

ASTER COMPANIES GROUP



ANNUAL REPORT

2024

**WE INNOVATE
WE CREATE
WE ARE ASTER**

GLOBAL POWER

As Aster Companies Group, we rely on our strength and a dynamic global vision to compete effectively in the global market. We continue our journey to become a globally recognized brand by acting with the principles of innovation, quality, and customer focus.

We are constantly exploring new market opportunities to lead our industry, while focusing on adding value to our society and the environment.

We combine our global strength and vision with our efforts to build a sustainable future and strive for a better world with our “Thoughtful Living” approach.

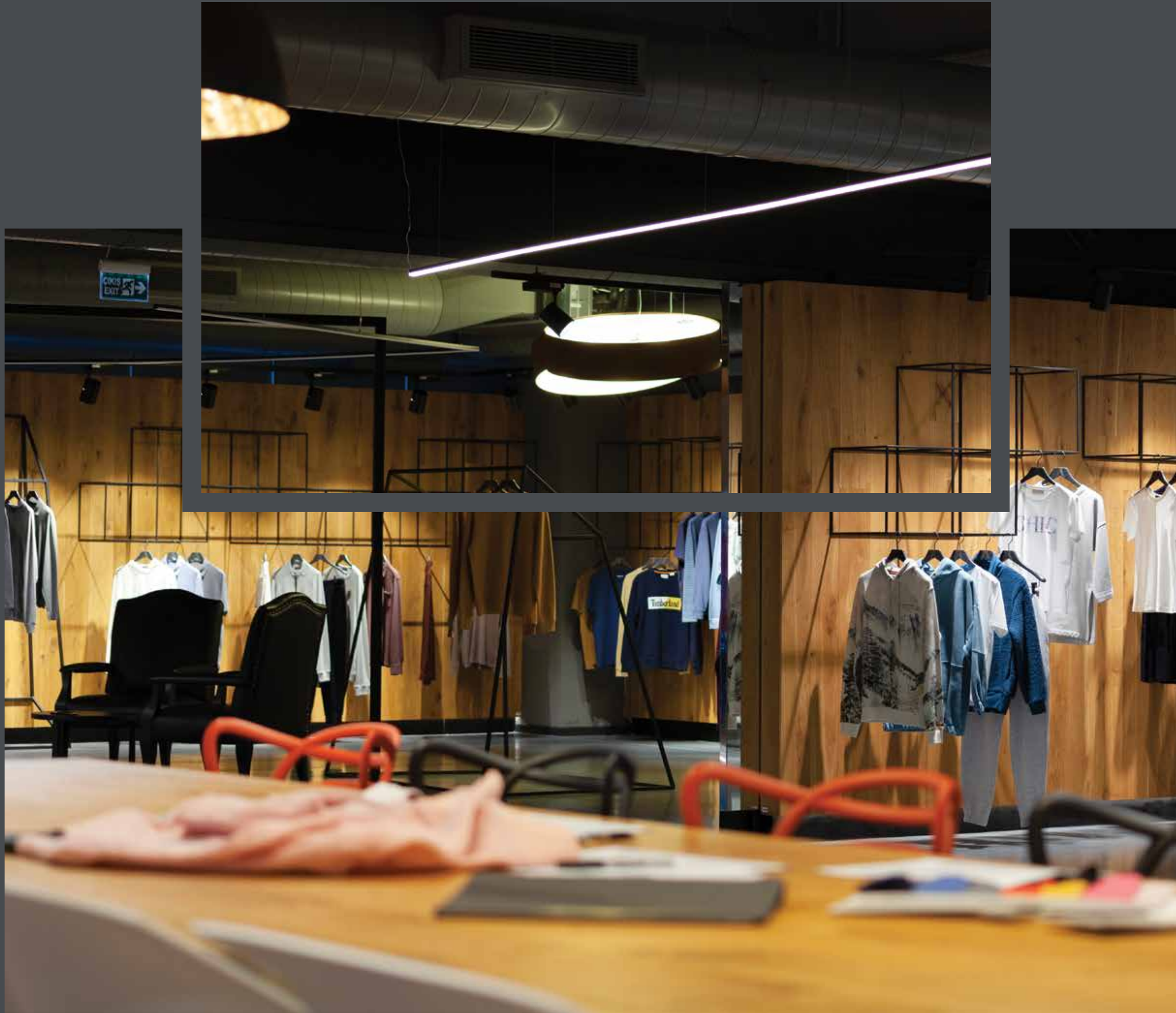


VALUE-DRIVEN GROWTH

We don't separate sustainability from profitability. With a focus on long-term value creation, we consider our environmental and social impacts and shape our decisions accordingly.

Our strategic investments not only support the growth of our business but also enhance our efficiency, contributing to our profitability. We are strengthening our vertically integrated structure that extends from weaving to dyeing, from printing to embroidery, while expanding our production capacity in a measured and planned manner.

While reinforcing our present, we also carefully evaluate opportunities for the future. Our aim is to make long-term success sustainable through steady and responsible growth.



STRATEGIC PARTNERSHIPS AND EXPANSION

We are always committed to the growth and impact of our business. Thanks to our strategic partnerships with more than 20 global brands, we create strong synergies with the leaders of our industry. We also continue to grow by entering new markets and strengthening our presence in existing ones. In this way, we offer our customers a wider range of services, while ensuring the sustainable growth of our company.





LEAN PRODUCTION AND OPERATIONAL EXCELLENCE


A productive future is built on the right foundations.

At Aster, we continuously review, streamline, and enhance our business processes. Through our lean production approach—focused on eliminating waste and maximising value—we utilise our resources in the most effective way, driving efficiency across all our operations.

For us, operational excellence is not a goal but a culture. We consistently raise our quality standards, with a focus on continuous improvement that elevates our performance both in production and in service.

This approach minimises not only costs, but also time, energy, and potential losses, enabling us to deliver higher quality, greater speed, and increased satisfaction to our customers at every touchpoint.

This culture, which underpins our competitive strength, remains the driving force behind our sustainable success.



CUSTOMER- CENTRIC TRANSFORMATION

The customer is not simply at the center of our business—they are at its very heart. Every step we take, every product we offer, and every process we develop is shaped by this understanding.

We do more than just meet needs; we anticipate them. We carefully analyse feedback and continuously improve our products and services based on these insights. Instead of offering standard solutions, we focus on creating bespoke value for each customer.

We position innovation to enrich our customers' experience, and we leverage digitalisation to make our business processes faster, more flexible, and more effective.

This approach ensures that Aster is not only ready for today but also prepared for tomorrow. Our customer-centric transformation is the cornerstone of sustainable success.



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ASTER TEXTILE AT A GLANCE

Aster is demonstrating sustainable growth through its international investments, including operations in Türkiye, the United Kingdom, and Serbia.

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ASTER TEXTILE AT A GLANCE

The world's leading global textile manufacturer and market leader.

Founded in 1987 in İstanbul, Aster Textile has developed to rank among Türkiye's top 10 textile exporters in the ready-made and collection sector. Aster has been one of the world's leading textile manufacturers for many years, remaining true to its core values and meticulously maintaining its position as the market leader. It delivers its products, consisting mainly of knitted and woven collections for women, men, and children, to more than 20 international customers in nine countries.

Headquartered in İstanbul, Aster Textile offers its customers the latest product solutions, along with the best quality and price with a sustainable approach. In addition to its production facilities in Türkiye and Serbia and business partners in the Far East, Aster Textile serves customers worldwide with the contribution of its İstanbul and London offices. With the desire to always produce the best for its customers, it closely follows fashion trends across the world and innovations in various product groups.

In addition to its headquarters in İstanbul, Aster Textile operates in Kırklareli-Babaeski, Tokat-Erbaa, Tekirdağ-Çerkezköy, Nevşehir-Cappadocia and Serbia-Niš, in a total of 141,815 m² of fully owned indoor space. In 2022, the third phase of the Tokat-Erbaa plant was commissioned, expanding from 17,500 m² to 23,100 m² of indoor space and updating the integrated printing, embroidery, washing and production capacities.

Aster is demonstrating sustainable growth through its international investments, including operations in Türkiye, the UK and Serbia. With its Design, Innovation and Business Development teams in İstanbul and London, it offers innovative products and solutions by following its passion for fashion and design and anticipating the expectations of its global customers, each with their own unique identity. All business processes, from the initial design to the delivery of products to customer stores and warehouses, are managed closely by the relevant departments.

Artesa Fabrics knitting capacity was diversified with a total of 104 knitting machines using many technologies such as artificial intelligence and learning error detection systems as well as machine investments such as the state-of-the-art jacquard knitting machines added to the production portfolio.

With the recent facility and machinery investments in our dyeing departments, we now have the infrastructure to carry out the dyeing, printing, and finishing of all types of fibres in-house. Further investments include the addition of rotation and digital printing. In this way, a printing capacity of 3500 tons/year was created.

While the solar energy investment was completed, powerful heat and water recovery solutions were integrated at different levels and a full automation system was introduced for both chemicals and dyestuffs, bringing the facility to a total indoor area of 37,960 m².

Continuing its investments at full pace, Aster is consolidating its leadership position in the sector through its sustainable growth strategy. With the aim of offering customers a broader range of services in the production of narrow fabrics, cords and raschel ribbons, the group has launched the Setra Trim brand. As part of this new structure, the tipping process has also been integrated into the production line, further strengthening product diversity and manufacturing capability. Through this step, Aster not only offers more comprehensive solutions to meet customer needs but also continues to make strategic

investments in high value-added areas. Launched with the aim of further strengthening its corporate governance structure, the SAP Transformation Project has been successfully completed.

Thanks to this comprehensive transformation, Aster has optimised its business processes end-to-end, resulting in a more integrated, efficient and transparent structure.

The new system infrastructure enhances agility in decision-making processes, while also contributing at a corporate level to the company's sustainable growth and operational excellence goals.

Driven by its values and passion to initiate and trigger change towards a more sustainable and circular fashion industry, Aster maintains its important place in the industry through strategic collaborations.

**STRONG IN PRODUCT AND
PRODUCTION**

**PIONEER IN CIRCULAR
FASHION ECONOMY**



OUR VISION, MISSION, AND SOCIAL VALUES



OUR VISION

To create contemporary and thoughtful fashion, together with you.



OUR MISSION

To be one of the top five textile exporters in Türkiye by offering our customers products that create high added value through our flexibility, entrepreneurial spirit and innovative structure, without compromising our ethical values.

Along this journey, we respect people, our planet and life, and remain dynamic and contemporary by constantly learning, teaching and changing. We provide social benefit by raising awareness about the world and our shared responsibilities.



OUR SOCIAL VALUES

We always respect the rights, differences and values of all our employees and all members of society. We attach importance to the alignment of our sustainability strategies with our social responsibility projects.

Through the Aster Foundation, we aim to add value to our communities and are actively involved in social projects. We believe that our social responsibility awareness forms the basis of our relationship with the world as well as our commercial activities.



