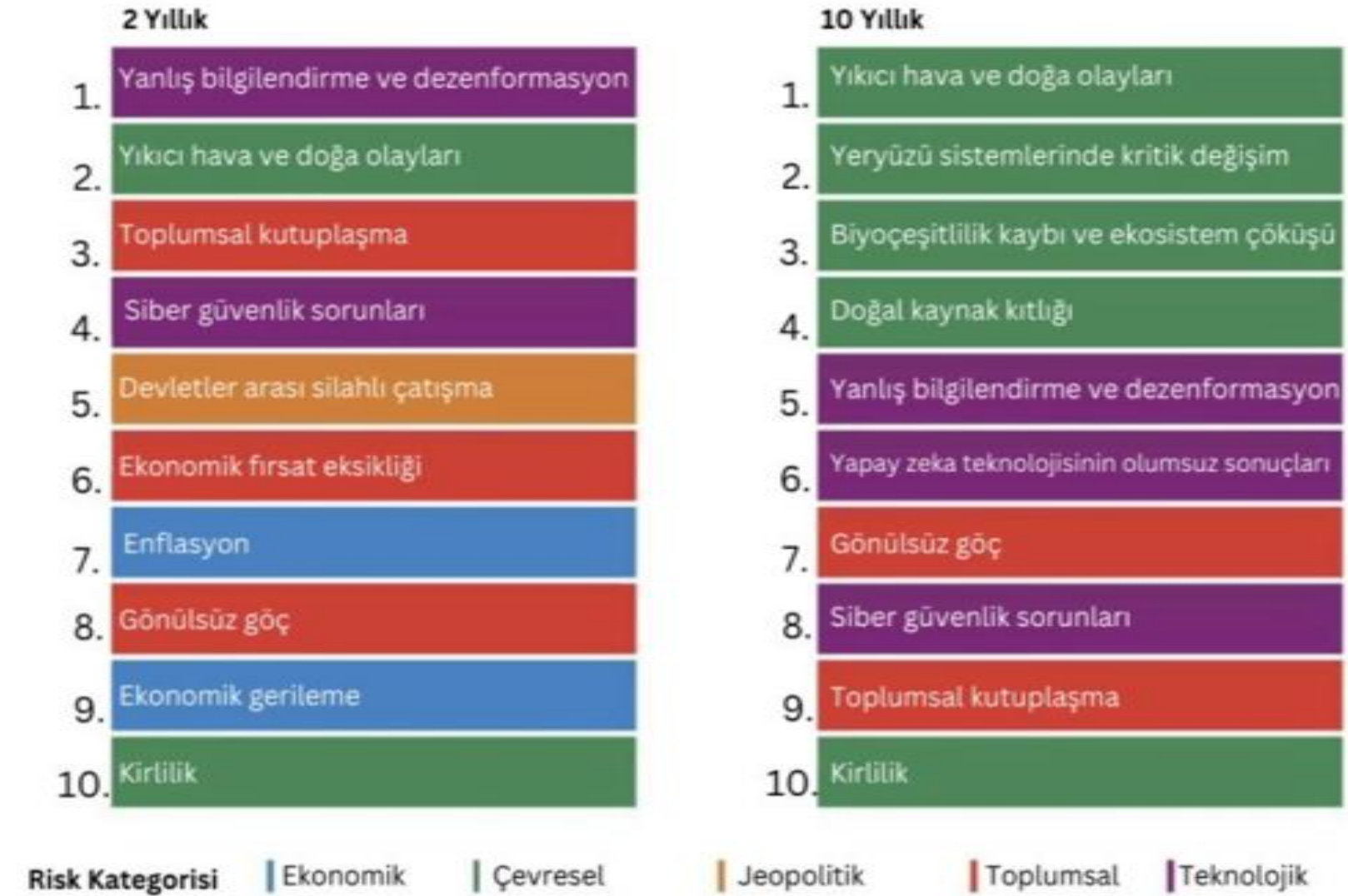
As shown in the table, "disruptive weather and natural events" and "critical changes in Earth systems," ranked first and second respectively in the World Economic Forum's Risk Perception Survey over a 10-year perspective, are among the most significant challenges of our time.

The European Green Deal roadmap, announced by the European Union in 2019, outlines the actions required to achieve net-zero emissions by 2050. The European Union has officially pledged to reduce greenhouse gas emissions by 50-55% compared to 1990 levels by 2030. In 2021, our country signed the Paris Agreement and began introducing similar targets to align with those set by other signatories.

Approximately 45% of our country's exports are directed to European countries. Therefore, our future plans must be shaped according to global risk perceptions and within the framework of the EU Green Deal.

Government policies, laws, and regulations must be designed to address this current reality. For the first time, the fight against climate change was included in our nation's 2023 Budget Law. The 2023 Central Government Budget includes 68 programs, one of which is directly focused on climate change: the Sustainable Environment and Climate Change Program.

The program's objective is to ensure the protection and improvement of the quality of the environment and natural resources, promote their effective, integrated, and sustainable management, implement environmentally and climate-friendly practices across all sectors, and increase environmental awareness and sensitivity across all segments of society.



Kaynak: Dünya Ekonomik Forumu Küresel Risk Algıları Araştırması 2023-2024

Environmental Management

Reducing the Environmental Impact

The effects of major global issues such as the climate crisis, depletion of natural resources, environmental pollution, and loss of biodiversity are intensifying worldwide and in our country.

Mass recognized these challenges years ago and began aligning our production and operations with international standards. In 2018, we obtained the ISO 9001 certification, and by 2020, we had implemented ISO 14001 and ISO 45001 requirements. By producing under these standards, we achieved a groundbreaking milestone in our industry.

In 2021, we moved into our new environmentally friendly building, which is **LEED-certified** and the first of its kind in the region. This building generates its own energy, marking another first for our area.

As a trusted partner of global fashion brands, we wholeheartedly believe that we can contribute to a transformative change with our environmentally conscious and human-centered approach to fashion.



The Global Risks 2023 Report published by the World Economic Forum highlights "disruptive weather and natural events" as the number one long-term threat and the risk with potentially the most severe impacts in the next decade.

We are fully aware of the negative environmental impact on our planet and prioritize leaving a better world for future generations as one of our core responsibilities.

To this end, we align our corporate goals and values with the dimensions of sustainable development—economic, social, and environmental—and conduct all our business activities within the framework of sustainability principles. Our efforts are driven by ethical product sourcing and a commitment to environmental sensitivity.

Environmental Management

Our Activities Under "Environmental Sustainability":



We were honored with the Best Practice Award for Environmental Friendliness by Bursa Metropolitan Municipality.



We ensured that unused or expired medications were safely disposed of to prevent harm to the environment.

Reducing our impact on natural resources is one of our top priorities. Advances in technology and digitization offer new opportunities to efficiently use resources and minimize our environmental footprint. Compliance with environmental regulations and customer requirements is a fundamental principle of our operations, guided by our environmental policy.

In This Direction, We Commit to:

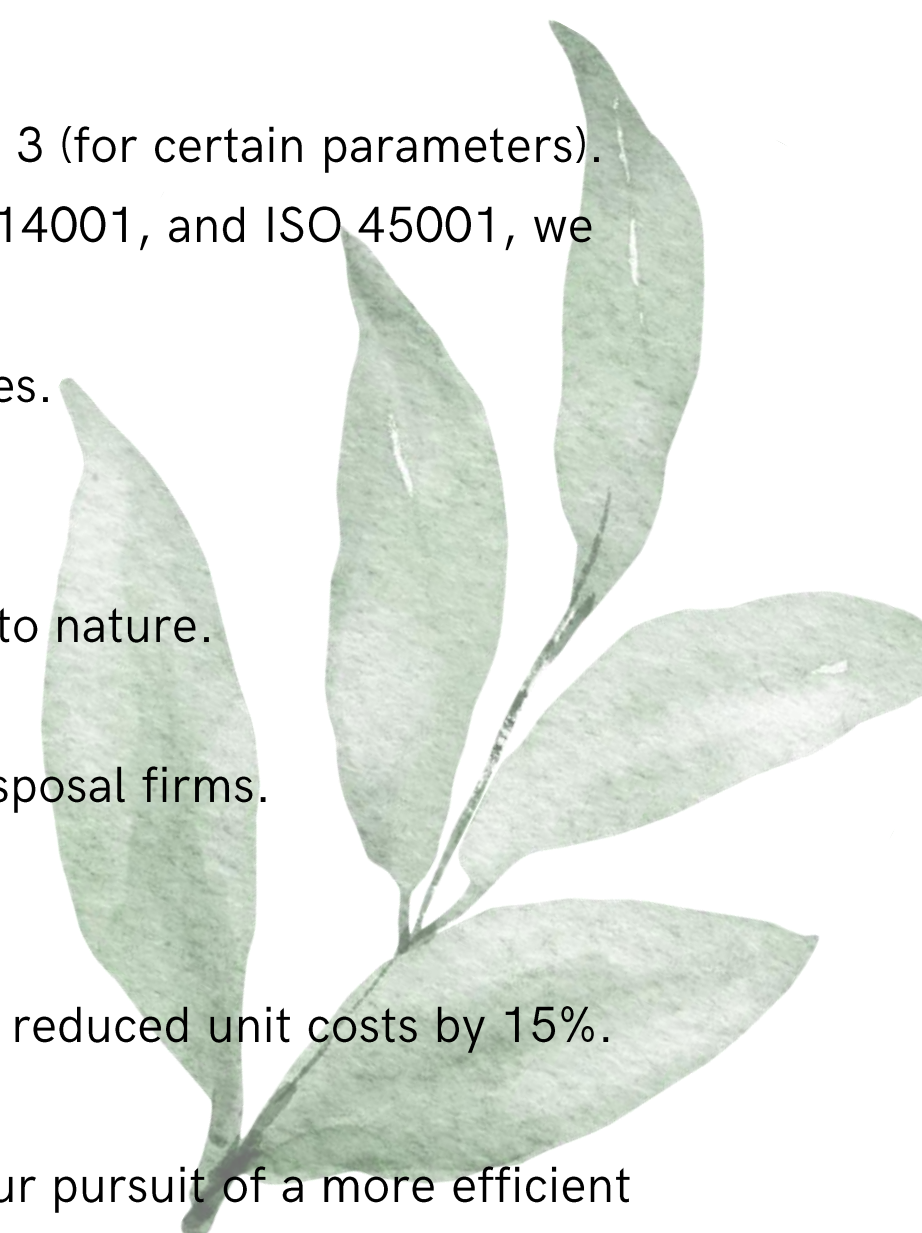
- Considering customer requests related to the environment and fully complying with all national and local legal requirements associated with our environmental dimensions.
- Continuously improving our environmental performance.
- Ensuring the optimal use of our natural resources.
- Raising awareness and encouraging all our employees, suppliers, and customers to collaborate on environmental matters.
- Striking a balance between economic and ecological considerations by factoring in environmental impact in all current and planned production activities.