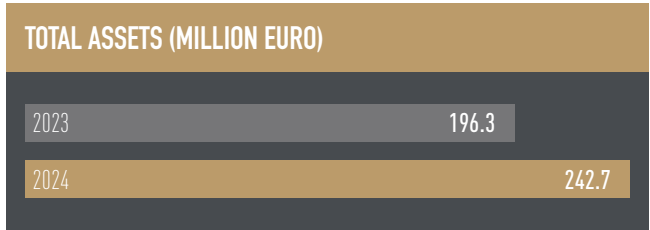
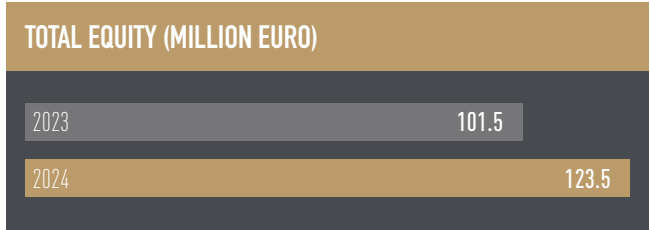
OUR MOTTO

**THOUGHTFUL LIVING
INTEGRATED WITH TECHNOLOGY**

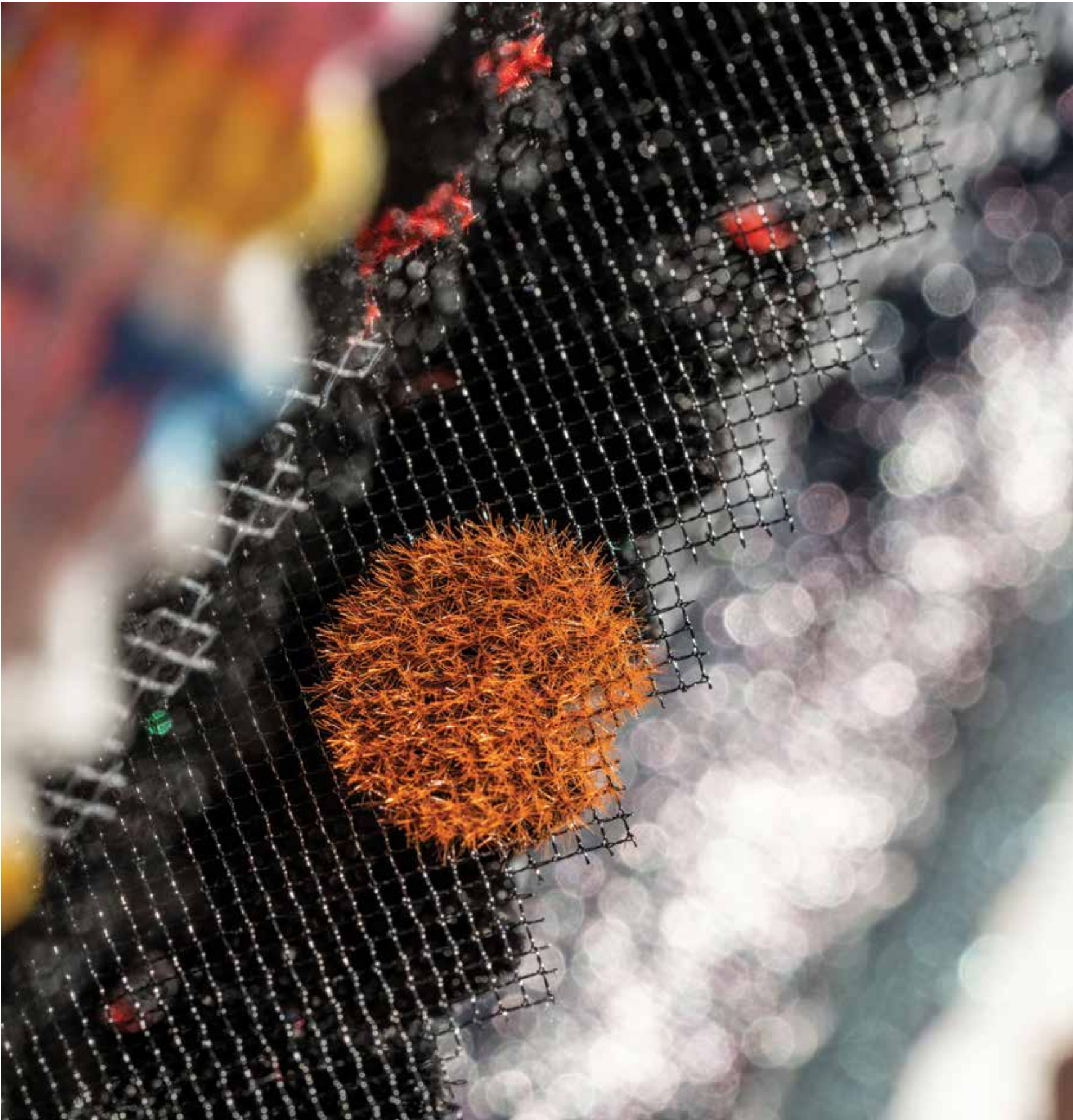


ASTER TEXTILE IN FIGURES

Aster Textile achieved €125.5 million in net sales in 2024, reaching a gross profit of €35.2 million.



2024	CAPACITY (MILLION MINUTES)	TOTAL INDOOR AREA (m²)	NUMBER OF EMPLOYEES
Türkiye - İstanbul	19	30,105	587
Türkiye - Kırklareli	37	21,500	520
Türkiye - Tokat	62	23,100	816
Türkiye - Tokat 2 nd Branch	22	7,300	320
Türkiye - Nevşehir	22	2,600	215
Serbia - Niš	38	19,250	526
Artesa Fabrics		37,960	401
Total	200	141,815	3,385



EXPORT/ PRODUCTION LOCATIONS

In addition to its headquarters in İstanbul, Aster Textile operates in Kırklareli-Babaeski, Tokat-Erbaa, Tekirdağ-Çerkezköy, Nevşehir-Cappadocia and Serbia-Niš, in a total of 141,815 m² of fully owned indoor space.



6 PRODUCTION FACILITIES

Türkiye

Kırklareli, Tekirdağ, İstanbul, Tokat, Nevşehir

Serbia

Niš



2 BUSINESS DEVELOPMENT CENTERS

Türkiye

İstanbul (Headquarters)

UK

London



STRONG FIGURES

An indoor area of

141,815 m²

Nearly

3,500 employees

21 global brands

Exports to

9 countries

Production in

3 countries

6 operation centers

200 million minutes of
production capacity

5,000 stakeholders

Among Türkiye's

top **10** exporters in its sector



TÜRKİYE-İSTANBUL

19 million minutes of production capacity

30,105 m² total indoor area

587 employees



TÜRKİYE-KIRKLARELİ

37 million minutes of production capacity

21,500 m² total indoor area

520 employees



TÜRKİYE-TOKAT

62 million minutes of production capacity

23,100 m² total indoor area

816 employees



TÜRKİYE-TOKAT (2ND BRANCH)

22 million minutes of production capacity

7,300 m² total indoor area

320 employees



TÜRKİYE-NEVŞEHİR

22 million minutes of production capacity

2,600 m² total indoor area

215 employees



SERBIA - NIŠ

38 million minutes of production capacity

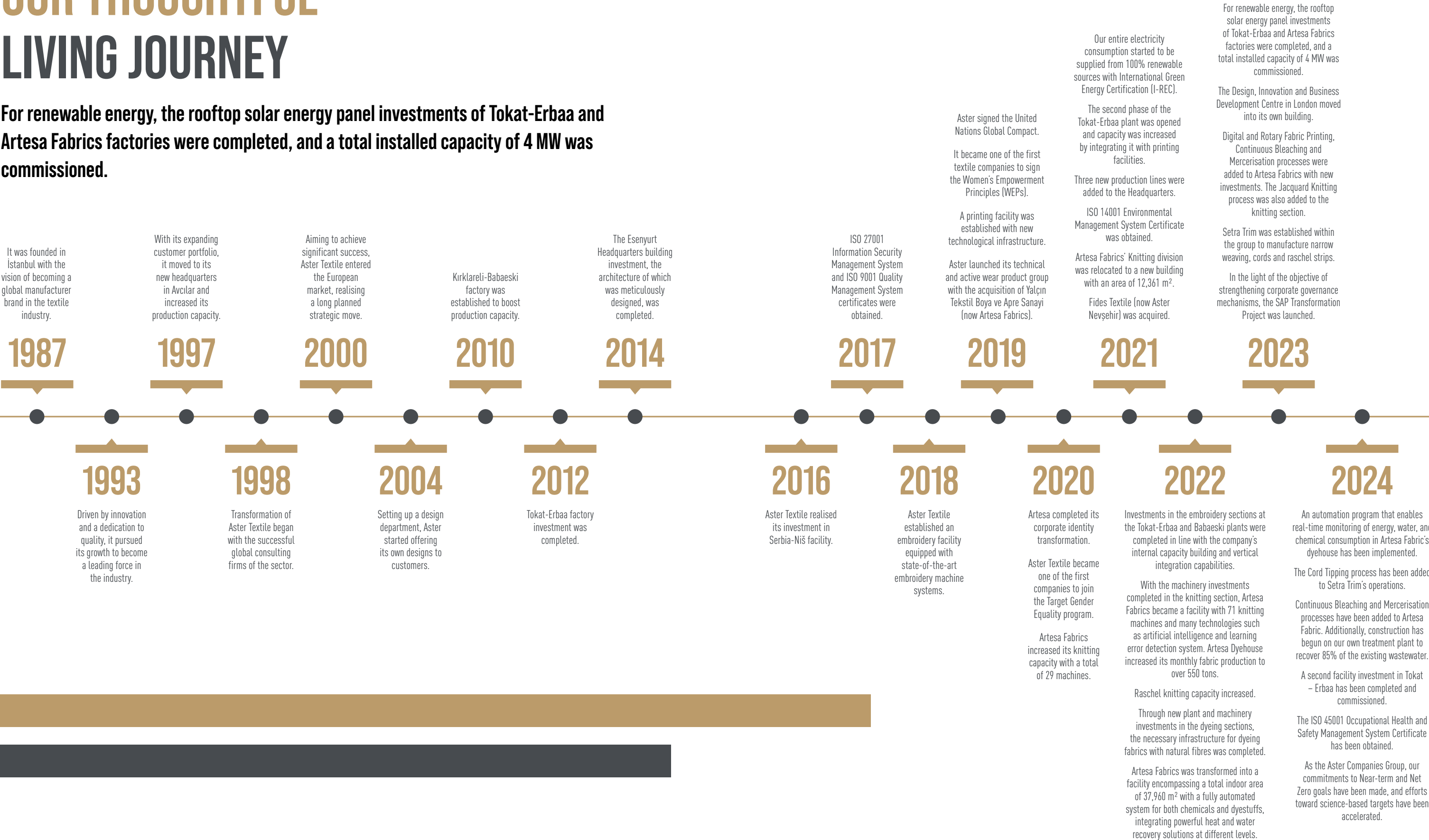
19,250 m² total indoor area

526 employees



OUR THOUGHTFUL LIVING JOURNEY

For renewable energy, the rooftop solar energy panel investments of Tokat-Erbaa and Artesa Fabrics factories were completed, and a total installed capacity of 4 MW was commissioned.



OUR STRATEGIC PARTNERS

Strategic partnerships with 20+ global brands...
7 countries in the EU, the UK and USA



THE UK

COS
Gymshark
F&F
Marks and Spencer
River Island

GERMANY

Hugo Boss

SPAIN

Nude Project

FRANCE

Lacoste
Claudie Pierlot
Decathlon
Maje
Sandro

USA

Banana Republic
Theory

THE NETHERLANDS

Calvin Klein
Tommy Hilfiger

ITALY

Ermenegildo Zegna

SWITZERLAND

On Running
Timberland
The North Face

SWEDEN

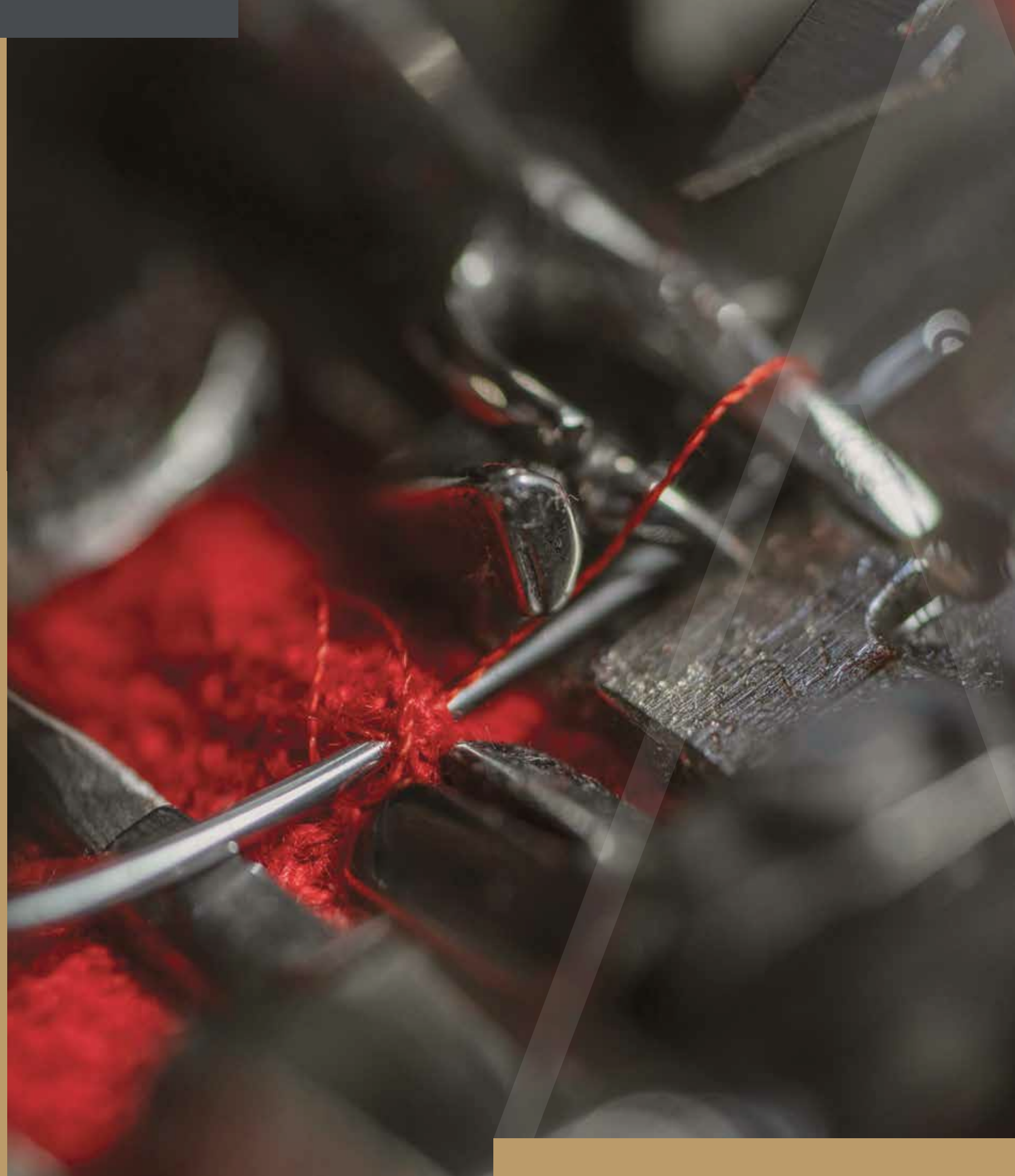
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MANAGEMENT

Performance Driven by
Corporate Values

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MESSAGE FROM THE CHAIRMAN AND CEO

Dear Stakeholders,

As we leave 2024 behind, we have all witnessed the impact of change and transformation on the business world. In a period where global markets continue to seek stability and regional developments are closely monitored, we have once again seen how vital it is to maintain a solid stance in the face of uncertainty. As Türkiye, we too were affected by this dynamic environment; however, thanks to Aster's long-term perspective and strong foundations, we have continued our journey with confidence.