Environmental Management

Our key initiatives for environmental sustainability can be summarized as follows:

- **Sustainability Report:** We published our first sustainability report in 2023.
- **Greenhouse Gas Emissions Calculation:** We calculated our greenhouse gas emissions under Scope 1, Scope 2, and Scope 3 (for certain parameters).
- **Integrated Management System:** By effectively utilizing our integrated management system, certified with ISO 9001, ISO 14001, and ISO 45001, we enhanced our processes.
- **Training and Awareness:** We organized training sessions to raise environmental and social awareness among our employees.
- **Rainwater Storage:** By collecting rainwater for use in certain areas, we achieved water savings.
- **Solar Energy System (SES):** We increased the use of solar energy to reduce our electricity consumption.
- **Waste Medication Collection:** We collected waste medications to minimize their environmental impact and prevent harm to nature.
- **LEED Green Building Award:** We earned the "Best Environmental Practice" award for our green building application.
- **Waste Sorting and Recycling:** We continued waste sorting and regularly sent waste to licensed recycling, recovery, and disposal firms.
- **Zero Waste Training:** We provided training for our employees on zero-waste management.
- **2023 Goals and Roadmap:** We set our environmental sustainability goals and roadmap for 2023.
- **Cost Reduction Through Recycling:** By incorporating recycled and recovered materials into our products and services, we reduced unit costs by 15%.

Through these efforts, we have taken significant steps toward achieving environmental sustainability and remain steadfast in our pursuit of a more efficient and sustainable future.



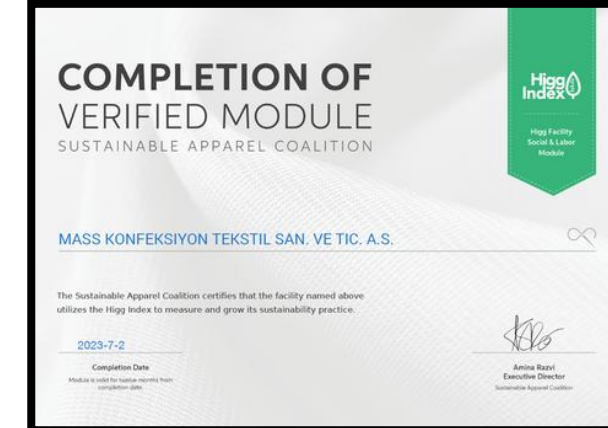
Certificates

Mass places great importance on holding various ISO and other quality certifications to enhance its competitiveness in the industry and ensure continuous improvement. These certifications not only help us maximize the effectiveness and efficiency of our business processes and achieve the highest levels of customer satisfaction but also reinforce our reliability within the sector.

ISO certifications validate our adherence to internationally recognized standards in key areas such as quality management, environmental management, and occupational health and safety. They also crown our efforts for continuous improvement. These certified systems enable us to meet customer expectations at the highest level, not only within our internal processes but across every stage, from our supply chain to our services.

HIGG certifications are a crucial tool for monitoring and improving the environmental and social sustainability of facilities in the textile and apparel industry.

We are proud to hold HIGG certifications as part of our sustainability commitment. These certifications are a testament to our ongoing efforts and dedication to minimizing the environmental and social impacts of our production processes.

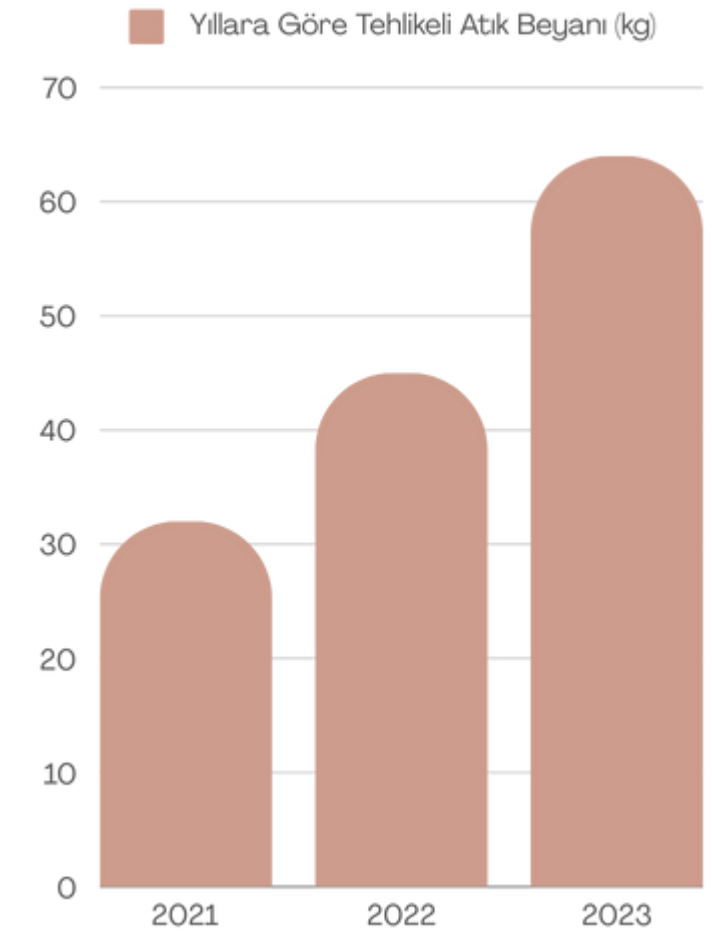
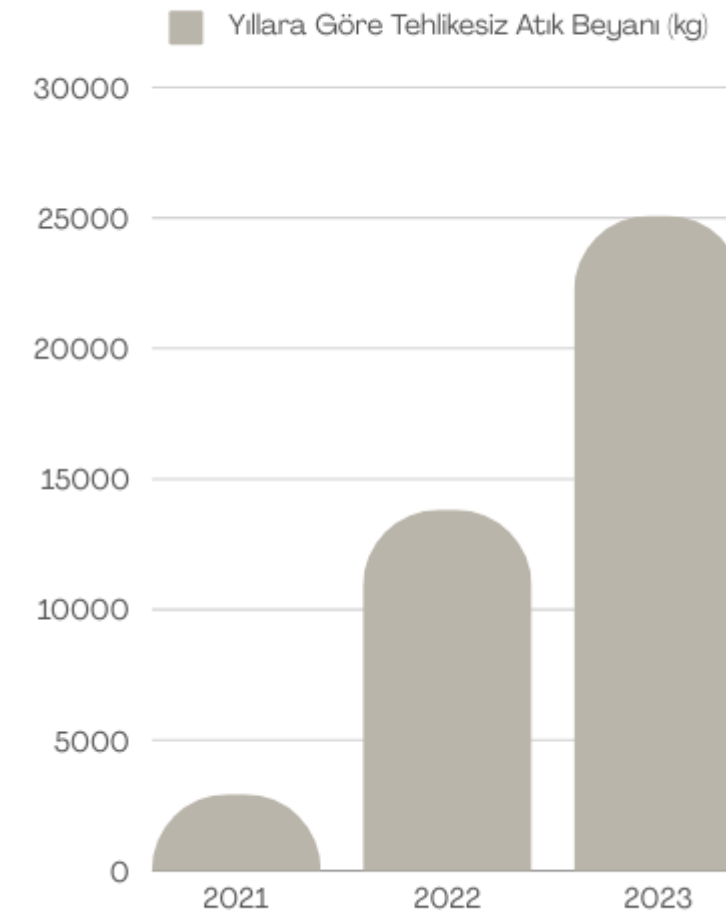