Aster's achievements in digital transformation reflect not only our internal efficiency but also the innovation capacity of Türkiye's textile sector.

This resilient position has once again proven that we possess the financial endurance to meet not only today's needs but also tomorrow's challenges.

At Aster, we navigated this year with determined steps, staying true to our strategic objectives and growth focus. Since our establishment, our value-driven production approach has been the cornerstone of not only economic success but also of building long-lasting, trust-based relationships with our business partners. Customer satisfaction remained at the heart of every decision, as we believe that satisfaction is not just the result of good service, but of doing business the right way.

In 2024, this approach evolved into a structural transformation. This year, we established our Lean Transformation and Operational Excellence departments. Because in today's world, it's not enough just to grow; we need to grow efficiently, agilely, measurably, and sustainably. We see this step not simply as a departmental restructuring, but as a strategic journey that fundamentally transforms the way Aster does business.

Moreover, with our ISO 45001 Occupational Health and Safety Management System Certificate, we have underscored our commitment to providing a safer working environment for our employees.

Through lean transformation, we focused on simplification within our corporate culture, accelerating decision-making, enhancing resource efficiency, and fostering total quality awareness. This new structure brought with it a systematic approach that reduces operational complexity, highlights value-added processes, and promotes continuous improvement. By enabling each of our units to review their own processes, we created an environment that minimises waste, increases efficiency, and ultimately improves the customer experience end-to-end.

Lean production and operational excellence are no longer just targets for us; they have become a daily way of working. This allows us to increase our internal efficiency while delivering more predictable, consistent, and high-quality solutions to our customers.

In addition to all these efforts, Aster Textile has once again demonstrated its unwavering commitment to maintaining our financial stability and strong financial structure this year. Despite the global and local economic uncertainties experienced throughout 2024, we preserved our robust balance sheet thanks to our prudent management approach and further strengthened our financial infrastructure to support our sustainable growth objectives.

Thanks to the meticulous work of our finance team—closely monitoring economic trends at the sectoral, national, and global levels, and ensuring a strong internal flow of information—we successfully maintained our consolidated financial management. Through solid cash flow and effective resource management, we preserved our financial flexibility and continued to invest without interruption.

This resilient position has once again proven that we possess the financial endurance to meet not only today's needs but also tomorrow's challenges. Once again, we retained our high credit rating from accredited institutions this year, reaffirming both our financial strength and our reliability in international markets. This achievement stands as a clear testament to the responsibility we uphold towards our stakeholders and investors.

As a key part of this structural transformation, we also launched the Setra Trim operation within our group. Focused on the production of narrow fabrics, cords, and raschel ribbons, this new structure—strengthened by the addition of the tipping process—has not only boosted our manufacturing capability but also deepened our competence in delivering integrated solutions.

One of the cornerstones of our production strength, Artesa Fabrics, has taken significant steps this year in sustainable production technologies. With the automation system integrated into our dyehouse, we can now monitor energy, water, and chemical consumption in real time, managing our processes more effectively. Additionally, we commissioned our Continuous Bleaching and Mercerisation processes and began constructing a treatment plant that will recover 70% of wastewater. All these investments reflect our commitment to environmental sustainability and our vision for using resources wisely.

We also completed and commissioned our second facility investment in Tokat-Erbaa during 2024. This new production capacity supports our flexible capacity management while enhancing our competitiveness. Moreover, with our ISO 45001 Occupational Health and Safety Management System Certificate, we have underscored our commitment to providing a safer working environment for our employees.

Digital transformation was also one of the most strategic topics of the year. At Aster, we are not just following the latest trends in this area—we are developing, implementing, and setting an example for our sector.

In this regard, we successfully completed the SAP Transformation Project, which covers all our business processes. This transformation has enabled us to manage critical functions such as finance, production, logistics, and procurement under a single integrated system. Our data-driven decision-making processes are now stronger, and our operational management is faster and more transparent.

One of the cornerstones of our production strength, Artesa Fabrics, has taken significant steps this year in sustainable production technologies. With the automation system integrated into our dyehouse, we can now monitor energy, water, and chemical consumption in real time, managing our processes more effectively.

Another highlight of this transformation came in the field of innovation. Last year, our Vision Reflect digital print inspection system—developed by our IT department—made a significant difference in our printing processes in terms of efficiency and quality and won an award at the TechXtile Challenge Innovation Competition. This year, our team earned another award on the same platform with a new project developed for Artesa Fabrics.

Aster's achievements in digital transformation reflect not only our internal efficiency but also the innovation capacity of Türkiye's textile sector.

We also made strong commitments in the field of sustainability. By publicly sharing our near-term and net zero targets, we have initiated work under the Science Based Targets initiative (SBTi). We are building the future today by managing climate risks in a more concrete, measurable, and strategic way.

All these efforts are part of a vision to create value not only for Aster but also for our customers, employees, business partners, and social stakeholders. I would like to express my gratitude to everyone whose efforts, contributions, and belief have supported our strong progress.

We have grown stronger together; now we are growing together.

Sincerely,

İSMAİL KOÇALI
Chairman of the Board and CEO

A man with a bald head and a light beard, wearing a brown blazer over a black t-shirt, is smiling and standing in front of a large green plant. His hands are clasped in front of him. The background is a bright, indoor setting with large windows and lush greenery.

MESSAGE FROM THE VICE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Partners,

The year 2024 is being recorded in history as a transitional year in which global production and trade balances are being reshaped, while areas such as artificial intelligence, digitalisation and sustainability have gained priority. This transformation is compelling companies to go beyond traditional ways of doing business, becoming more flexible, more conscious and more resilient.

Our belief in the future is grounded in the strength of the foundations we are laying today. We are building structures that can meet not only today's demands but also tomorrow's expectations, progressing with a focus on data-driven decision-making, agile management and holistic value creation.

From the perspective of the textile and apparel industry, 2024 saw a noticeable contraction in consumption, particularly in the European and North American markets. Rising living costs have transformed consumer habits, with a shift from fast consumption towards high-quality, durable and sustainable products. Meanwhile, the global textile industry surpassed USD 1 trillion this year, and expectations for 2025 and beyond remain robust: the sector is projected to achieve an average annual growth rate of over 3% over the next five years.

In Türkiye specifically, textile and raw materials exports for the first nine months of the year totalled USD 7.9 billion—a decrease of around 6% compared to the same period last year. However, it is noteworthy that production capacity in the domestic market continued to expand without interruption. The increase in industrial production and capacity utilisation rates demonstrated that the sector has maintained its vibrancy beyond exports as well.

This outlook points to a period of transformation not just in production but also in strategy. At Aster, we see this period not as a test, but as an opportunity for a change in direction. In a time when exports have weakened, being able to maintain our internal strength, develop our technological infrastructure without losing our flexibility, and, most importantly, continue to create value have been among our greatest achievements this year.

At the same time, 2024 has been a significant and active year in the area of sustainability. The European Union's tightening of Green Deal regulations has rapidly steered the textile sector—like many others—towards more traceable, resource-efficient and accountable production models. Our strategic goal is not merely to avoid falling behind in this transformation but to lead it.

At Aster, we regard this process not just as regulatory compliance but as a requirement of our corporate responsibility. We continue to reduce our carbon footprint, increase our recycling rates, manage our waste effectively, and make our social impact more visible and accountable.

Our belief in the future is grounded in the strength of the foundations we are laying today. We are building structures that can meet not only today's demands but also tomorrow's expectations, progressing with a focus on data-driven decision-making, agile management and holistic value creation.

I would like to extend my sincere thanks to all our employees who have contributed their efforts, support and belief in us, and to our customers and business partners whose collaboration has opened new paths for us.

Sincerely,

KADİR KOÇALI
Vice President of Operations

The European Union's tightening of Green Deal regulations has rapidly steered the textile sector—like many others—towards more traceable, resource-efficient and accountable production models. Our strategic goal is not merely to avoid falling behind in this transformation but to lead it.

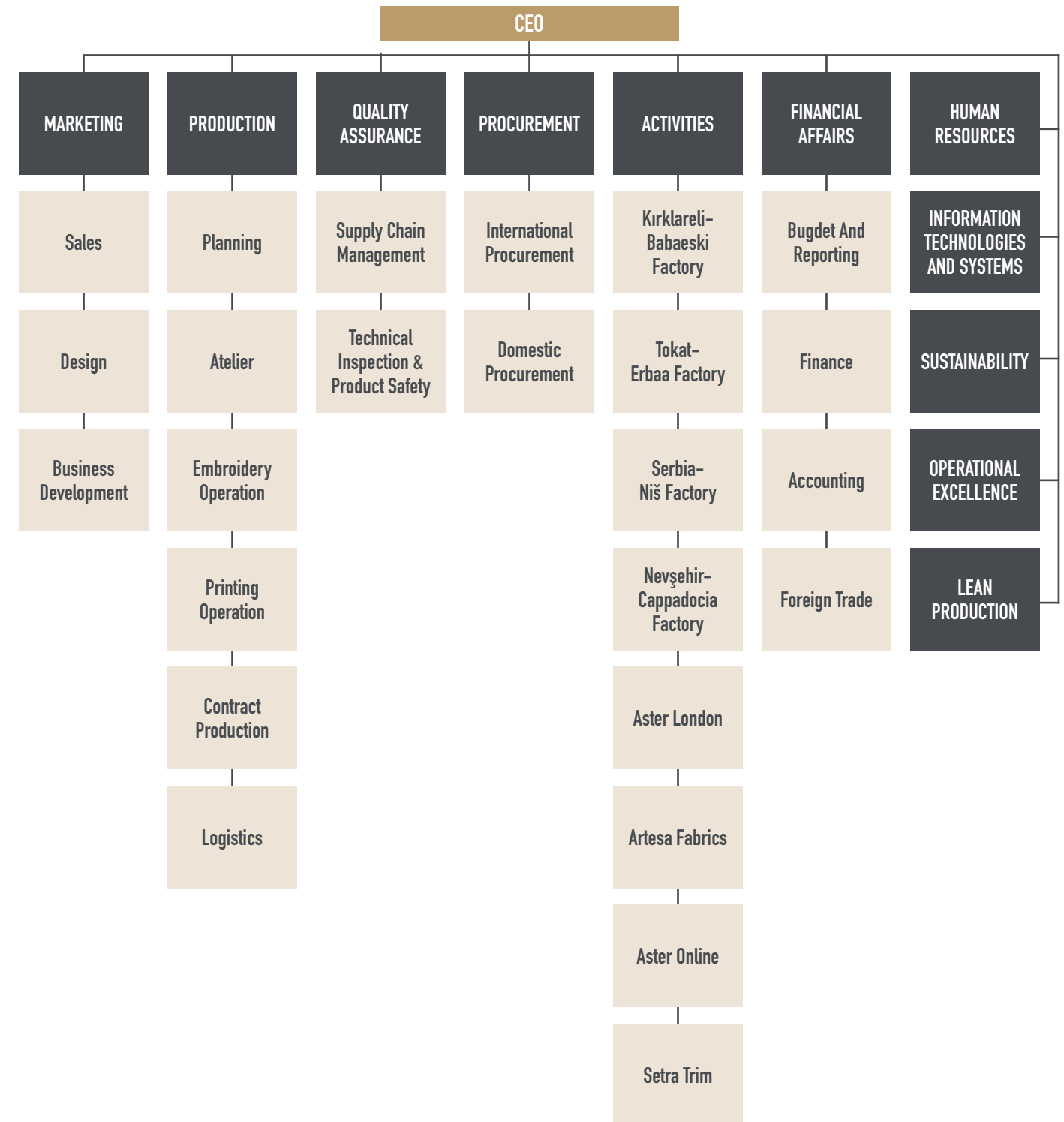
BOARD OF DIRECTORS

The governing body of Aster Textile is the Board of Directors, which consists of five members. Current members of the Board of Directors were elected by the General Assembly resolution of October 15, 2024.

NAME - SURNAME	TITLE
İsmail KOÇALI	Chairman
Kadir KOÇALI	Vice President
Ali KOÇALI	Board Member
Nursen KOÇALI YILMAZ	Board Member
İSMAİL CAN KOÇALI	Board Member



ORGANISATION CHART



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ACTIVITIES

Perfect adaptation to developments in product groups around the world...

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03



FASHION AND DESIGN

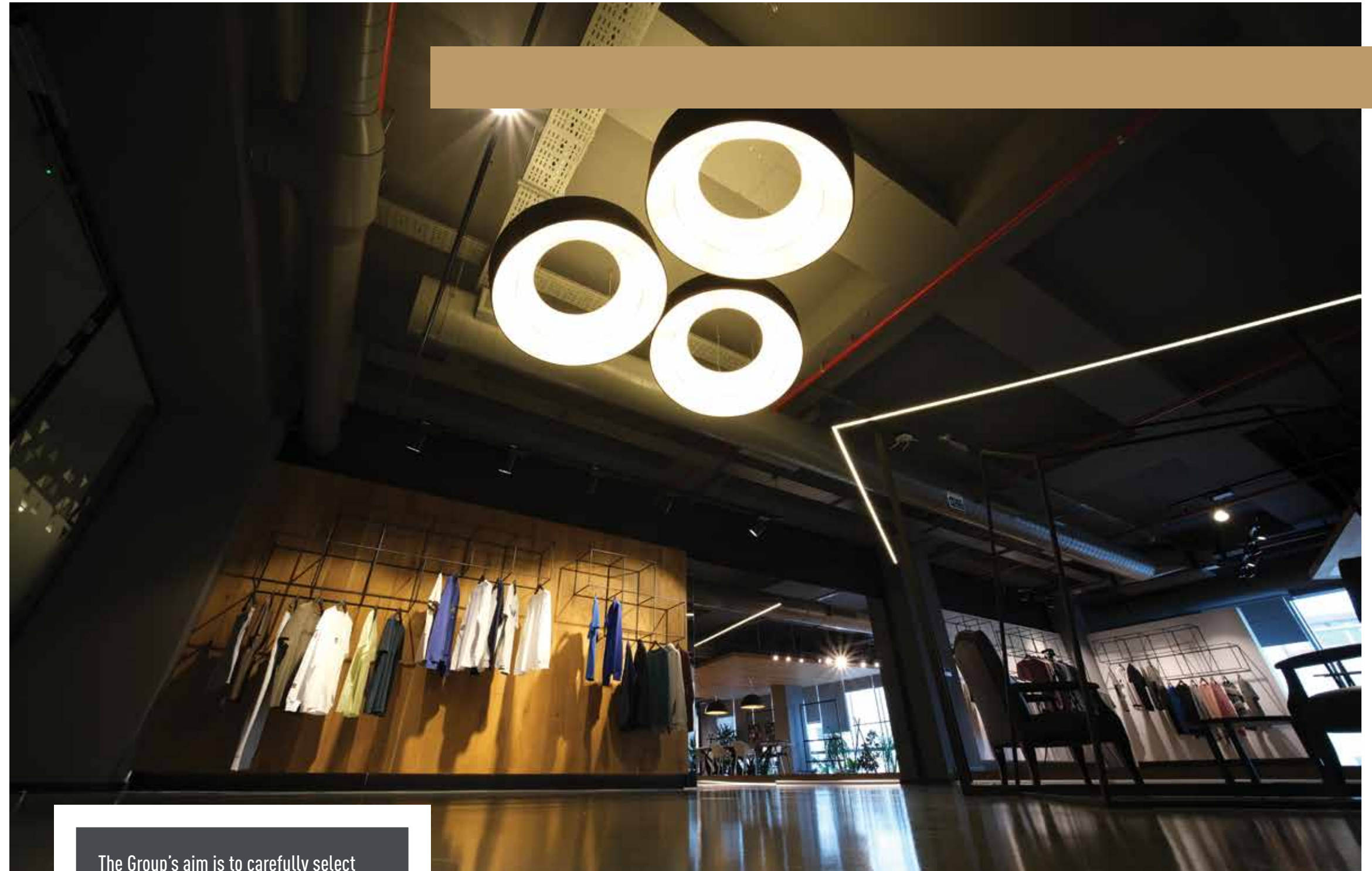
Our Innovation, Business Development and Design teams are the cornerstone for the creation of products that deliver the highest value to customers.

Since its foundation, Aster Textile has focused on delivering the highest quality products. From the Head Office in İstanbul to the Design, Innovation and Business Development Centre in London, the entire team works like artisans. Both centres have experienced Design and Business Development teams, delivering “first to market” product development solutions with a focus on innovation and creativity.

Aster Textile’s Design and Business Development teams are constantly conducting in-depth market and industry research, striving to deliver the best and most relevant pieces to their broad client base. Clients ranging from Premium Elevated brands to world-renowned global heritage labels, clients in the Active and Athleisure sector as well as high-volume retailers.

For Aster Textile, design and product are key to the success of its services. The teams strive to remain a leader in innovation and timely product delivery in all its processes, from yarns to fabrics, from production techniques to product craftsmanship. To maintain its position as a pioneer of its sector, Aster focuses on utilising its investments in technology and experience in the best way possible.

Aster Textile’s design teams bring in perspectives and expertise from a variety of backgrounds to align their collections with trend forecasts and customer preferences. Significant investments have been made to ensure efficiency in production, cutting-edge technologies such as 3D design and virtual showrooms support both sustainable fashion and lean production operations, minimising the need to produce and ship physical samples. This not only saves valuable time and resources, but also greatly reduces environmental impact.



The Group’s aim is to carefully select materials that minimise environmental impact, and to properly manage the design process, providing long-lasting products that cover multiple uses, contributing to the circular fashion economy.

Using digital technology effectively, Aster Textile contributes to the transformation of the way design teams and customers operate in the industry. In addition to successfully reducing raw materials that are often wasted in the development process, these platforms allow for much wider opportunities in design, innovation and product development, along with garment production and colour management.

Our Innovation, Business Development and Design teams are the cornerstone for the creation of products that deliver the highest value to customers. The Group’s aim is to carefully select materials that minimise environmental impact, and to properly manage the design process, providing long-lasting products that cover multiple uses, contributing to the circular fashion economy.

A FUTURE EMPOWERED BY DIGITAL TRANSFORMATION

By integrating digitalisation into every stage of production, Aster Textile is not only transforming its processes but also bringing sustainability, efficiency, and competitiveness together in a single framework. Through the development of systems, software and infrastructure, Aster is positioning itself as a pioneer of digital transformation in the fashion industry.

SUSTAINABLE AND LIMITLESS CREATIVITY WITH 3D DESIGN

The End of Physical Sampling: Powered by CLO 3D and Browzwear

To minimise sampling costs and environmental impact, Aster is investing in cutting-edge technologies such as CLO 3D and Browzwear. These platforms enable the creation of an unlimited number of digital designs. The digitalisation of sampling processes provides significant advantages in terms of both time and resource efficiency.



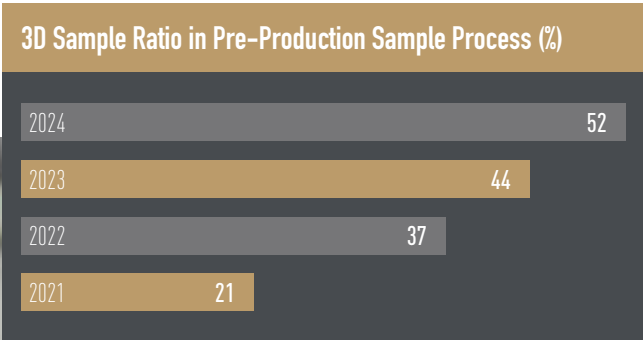
Digital Showroom and Avatar Technology

With its digital showroom concept that redefines the customer experience, Aster is reducing the need for physical shipping. Collections are presented through avatars created exclusively for business partners, thereby saving raw materials, water, and energy. Packaging materials and shipping processes are also eliminated—directly reducing the carbon footprint.

Aster Design Depot: A Digital Ecosystem from Design to Sales

Integrated with the ERP system, Aster Design Depot stores all visual and technical information related to collections in the cloud. This structure, which enables real-time collaboration with customers, accelerates the sales process and reduces costs. In the post-pandemic period, as physical visits have declined, this platform has set a new standard in customer relationships.

Digitalisation of Pre-Production Sampling Processes



REAL-TIME MONITORING AND AUTOMATION

Simultaneous Data Collection System

Aster collects data from the production floor every 30 seconds using tablets. This data is broadcast live through dashboards. Quality, efficiency, and production information are monitored instantly, enabling field teams to take swift action.

SAP Transformation and Automation Infrastructure

Aster's SAP transformation project is making production processes more integrated and flexible. The automation systems not only prevent production errors but also increase traceability, making strategic decision-making easier.

Digital Depth in Production

As part of its digital transformation journey, Aster aims not just to modernise its production technologies, but also to make them smarter and more integrated. An important part of this vision is the version upgrade implemented in Lectra systems, which brings significant improvements in speed, precision, and data integrity during pre-cutting processes.

With the next-generation Lectra infrastructure, fabric consumption is calculated more accurately, errors are minimised through automation, and production planning benefits from real-time data,

enabling more accurate decision-making. The system stands out as a key component that deepens digitalisation across Aster's entire design-to-production process.

DIGIEYE & DIGIVIEW

Aster has digitalised its colour approval processes using DigiEye and DigiView systems, eliminating the need for physical submissions. A process that used to take seven days can now be completed within 24 hours. This not only means environmental benefits but also significant time savings and increased customer satisfaction..

A SUSTAINABLE INFRASTRUCTURE THROUGH INFORMATION TECHNOLOGY

Green IT Approach

Energy efficiency is at the heart of Aster's IT strategy. Through virtualisation, paperless office applications and cloud systems, energy consumption is reduced. IT operations are designed and conducted in line with "Green IT" principles.

Information Security Priority

Aster effectively implements its Information Security Management System (ISMS) to protect information assets and enhance trust among both internal and external customers..

DEEPENING INNOVATION

At Aster Textile, innovation is not merely a concept reserved for specific projects—it is a mindset and a way of working embraced throughout the entire organisation. To quickly adapt to changing market dynamics, advance sustainability with concrete steps, and stand out in global competition, innovation is embedded in every layer of the company.



For Aster Textile, innovation is not just about creating something “new”; it is a systematic approach to making processes smarter, more efficient, and more sustainable. Every technology developed at Aster Textile not only enhances our internal processes but also creates value for all our stakeholders.

Collaborative projects led by our R&D and Information Technology teams have delivered tangible results in areas such as data-driven decision-making, automation, AI-supported production systems, and digital design platforms. These efforts have established Aster Textile as a pioneer not only in the textile industry but also in sustainable production.

One of the most prominent initiatives in Aster Textile’s digital transformation journey is the **Vision Reflect** system, which is redefining quality, speed, and efficiency in print processes. This

innovative system enables production to begin within seconds during model changes, significantly reducing human error and production costs while offering high flexibility in process management.

Following its development, Vision Reflect was awarded at the **TechXtile Challenge Innovation Competition**, affirming its success. This year, a new project developed for Artesa Fabrics received another award on the same platform. Leveraging AI-supported systems, data gathered from different machine groups is being used to make production processes smarter, more efficient, and more sustainable.

These developments clearly demonstrate that innovation is an integral part of Aster Textile’s DNA, driving our transformation and shaping the future of our business.

OUR BUSINESS DEVELOPMENT STRATEGIES

STRATEGIC APPROACHES SHAPING THE FUTURE

At Aster Textile, our business development strategies are not limited to the dynamics of the textile industry alone. We adopt a multidisciplinary perspective that takes into account the economic implications of geopolitical developments, transformations in the retail ecosystem, related industries, sustainability policies, and advances in technology and innovation. This holistic approach enables us to build a highly adaptable, resilient, and foresight-driven corporate structure.

Customer focus forms the core of our innovation strategies. To effectively respond to market shifts, our promotional activities are planned and executed using targeted, creative, and data-driven methodologies.