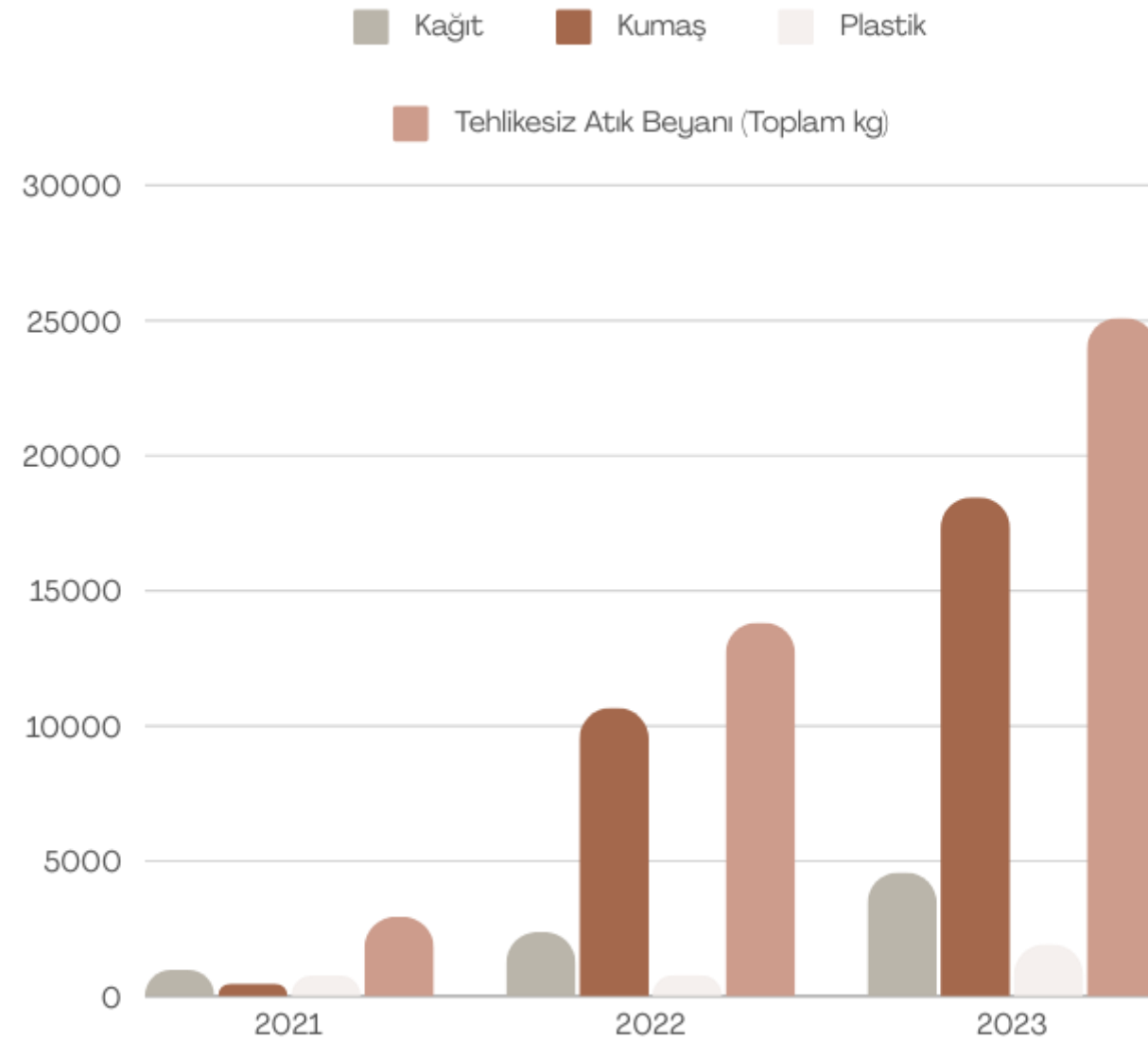