Our business development activities are structured around the following strategic pillars:

TARGET MARKET AND CUSTOMER DEPTH

The Right Customer at the Right Time

Within our business development efforts, we focus on brand profiles that align with our production capacity and collection development capabilities, conducting comprehensive target market analyses. Priority is given to premium segment brands that adopt sustainability-focused strategies. These brands’ collection calendars, quality expectations, and sustainability goals are closely monitored, shaping our commercial approach accordingly.

EMPHASISING A STRONG VALUE PROPOSITION

A High-Value Service Model

Aster Textile’s digital product development infrastructure, rapid delivery capabilities, and advanced sustainability practices create a distinct competitive advantage in the market. The long-term, trust-based business models established with leading global brands serve as valuable references for new partnerships.

Our R&D-driven, transparent, and innovative production culture provides a strategic advantage in potential business partnerships. This enables us to offer customers not only production but also a collaborative, sustainability-focused growth partnership.

INNOVATIVE TECHNOLOGY AND R&D COLLABORATIONS

Leading the Way in Industry Innovations

In line with our sustainable product development goals, we engage in strategic partnerships with bio-based yarn developers, eco-friendly material start-ups, and companies working on advanced recycling technologies.

We develop fabrics that meet international certifications such as GRS and OEKO-TEX, preparing product portfolios tailored to brands’ expectations and managing promotional processes effectively. At Aster Textile, we do more than follow eco-innovations; we also lead the industry through pioneering R&D projects.

VALUE-DRIVEN RELATIONSHIPS AND LONG-TERM STRATEGIES

New brand partnerships are managed systematically based on annual projections. Collection development, which begins with fibre selection and fabric R&D processes, is integrated with sustainable business models through styling work, bespoke production solutions, and technology-driven manufacturing capabilities.

The high satisfaction levels achieved with our current customer portfolio are leveraged as references for new collaborations, with customer experience positioned as a strategic marketing element. In this way, each new customer acquisition lays the groundwork for the next stage of growth.

STRONG BRAND PERCEPTION

Aster Textile is implementing a comprehensive corporate communication strategy to strengthen its brand perception in global markets. The company’s reputation is reinforced through industry success stories, sustainability reports, and certifications, while targeted content shared via our website, social media platforms, and LinkedIn enhances our reach.

This approach not only supports commercial success but also contributes to consolidating Aster Textile’s position as a leading manufacturer in the sector.

LOOKING AHEAD

Aster Textile aims to maintain its leadership position in the global market through its customer-centric and flexible business structure, ethical production approach, and sustainability-focused technological capacity.

As of 2025, our main objectives include:

- Increasing sustainable production capacity
- Integrating digitalisation into all processes
- Reducing costs and increasing profitability through efficiency projects.
- Diversifying strategic partnerships
- Closely monitoring innovative developments and delivering pioneering solutions

Through this strategic framework, Aster Textile embraces an innovative and sustainable growth model that can adapt to evolving global conditions.



PRODUCTION AND SHIPMENT

Thanks to its extensive production capacity, Aster Textile responds to varying customer needs, ranging from luxury product groups to high-volume production programs.



In today's challenging global market conditions, Aster offers solutions that best meet customer demands.

Aster Companies Group operates six production facilities in Türkiye and Serbia. A pioneer in its sector, the Group has the largest and most modern facilities in terms of production. Driven by its mission to produce high quality products and offer them to markets around the world, it combines flexibility and innovation with the use of the latest technologies in its production processes. With nearly 3,000 employees and a monthly production capacity of 180 million minutes, it offers the best solutions to meet customer demands in today's competitive global market conditions.

RESPONDING TO VARYING CUSTOMER NEEDS

With its large production capacity, Aster Textile responds to varying customer needs ranging from the luxury product segment to high-volume production programs. The Group aims for the

highest efficiency by applying the Lean Production System at every stage of its operations.

By continuously investing in the latest technology, automation and digital solutions in all operational processes, it strives to continuously take quality and efficiency to the next level.

ASTER'S FLEET ENSURES QUALITY OF SERVICE

Aster saves significant time by using its own fleet for the shipment of semi-finished and finished goods. Once the production and quality control stages are completed, the products are managed in Aster warehouses until the time of shipment. The products that are ready for shipment are safely delivered to various sales points around the world through logistics suppliers approved by the customers. Aster aims for maximum efficiency not only during the production process, but also before and after production, continuously improving the quality of service offered to customers.

ADVANCED PRODUCTION CAPABILITIES

TRACEABLE, INNOVATIVE, AND RESPONSIBLE PRODUCTION

Within the framework of its vertical integration strategy, Aster Textile continuously supports its expertise through process and capacity development at its facilities, while consistently investing in innovation and environmentally focused technical and technological initiatives.

At all its facilities, Aster Textile holds GOTS, OCS, GRS, RCS, and RegenAgri certifications. In addition to these, systems like TextileGenesis and TrusTrace are also employed to ensure product traceability.

In line with its sustainability principles, Aster Textile is committed to sourcing all chemicals used from positive chemical lists. Water-based auxiliary chemicals are preferred, and the chemical inventory is transparently shared through ZDHC InCheck reporting.

Through these efforts, Aster Textile embraces an environmentally friendly and sustainable production process, minimising the negative impact of its industrial activities on natural resources and the environment

EMBROIDERY

Highly Skilled Embroidery Unit

Aster Textile's embroidery section closely follows fashion trends around the world and offers high-quality, meticulous and distinctive services to its customers. The embroidery design and production teams, with the contribution of the R&D and Design departments, have a positive impact on Aster's production targets.

Special embroidery departments were established thanks to investments made in the Group's İstanbul, Babaeski and Tokat facilities. This allows Aster to offer its customers a wider range of products, with embroidery production capacity ranging from 5,000 to 20,000 pieces per day, depending on the design and pattern technique at each site.



A Comprehensive Embroidery Department

Equipped with state-of-the-art machinery, Aster's embroidery department can produce a wide range of different and innovative embroidery techniques, including all types of wrapped embroidery, outline embroideries, embossed embroideries and appliqué-cut and laser-cut embroidery. The Group's embroidery team uses its full potential, supported by state-of-the-art design programs. Aster, which can also use laser cutting systems, integrated design techniques, digital printing and screen-printing techniques, is leading Türkiye's textile industry.

PRINTING

An Advanced Facility With Numerous Applications

Aster Textile aims to offer more efficient processes for the printed products it frequently uses in its collections by establishing the most superior printing facility in its region with state-of-the-art machinery.

The facility also acts with a sense of environmental responsibility and complies with the organization's sustainability principles.

Aster differentiates itself from its competitors with machines that have digital printing capability mounted on partial screen-printing equipment, a feature that makes a difference in the sector. The group has created a unique digital hybrid system that integrates digital printing with combinations of HD printing, puff printing, foil printing, glitter printing and partial screen printing.

Aster's Headquarters and Erbaa plants have specialized printing departments with a daily capacity between 15,000 and 20,000 pieces. In addition, the Headquarters' daily digital printing capacity ranges between 1,500 and 2,500 pieces..

Human Error Becomes History

Aster integrates innovative solutions, digital patterning and traceability into its systems. Thanks to the new technologies and automation systems it has developed for pattern preparation, fully automated placement on sampling and production and printing process, possible human errors are prevented throughout the entire process from design to shipment. With this approach, Aster aims to make production processes more efficient, while also raising quality standards and minimizing environmental impact.

BONDING APPLICATIONS

With its technical infrastructure and modern production capabilities, Aster Textile successfully carries out bonding (lamination) applications that enable the creation of seamless and high-performance surfaces. Through this heat- and pressure-based joining technique, both aesthetic and functional solutions are provided—particularly in outerwear and active sportswear collections—by enhancing features such as water resistance, lightness, and durability. Bonding technology is an important part of Aster Textile's innovative production approach and design strength.

CORD AND TIPPING APPLICATIONS

With its commitment to quality and consistency in details, Aster Textile has integrated cord production and cord tipping (cord end sealing) applications into its production processes. This process secures the ends of cords with special methods, ensuring an aesthetic, durable, and functional finish. Used especially in sportswear, outerwear, and accessory details, this process extends product lifespan and enhances the user experience. Reflecting Aster Textile's high quality standards, this application delivers clean workmanship and a premium finish to final products.

GARMENT WASHING

Garment washing enhances products by adding comfort and softness. Through various washing techniques that increase durability, provide wrinkle resistance, or create a silky touch, product lifespan is extended and maintenance becomes easier. Garment washing is a strategic process that aligns with Aster Textile's sustainable and value-added production goals, offering fashion brands both aesthetic appeal and a means of differentiation.

OPERATION CENTERS

Thanks to the work of Aster's experienced Design and Business Development teams, the Group can offer its customers the most tailored services and solutions.

HEADQUARTERS

The headquarters of Aster Companies Group is located in Esenyurt, İstanbul, on a 30,105 m² fully owned site. The Headquarters currently employs 578 people in the Financial Affairs, Information Technologies and Systems, Human Resources, Sales and Marketing, Procurement, Production, Planning, Design and R&D departments. The Headquarters also houses the sample development, printing, embroidery and production lines of Aster Atelier, which develops and manufactures products for the Premium Segment. Aster Atelier has a production capacity of around 20 million minutes.

INNOVATIVE RESPONSE TO GLOBAL TRENDS

Aster attends leading global fashion, fabric and technology fairs and closely monitors the latest developments in the industry. The R&D and Design Centre conducts extensive research to anticipate the potential needs of its customers. This enables Aster to offer product development solutions based on accurate and comprehensive market data. Thanks to the work of its experienced Design and Business Development teams, it maintains its leading position in the sector as well as ensuring customer satisfaction by offering the most appropriate services and solutions tailored to its customers.

30,105 m² OF TOTAL INDOOR AREA AT THE HEADQUARTERS

587 EMPLOYEES



ASTER TEXTILE FACTORIES

HIGH QUALITY PRODUCTS FROM STATE-OF-THE-ART FACILITIES

Aster Textile factories are among the largest and most technologically advanced in their region. Aster combines its extensive experience in manufacturing with flexibility and modernity, utilising the latest technologies in all business processes to ensure the delivery of quality products to markets around the world. In this way, Aster maintains its leading position in the sector and continues to offer high quality products to its customers.

Aster Textile factories are among the largest and most technologically advanced in their region.

PRODUCTIVITY MEASUREMENT FOR LEANER OPERATIONAL PERFORMANCE

At Aster factories, Production Engineering departments, comprised of teams of highly competent engineers, create workforce and machine layout plans and closely monitor operator competencies. They also work diligently to increase productivity values by analyzing losses in connection with Production Management.

The efficiency of each facility is monitored instantly with digital systems and necessary actions are taken in a fast and agile manner.

Aster Textile uses Lean Production Systems to achieve the highest efficiency at every stage of production. It attaches great importance to automation in all its factories and continuously improves its production system infrastructure according to technological developments.

Effective use of the Lean Production System brings many benefits to Aster's factories. These benefits include stock and therefore cost reduction, time savings, quality improvement, flexibility and adaptability. Managing the system accurately and efficiently allows for a more solution-oriented response to evolving market conditions and customer demands, while also providing a competitive advantage for the Group.

...AND FULL CERTIFICATION

All Aster factories hold Global Organic Textile Standard (GOTS), Global Recycled Standard (GRS), Recycled Claim Standard (RCS) production certificates. Aster also received ISO 27001 Information Security Management System, ISO 9001 Quality

Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System certifications.

HEADQUARTERS-ASTER ATELIER

KIRKLARELİ-BABAESKİ FACTORY

TOKAT-ERBAA FACTORY

NEVŞEHİR-CAPPADOCIA FACTORY

SERBIA-NIŠ FACTORY



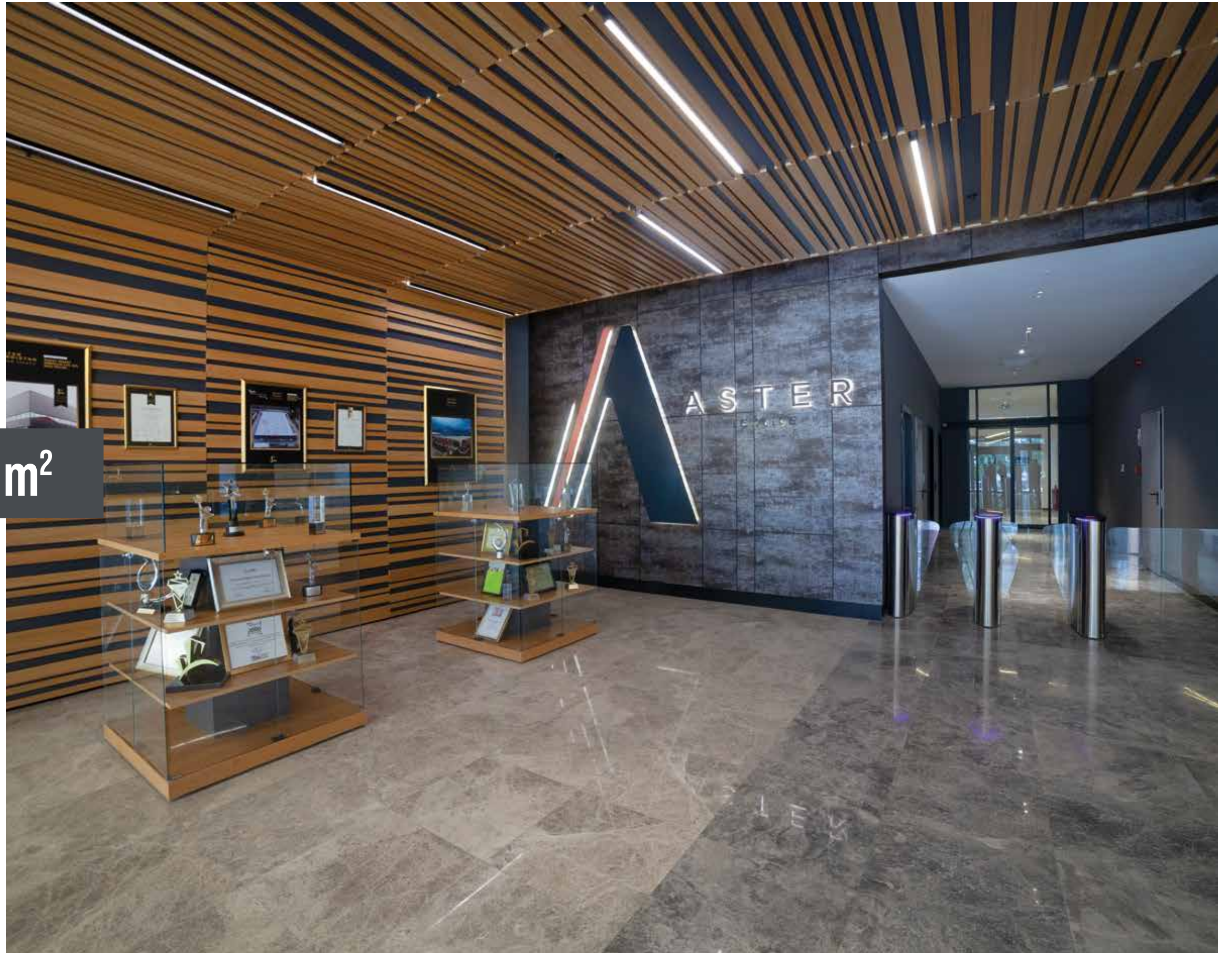
HEADQUARTERS – ASTER ATELIER

The headquarters of Aster Companies Group is located in Esenyurt, Istanbul, on a fully owned site covering 30,105 m². Aster Atelier — which develops and manufactures products for the premium segment — also operates from the headquarters, housing its sampling, printing, embroidery, and production lines on-site.

A TOTAL INDOOR AREA **30,105 m²**

587 EMPLOYEES

Aster Atelier has a production capacity of approximately 20 million minutes.



KIRKLARELİ-BABAESKİ FACTORY

AN ACCREDITED FACILITY WITH ROOM FOR GROWTH

The Babaeski-Kırklareli factory, situated on a 74,000 m² plot of land fully owned by the company, became part of the Aster Companies Group on 1 July 2010. In 2015, the facility was expanded by 10,000 m², bringing the total indoor area to 21,500 m².

As part of the third phase investment plan aimed at enhancing printing and embroidery infrastructure, further expansion works were initiated in 2023.

A TOTAL INDOOR AREA OF **21,500 m²**

520 EMPLOYEES





NEVŞEHİR-CAPPADOCIA FACTORY

Nevşehir-Cappadocia factory, located on an indoor area of 2,600 m² in Cappadocia, joined Aster Companies Group in 2021 after the acquisition processes were completed. The factory produces garments from knitted fabric, focusing exclusively on collection.

A TOTAL INDOOR AREA OF **2,600 m²**

215 EMPLOYEES

Nevşehir-Cappadocia factory joined
Aster Group in 2021.

TOKAT-ERBAA FACTORY

Located on a 3,500 m² of land in Erbaa Organised Industrial Zone, Tokat-Erbaa factory joined Aster Companies Group in August 2013 with 188 employees. In October 2017, the factory moved to a new building with an indoor area of 9,500 m², located on 30,022 m² of land in the Organised Industrial Zone.

In 2018, the factory building was awarded the first prize for 'Best Industrial Building' at the Sign of the City Awards, which recognizes excellence and urban architectural standards.

Additionally, we successfully completed and commissioned our second facility investment in Tokat-Erbaa during 2024.

This new facility not only expands our production capacity but also strengthens our operational flexibility, allowing us to respond swiftly and effectively to changes in demand. With the addition of this facility, Aster Textile now boasts an even more integrated and resilient production network, enabling us to better serve our customers and maintain our competitive edge in the market.

Operating on an indoor area of 23,100 m², Tokat-Erbaa factory serves as an integrated facility encompassing printing, embroidery and washing processes.



A TOTAL INDOOR AREA OF **30,400 m²**

1,136 EMPLOYEES



SERBIA-NIŠ FACTORY

Established in Niš, Serbia as a subsidiary of Aster Companies Group, the production plant joined the Group on December 30, 2015.

Operating on a land of 19,250 m² totally owned by the Group, the Aster D.O.O. Niš factory building received the second prize for 'Best Industrial Building' at the Sign of the City Awards in 2016.

A TOTAL INDOOR AREA OF **19,250 m²**

526 EMPLOYEES

Serbia-Niš factory joined Aster Companies Group in 2015.

OUR CERTIFICATES





OUR SUBSIDIARIES

Innovative Companies Group
Operating Worldwide...

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- 70 ASTER GLOBAL PAZARLAMA VE DİŞ TİCARET A.Ş.
- 70 ASTER TEXTILE D.O.O. NIŞ
- 70 ASTER TEXTILE LONDON LTD.
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ARTESA KUMAŞ SAN. VE TİC. A.Ş.

Founded in 1990, Artesa is a leading textile company specializing in the production of high performance functional synthetic and natural fibre type fabrics. Artesa employed 358 employees in 2024.

Located in the Çerkezköy Organised Industrial Zone on a 37,960 m² plot with a fully enclosed area, the Artesa factory has an average monthly dyeing capacity of 550 tonnes, comprising 1 million metres of circular knitted fabric and 250,000 metres of warp knitted fabric.

Artesa 's vision is to be a global fabric brand offering innovative product solutions for the high-performance active sportswear, outerwear, swimwear and shapewear markets. Artesa Fabrics operates as a vertically integrated structure, managing all production processes in-house — from yarn to finished fabric.

Beyond its robust infrastructure, Artesa also stands out for its extensive fabric collection across diverse compositions and qualities, as well as its ongoing fabric development activities. This approach, focused on variety and quality, enables the delivery of rich, aesthetically and functionally enhanced options to customers. The collections span a wide spectrum — from natural fibres to technical blends, next-generation sustainable fabrics to specialised surface finishes — offering fast and effective solutions to meet the needs of the industry.

This diversity not only sets Artesa apart in the textile world but also strengthens its role as an inspiring partner for its clients.

Through the investments in 2023, Jacquard Knitting, Digital and Rotary Fabric Printing, Continuous Bleaching and Mercerisation processes were commissioned. By integrating the physical testing laboratory with the analytical testing laboratory, all fabric testing processes were combined within Artesa Fabrics.

In 2024, the rooftop solar panels investment was completed and commissioned. Following the machine automation software in the dyeing section, energy, water and chemical consumption can be monitored instantly on a machine basis. Recognising that it bears a high responsibility for environmental protection, Artesa continues to invest in new technological equipment and systems for heat and water recovery.



Artesa offers a wide range of high quality and modern fabric collections, developed thanks to its solid technical know-how and experience in the market where it stands out as a strong player.

The company's clients include Decathlon, Urban Outfitters, Gymshark, Hugo Boss, Sweaty Betty, COS, Penti, Gant, Tommy Hilfiger, Esprit, M&S, Lacoste and The North Face.

Artesa's vision is to be a global fabric brand offering innovative product solutions for the high-performance active sportswear, outerwear, swimwear and shapewear markets.

A TOTAL INDOOR AREA OF **37,960 m²**

401 EMPLOYEES

ASTER GLOBAL PAZARLAMA VE DIŞ TİCARET A.Ş.

DATE OF ESTABLISHMENT: 2010

Aster Global operates as the foreign trade company of Aster Textile Group in Türkiye.

Aster Global Pazarlama ve Dış Ticaret A.Ş. was established on June 1, 2010 and operates as the foreign trade company of Aster Textile Group in Türkiye. With its 12 employees, Aster Global acts as an intermediary for the direct sales of the products manufactured by Aster Textile to foreign markets.

ASTER TEXTILE D.O.O. NIŠ

DATE OF ESTABLISHMENT: 2015

Aster Textile D.O.O. Niš produces t-shirts, sweatshirts and pants in knitted and woven collections for women, men and children.

Founded on December 30, 2015 in Niš, Serbia, Aster D.O.O. Niš manufactures knitted and woven collections. The factory delivers finished products to its own warehouse or to its customers through transit trade. Aster Textile D.O.O. Niš produces t-shirts, sweatshirts and pants in knitted and woven collections for women, men and children. The factory is located on a land of 19,250 m².

ASTER TEXTILE LONDON LTD.

DATE OF ESTABLISHMENT: 2012

All products designed in London are developed at the Headquarters in İstanbul and then offered for selection to Aster Textile's global customers.

Aster Textile London Limited has been operating as an Innovation, Design and Business Development Office (Aster Innovation Hub) in central London since 2012. Highly experienced Design and Business Development teams use geographical proximity to customers in the European market as an advantage. The teams here create and implement product development solutions by anticipating potential customer needs. Aster Textile London collaborates with internationally recognized brands.

Aster Innovation Hub was established to better communicate its innovative approaches and customer-oriented service approach. The team has long years of experience and is known for its achievements in its respective fields. The team is working hard to produce customized solutions to meet the needs of its customers. Striving to continuously improve products and services by taking customer feedback into account. Feedback into account, this team also aims to collaborate more closely with global brands to offer solutions that go beyond their expectations. Believing that the collaborations created in this way will be more efficient and increase mutual satisfaction, Aster closely follows fashion trends to offer pioneering and cutting-edge services in the sector.

All products designed in London are developed by Aster Textile's Headquarters in İstanbul and presented to global customers.

The Design, Innovation and Business Development Centre in London moved into its own building in 2023.

ASTER GİYİM ONLINE SATIŞ A.Ş.

DATE OF ESTABLISHMENT: 2021

Aster Online was founded with the vision of interacting directly with the consumer.

Aster Giyim Online Satış A.Ş. was founded in line with the vision of being in direct communication with the end consumer after over 30 years of experience in the sector. Aster will continue to transfer its long-standing know-how at the point of direct access to customers.