Sustainability is not an ultimate destination but rather an endless journey toward continuous improvement.

Effective Waste Management

At Mass, we manage both hazardous and non-hazardous waste in compliance with legal regulations and environmental standards. Aligned with a sustainable business model, we contribute to the principles of a circular economy by minimizing resource consumption and waste generation.

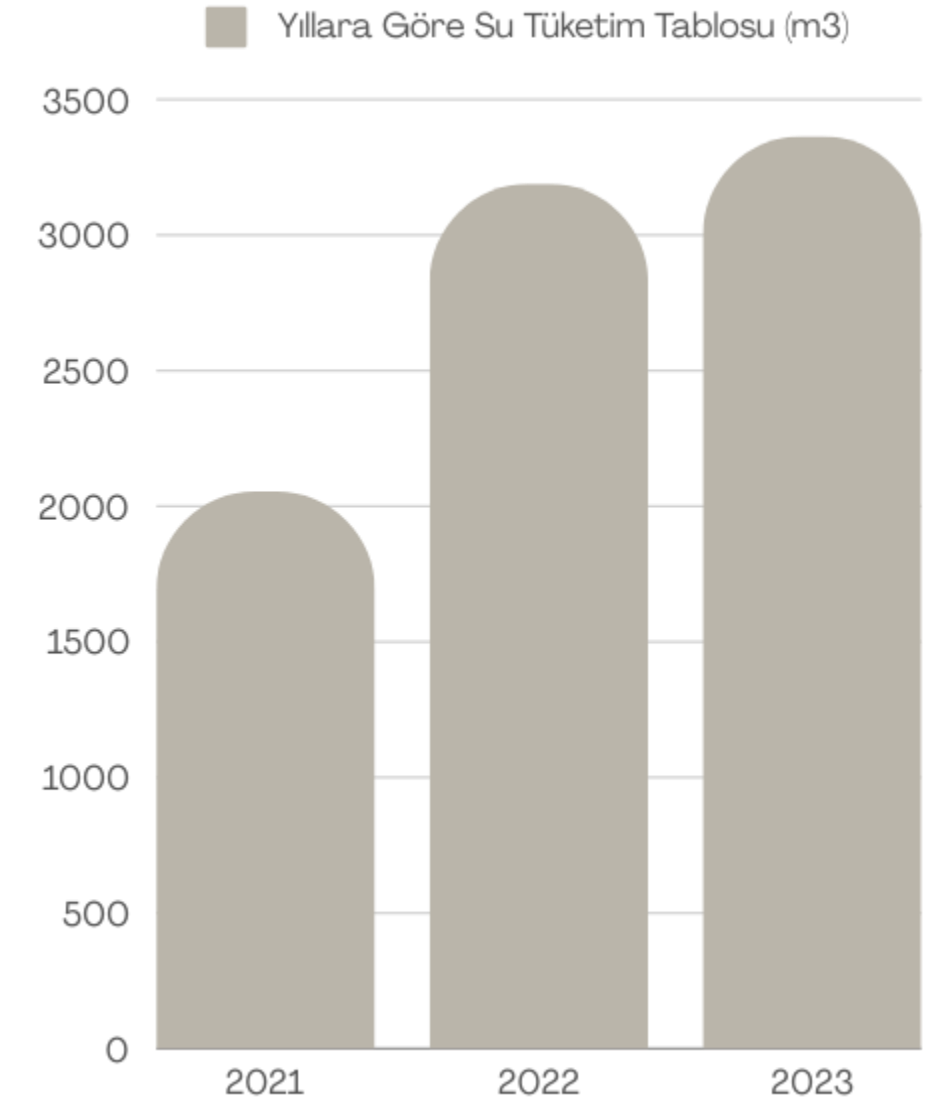
In this context, we continue to work toward our zero-waste goal and develop strategies to reduce non-recyclable textile and other waste. Our waste management processes are supported by eco-friendly practices, ensuring the adoption of a sustainable production approach in the long term.



Sustainability is not an ultimate destination but rather an endless journey toward continuous improvement.

Water Management

In our country and region, water resources are declining due to factors such as industrialization, uncontrolled urbanization, and industrial activities in agricultural areas, while the severity of global water stress continues to increase. Over the past century, global water usage has risen by approximately 15%, and climate crisis-related threats to existing water resources have further reduced water quality and accessibility.



Note: Water consumption has increased due to the growth in the number of employees.

Energy Management

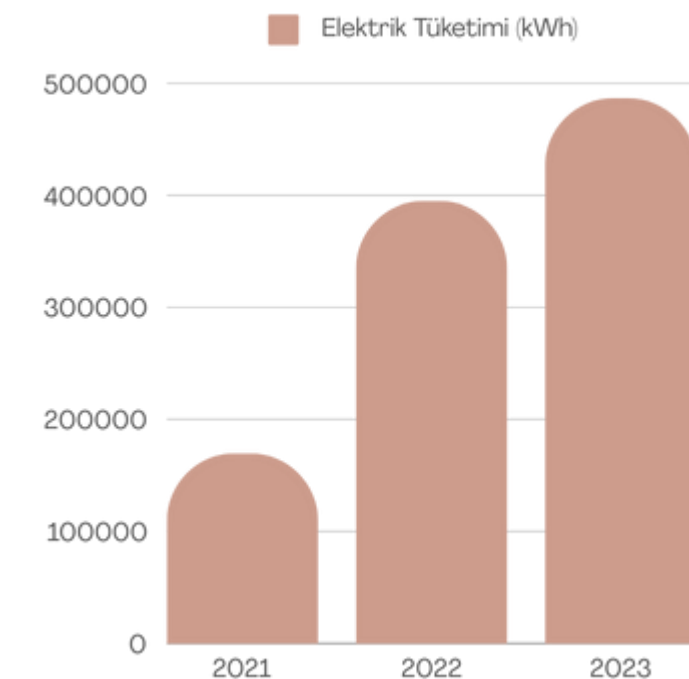
At Mass, we adopt an environmentally conscious approach by meeting not only our own energy needs but also those of our industrial region through solar energy panels. By using renewable energy sources, we minimize the negative impact of fossil fuels on the environment and contribute to the conservation of natural resources.

Solar energy serves as both an eco-friendly alternative and a sustainable power source. With the solar panels installed on our rooftops, we meet our energy needs while also producing energy in a sustainable manner to supply industrial facilities in our region. This approach enhances our energy efficiency and significantly reduces our carbon footprint.

Sustainability extends beyond environmental protection, allowing us to achieve efficiency and cost savings in our business processes. By harnessing solar energy, we take pride in being an environmentally conscious company while enjoying the benefits of energy independence.