SETRA TRIM

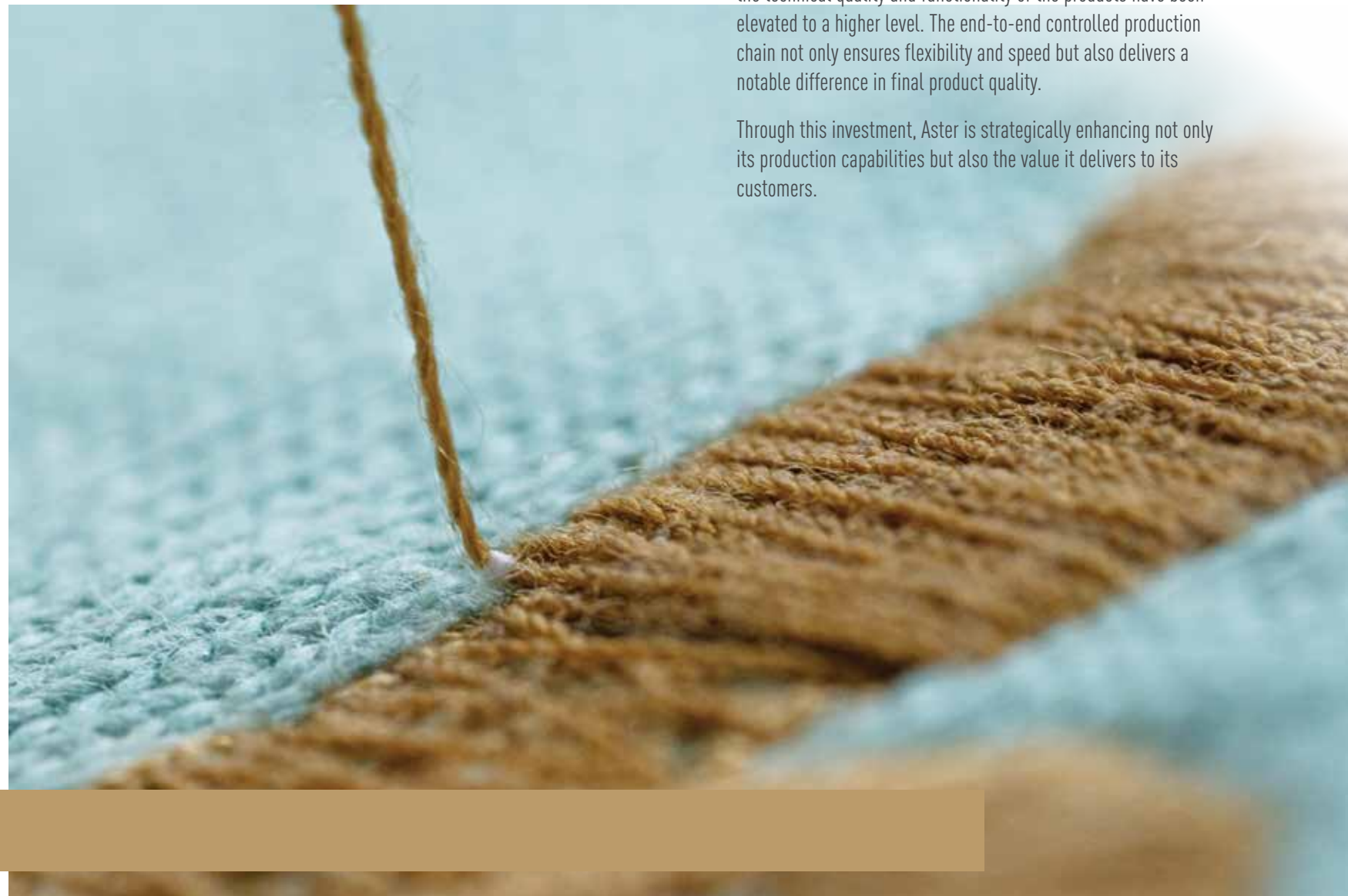
DATE OF ESTABLISHMENT: 2024

In 2024, Aster launched the Setra Trim operation with the goal of being a pioneer in innovative approaches and maintaining its commitment to a holistic quality approach.

Setra Trim expanded its service portfolio by focusing on the production of narrow woven fabrics, cords, and raschel tapes, aiming to offer more comprehensive solutions to its customers.

With the integration of the singeing process into this structure, both the technical quality and functionality of the products have been elevated to a higher level. The end-to-end controlled production chain not only ensures flexibility and speed but also delivers a notable difference in final product quality.

Through this investment, Aster is strategically enhancing not only its production capabilities but also the value it delivers to its customers.





SUSTAINABILITY

Aster Textile has created and integrated a holistic sustainability strategy into its business model that enables it to manage all its economic, environmental and social impacts under a single roof.

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- 78 SUSTAINABLE PRODUCTS
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SUSTAINABILITY STRATEGY

The ready-made sector in which Aster Textile operates faces many social and environmental challenges. In line with its responsible management approach, Aster acts with the vision of Thoughtful Living to be involved in solving these problems. Aster Textile has created and integrated a holistic sustainability strategy into its business model that enables it to manage all its economic, environmental and social impacts under a single roof.

Remaining committed to developing an inclusive approach, Aster focuses on core practices that are aligned with stakeholder feedback and expectations. Positioned along five main categories, the strategy sets different actions to create value in the field of sustainability under each main category.

SUSTAINABLE PRODUCTS

SUSTAINABLE SUPPLY CHAIN

HUMAN HEALTH AND WELL-BEING

RESPONSIBLE MANAGEMENT

ENVIRONMENTAL AWARENESS



RESPONSIBLE MANAGEMENT, ENVIRONMENTAL AWARENESS AND SUSTAINABLE SUPPLY CHAIN

Aster Companies Group is continuously expanding its investments in facilities, infrastructure, technology and digitalization in line with its strategy of a strong internal capacity with vertical integration.

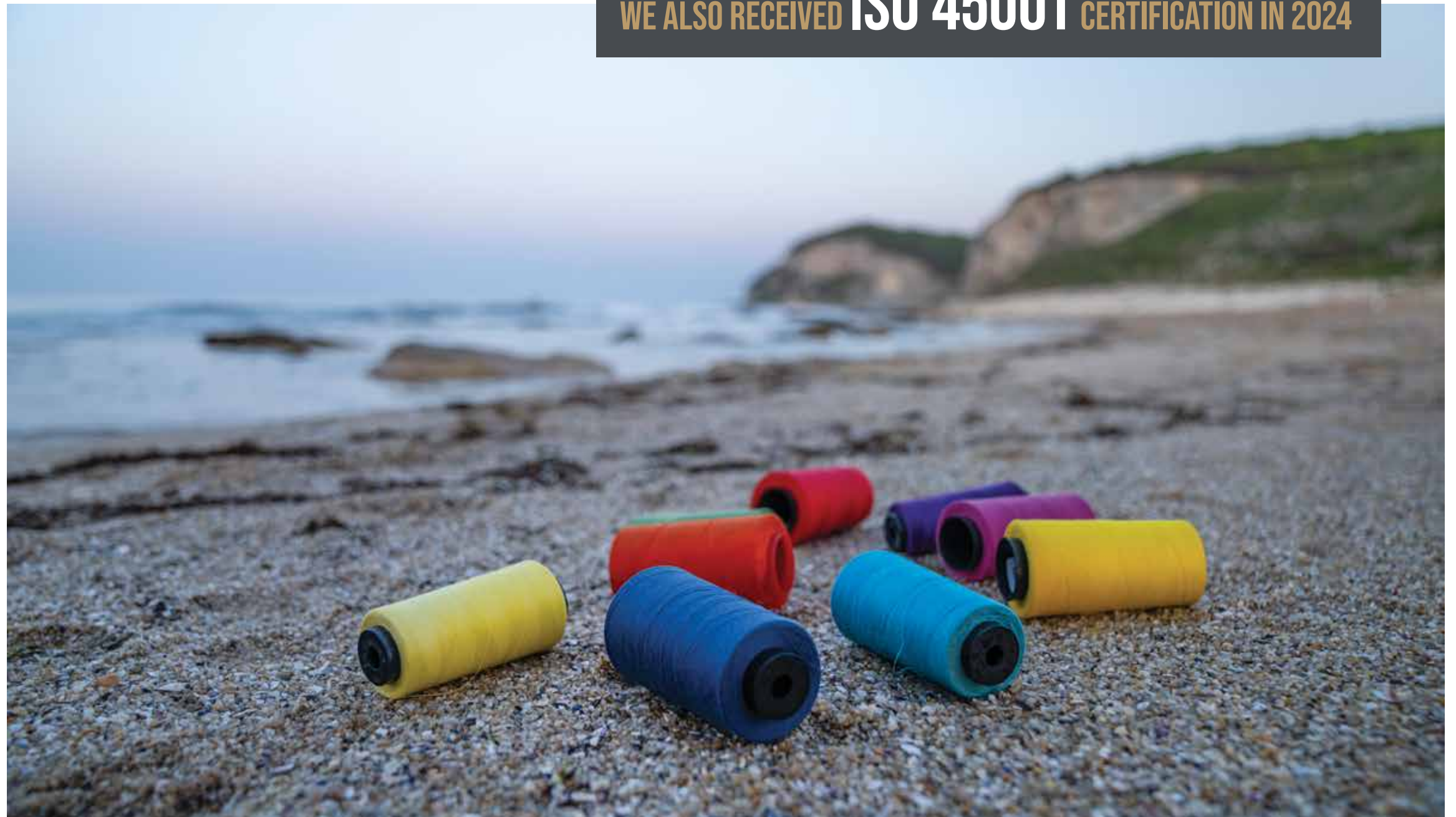
In this process, the Group has integrated the cornerstones of its sustainability strategy into its decision-making mechanisms and operational plans. Within the framework of its responsible management approach, it acts without compromising these criteria in both investment decisions and plant, machinery and technology choices, and takes the following actions while still in the investment phase:

- Choosing machines with the lowest environmental impact and low water and energy consumption,
- Supporting processes with the most advanced water and heat recovery modules currently available,
- Traceable, fast and accurate process management with digital solutions using full automation and artificial intelligence,
- Ensuring the integration of existing processes with renewable energy use, rain water collection and treatment systems, waste water recovery solutions.

Aster Textile measures and verifies the environmental impacts of its operations, both for its own factories and for the facilities in its supply chain, based on international standards and certifications. It continuously strives to improve its management systems by taking a holistic approach to economic, social and environmental sustainability. In addition to ISO 9001 and 27001 and 14001 we also received ISO 45001 certification in 2024.

IN ADDITION TO **ISO 9001, 27001 AND 14001**

WE ALSO RECEIVED ISO 45001 CERTIFICATION IN 2024

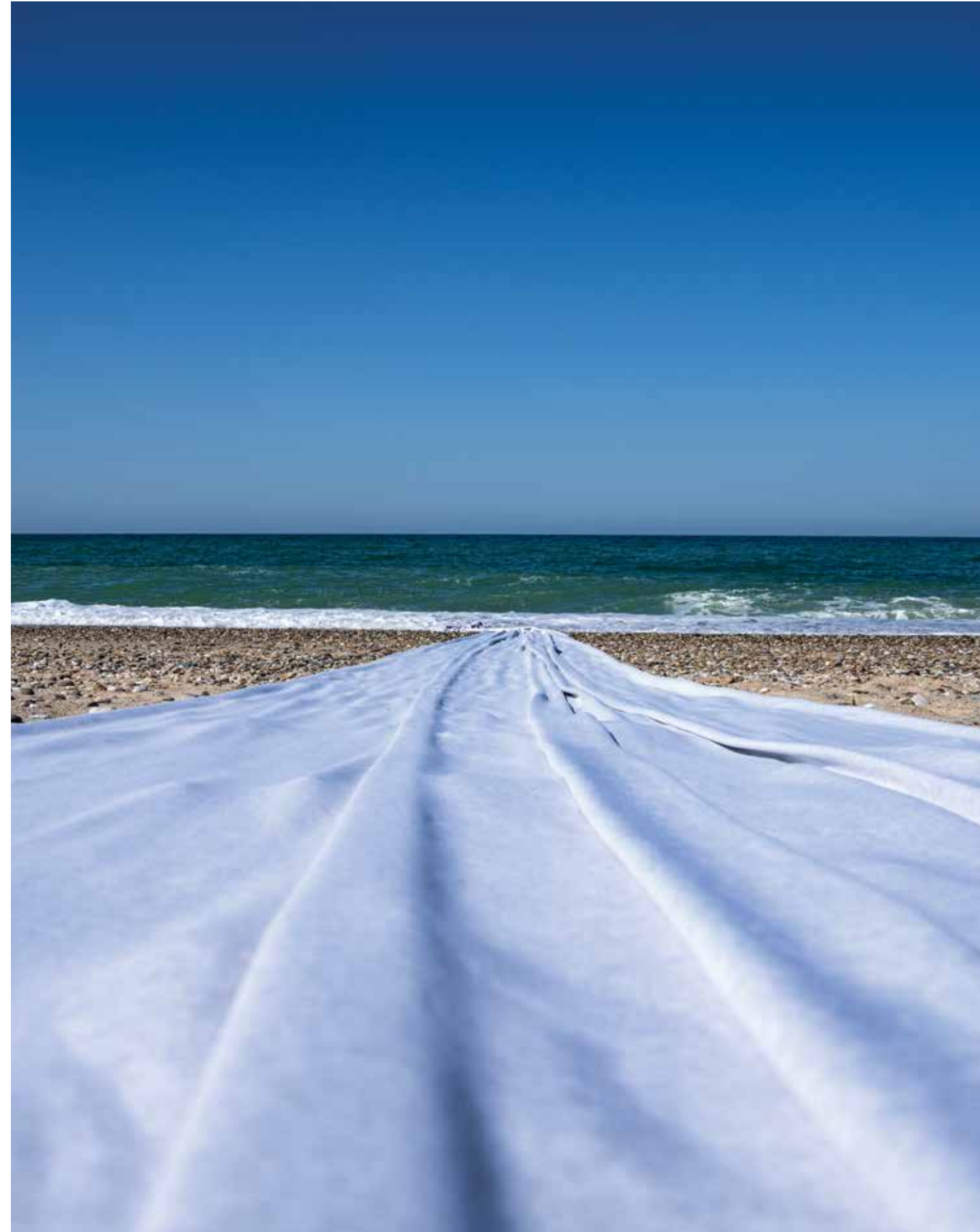


SUSTAINABLE PRODUCTS

Aster Textile offers its customers innovative solutions from design to production through R&D and P&D studies and investments that will increase product quality, durability, reuse and recycling capabilities and thus increase the added value of the product and reduce its environmental impact.