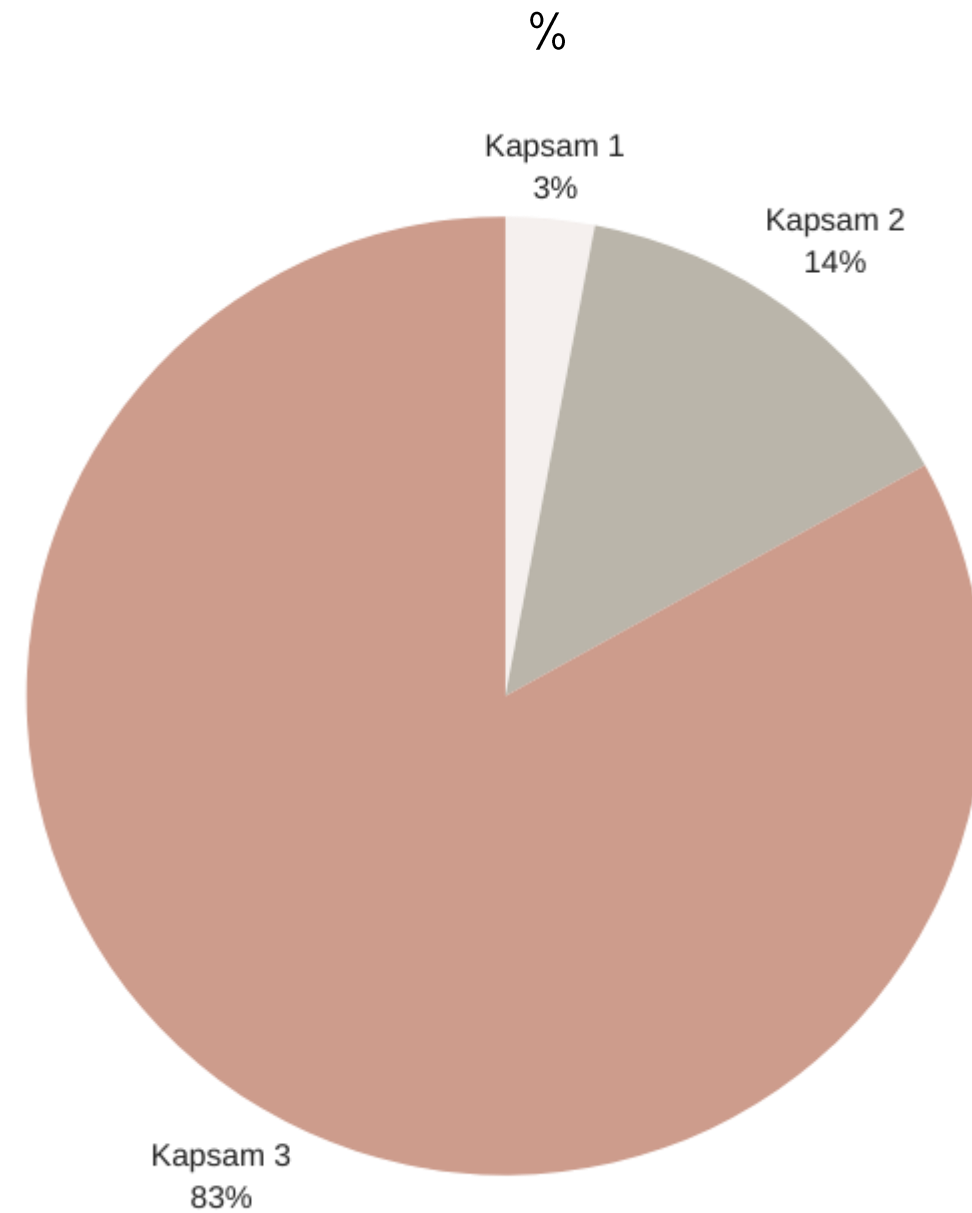
To leave a more livable world for future generations, we continue to invest in environmentally friendly projects and renewable energy initiatives. By contributing to both nature and the economy, we are excited to build a sustainable business model that supports a brighter future.



Note: Energy consumption has increased due to the increase in production capacity.

Carbon Footprint Calculations

Emissions Distribution



In 2023, we conducted our first carbon footprint calculation at Mass. This process included not only data from our factory but also figures calculated by our product and service suppliers (Scope 1 and Scope 2). The results highlighted the critical importance of supplier management and procurement in our efforts to reduce our carbon footprint.

As of 2023, the average carbon footprint per product at Mass was calculated to be 4.065 kg CO₂e. To achieve our goal of reducing our carbon footprint, we have implemented various improvements and sustainable practices.

For the first time this year, a pie chart was created to analyze the significant role of supplier processes in our carbon footprint reduction strategies (Scope 3 accounts for 83%). These findings will shape our future sustainability initiatives and guide us in adopting a more environmentally friendly approach.



BETTER FUTURE FOR INNOVATIVE TRANSFORMATION



Multi-Location File Sharing Application

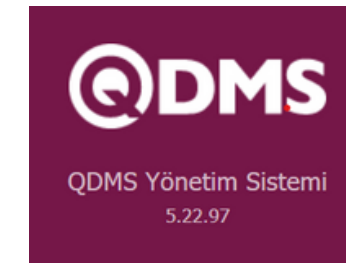
Design Applications



ERP Applications



Integrated Quality Management System



About Report

For the first time, Mass is sharing examples of the key activities we carried out in 2023 as part of our sustainability efforts. We are excited to publish our inaugural sustainability report, which outlines our actions and progress throughout the year. Moving forward, we aim to publish a sustainability report annually to provide regular updates on our efforts.

By integrating sustainability into all our activities, Mass aligns its business model and strategies with environmental, social, and economic responsibilities. Our sustainability report comprehensively presents the company's goals, priorities, measures taken, and performance in the field of sustainability. Key Elements Considered in Preparing the Sustainability Report:

- ISO 9001 Quality Management System (QMS) Requirements
- ISO 14001 Environmental Management System (EMS) Requirements
- ISO 45001 Occupational Health and Safety (OHS) Requirements
- Global Risk Trends
- Employee Development
- Employment of Women
- Zero Waste
- Community Projects
- Energy and Greenhouse Gas Emissions
- Product Carbon Footprint
- Water Consumption
- Supplier Management
- Renewable Energy Sources
- Natural Resource Consumption
- HIGG FEM, HIGG FSLM etc.
- Reporting

Abbreviations

Mass: Mass Konfeksiyon Tekstil Sanayi ve Ticaret A.Ş.

UIB: Uludag Exporters' Association

UHKIB: Uludağ Apparel and Clothing Exporters' Association

RCS: Recycled Claim Standard

OCS: Organic Content Standard

Better Cotton: Better Cotton

Sedex: Supplier Ethical Data Exchange

HIGG FEM: Higg Facility Environmental Module

HIGG FSLM: Higg Facility Social Module

Abbreviations

SLCP: Social & Labor Convergence Program

LEED: Leadership in Energy and Environmental Design

GOTS: Global Organic Textile Standard

Europen Flax: European Linen Certificate

RWS: Responsible Wool Standard

ISO: International Organization for Standardization

OHS: Occupational Health and Safety

EMS: Environmental Management System

ILO: International Labour Organization

SES: Solar Energy System

Brand Management

MAKSU



As Maksu Women's Fashion Brand, we set out with a mission to leave a lasting mark in the world of fashion and touch women's daily lives. Based in our creative studio in Madrid, we collaborate with our teams worldwide to create designs that inspire women and make them feel unique and confident.

Every design is carefully crafted as a reflection of beauty and elegance, highlighting women's inner and outer beauty. At Maksu, we are dedicated to offering women high-quality and sustainable fashion products. These values guide our mission and vision, shaping the brand's roadmap and future goals.

As Maksu Women's Fashion Brand, we strive not only to provide stylish and quality products to our customers but also to create a unique experience with every piece. Our brand, which has earned a strong place in the fashion world, is shaped around core values that direct us in every design and production stage.

Beauty, Authenticity, Emotion, Excellence, and Sustainability are the core values at the heart of Maksu, setting us apart from others.



Brand Management

MAKSU

Mission

Our mission at Maksu Women's Fashion Brand is to help women discover and experience beauty in their daily lives. Maksu offers a complete wardrobe adorned with high-quality fabrics, original prints, and poetic details that women can wear in both everyday life and special moments. Our urban poetic style creates elegant and liberating silhouettes, ensuring every woman feels unique and confident. By supporting women in their quest for beauty and originality, Maksu encourages them to embrace these values in their daily lives.

Vision

Our vision is to establish ourselves as a leading fashion brand that inspires women worldwide, making them feel elegant, sophisticated, and confident. At Maksu, we believe fashion is not just a means of dressing but also a source of happiness and self-confidence. Our goal is to create timeless feminine designs that exude romantic elegance and sophistication while maintaining a sustainable approach to fashion. We aim to deliver high-quality, sustainable designs that embody these values and share them globally. Maksu aspires to be a brand that enables every woman to experience beauty in her everyday life.

Sustainability Committee



Mehmet AKSU

Chair of Board of Directors



Özlem AYABAKAN
Human Resources Manager



Olcay UZNALCI
Social Compliance Manager



Rahile YENİ
Management
Consultant

As of 2023, a Sustainability Committee has been established at Mass, laying the foundation for our sustainability goals.

Within the framework of this committee, our primary responsibilities and tasks include:

- Ensuring that sustainability reports comply with established sustainability standards.
- Continuously identifying development opportunities to improve sustainability performance across the organization.

Achieving the defined sustainability objectives.

- Determining sustainability requirements and preparing a Sustainability Roadmap in alignment with these needs. These elements serve as the cornerstone of our initial duties and responsibilities in driving sustainability efforts forward.