In addition, it continuously improves its certification processes and collaborations to ensure that its raw materials are transparent and traceable from the source to the final product. The company integrates raw material, fabric and finished product tracking systems that enable the use of new raw materials such as Regenerative Cotton into its facilities and ERP systems.

Since 2019, Aster Textile continues to develop its collaborations locally and globally as part of the continuation of the Aster Second Life© Project, in which it provides a second chance of life to waste materials. This enables the company to reuse the waste from its operations in the production of yarns, fabrics and accessories, and to continuously improve the quality and diversity of the resulting material.



SUSTAINABILITY GOALS

Aster Textile aims to further expand its range of value-added sustainable fabrics and products that will support its growth by strengthening its global collaborations. It aims to minimize the environmental impact of these processes by using its technology infrastructure, which transfers all product development processes to the digital environment, as well as its experience in an integrated manner with all its customers.

The end consumer's buying habits are shifting from easy-to-buy and quickly obsolete to higher quality, long-wear products. Aster Textile believes that this change is accelerated especially by the younger generation's perspective of a more sustainable future. It is committed to increasing its efforts with its employees and stakeholders to increase this change and awareness, which is very parallel to its Thoughtful Living approach, and to expand its projects and collaborations in this context.

ENVIRONMENTAL AWARENESS

One of the primary goals of Aster Textile’s sustainability strategy is to use low-impact materials as much as possible and to minimize the negative impact of waste in the sector.



Certified Preferred Material Utilization Rate

Performance of certified Sustainable Materials used in collections and orders. Order Ratio with Certified Sustainable Fabric

CERTIFIED RAW MATERIAL	2020	2021	2022	2023	2024
Certified Preferred Material Utilization Rate	5%	17%	50%	61%	72%

2024 – HIGG FEM

Average Score of All Locations After Verification

HIGG FEM	2020	2021	2022	2023	2024
Average Score of All Locations After Verification	21.3	41.8	61.8	70.0	69.2

SCOPE

ENVIRONMENTAL MANAGEMENT



ENERGY AND GREENHOUSE GAS EMISSIONS



WATER MANAGEMENT



WASTEWATER



AIR EMISSIONS



WASTE MANAGEMENT



CHEMICALS MANAGEMENT



ASTER’S CARBON FOOTPRINT

For the measurement and reporting of greenhouse gas emissions at the organisational level, Scope-1 and Scope-2 greenhouse gas emissions are calculated internally according to the ISO 14064-1 Standard.

Currently, tracking energy consumption and greenhouse gas emissions per product enables the development of a roadmap for higher efficiency. HIGG Plant Environmental Module Index score is also improved by covering more sections in detail.

Since 2021, all electricity has been generated from 100% renewable sources certified by the International Renewable Energy Certificate (I-REC), reducing total greenhouse gas emissions by 50% in Scope-1 and Scope-2.

In 2024, 55% of electricity consumption met by the company through a rooftop solar energy investment with an installed capacity of 4 MW.

na

HUMAN HEALTH AND WELL-BEING

The professional and personal training programs under Aster Academy were transferred to an online platform, making them easily accessible from anywhere at any time.

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06



HUMAN RESOURCES

The professional and personal training programs under Aster Academy were transferred to an online platform, making them easily accessible from anywhere at any time.

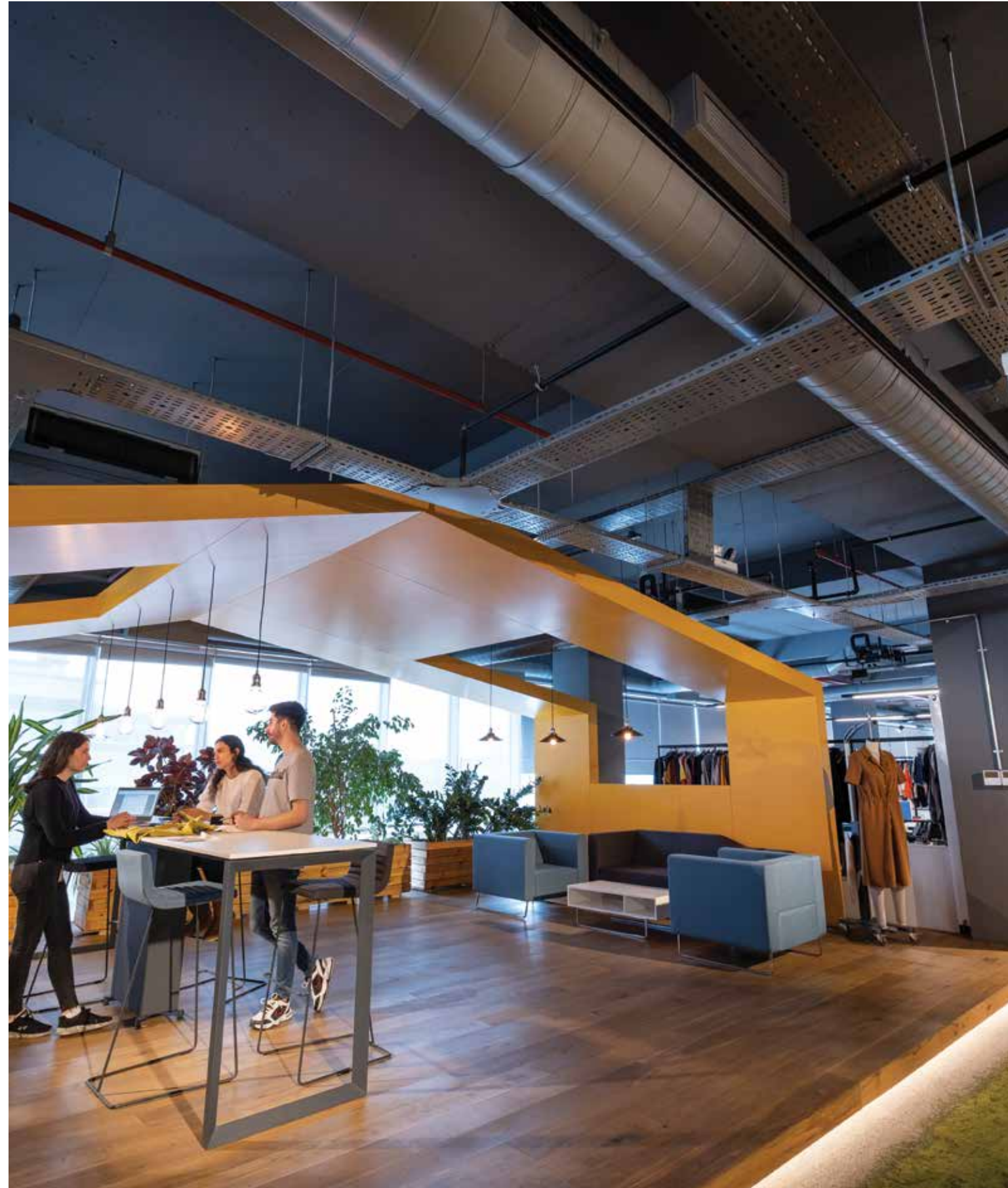
Employee satisfaction and motivation are critical elements for the company to achieve its goals and success. At Aster, all communication is based on transparency and trust.

Human resources policy is based on the principles of non-discrimination, equality, justice and fairness. This policy is also a critical component of Aster's corporate culture.

Aster Textile attaches great importance to the development of its employees, which it considers as its greatest strength, and works with great care and diligence to support the development of both its employees and the people living in the regions where it operates. In this context, the company launched Aster Academy and trained internal coaches and trainers, making personal development and professional orientation training for new graduates more comprehensive and long-term. In addition, it continues to enrich its online training modules to ensure accessibility from every platform.

Joining the UNGC Target Gender Equality Program in 2020, Aster Textile is one of the first participants of the program. Updating its policies and practices to support equal opportunities, the company organizes trainings on gender bias and gender-based violence for its employees every year. In 2023, a three-year training program project for all female employees was launched with internal trainers, aiming at the personal success and career empowerment of blue-collar female employees.

Textile is one of the first participants of the program. Updating its policies and practices to support equal opportunities, the company organizes trainings on gender bias and gender-based violence for its employees every year. In 2023, a three-year training program project for all female employees was launched with internal trainers, aiming at the personal success and career empowerment of blue-collar female employees.



ASTER ACADEMY

Aster Textile focuses on the development of its employees, whom it considers as its greatest strength.

While attaching importance to the development of its employees and the people living in the regions where it operates, it works with great care and diligence to support the development of both its employees and the people living in the regions where it operates.

Aster Academy was established to empower and support human resources, the most important asset, in their personal and professional development and adaptation to a changing world.

Leadership Academy - “Leaders Of Aster”

The Leadership Academy was established to train leaders who will carry Aster Textile into the future. The Academy supports and develops management skills.

Coaching And Guidance - “Talents Of Aster”

In-house coaches are trained through this program. Coaches accompany and guide outstanding employees who make a difference in their current positions on their career paths. .

Technical And Vocational Education “Trainers Of Aster”

Enhancing the technical knowledge and skills of Aster employees, this training program complements the vocational training provided to employees for their development.

New Graduate Training Program “The Future Of Aster”

The program is aimed at young graduates with the desire and determination to learn about Aster and join the company.

Competence And Skills Training “Dynamics Of Aster”

This training initiative aims to provide employees with the necessary knowledge and skills to adapt to the changing dynamics of the world and aims to create efficient and beneficial business processes.

PERFORMANCE MANAGEMENT

Aster is committed to creating and developing favourable environments for employees to have a say in the company's activities and to actively participate in them.

At Aster, we consider our human resources as the most important element in achieving our strategic goals and creating value, which is why we always prioritise investment and development in people.

In 2023, Aster started using the OKR performance evaluation system and introduced a system accompanied by the online platforms. The system has the following characteristics:

- Focusing on the future rather than measuring the past,
- Supporting regular and healthy communication within and between departments,
- Transparent, manageable and timely goals that encourage internal alignment and collaboration.

Aster is committed to creating and developing favourable environments for employees to have a say in the company's activities and to actively participate in them.

Through Aster's Great Idea initiative, employees are invited to submit ideas and suggestions about their work processes and work life, and those that are applicable are evaluated. The company also has an open-door policy that encourages all employees to contact the Human Resources Department at any time and share their requests, demands, suggestions and opinions.

TARGET GENDER EQUALITY PROGRAM

Aster Textile, a signatory to the Women's Empowerment Principles and the UN Global Compact, was one of the first companies to join the Target Gender Equality program during the 2020-2021 period.

The program was launched in 19 countries by the United Nations Global Compact to increase the representation of women on company boards and in senior management positions.

Target Gender Equality is an accelerator program that promotes business success, sustainability and contribution to Sustainable Development Goal 5.5, which targets ensure women's full and effective participation and equal opportunities for leadership through:

Facilitated performance analysis

Capacity building workshops

Peer-to-peer learning

Multi-stakeholder dialogue at country level



HUMAN AND SOCIETY

Next year, Aster plans to develop collaborations with stakeholders and social initiatives and civil society groups related to the sector.

In addition to its economic contribution, Aster Companies Group is committed to offering social benefit and supports social development. In this context, it develops social responsibility projects together with its stakeholders to contribute to society and is involved in initiatives that appeal to all segments of society, supporting culture and arts, education and the natural environment. These efforts demonstrate Aster’s commitment to being a good corporate citizen.

Aster adopts responsible investment principles when planning its investments. Next year, it plans to develop collaborations with stakeholders and social initiatives and civil society groups related to the sector. It aims to continue supporting the social responsibility projects carried out by its employees through social clubs and to expand the scope and impact of these projects.

Through Aster Foundation, established in 2014, Aster plans to organise long-term improvement projects for society. Since its inception, it has provided educational scholarships for more than 3,000 students during their academic years. The Foundation continues to cooperate with education and charity foundations with a similar vision for social benefit.

Aster’s contribution to education is not limited to providing scholarships to needy students throughout their education. In 2017, with the support of Aster, Birsen Koçali Alı Primary School was built in Arpaçay, Kars. In addition to classrooms, the school also houses a kindergarten, a library, a cafeteria and teacher lodging. Aster representatives regularly meet students at the school and organise various events.

Aster supports volunteer work in many different fields such as art, health, animal rights, environment and human rights. It collaborates with leading civil society organisations working on these issues. To date, unique collaborations have been developed with the Foundation for Children with Leukemia (LÖSEV), Tohum Autism Foundation, Koruncuk Foundation, the Association for Supporting Contemporary Life and the Association of Cancer Fighters.

Aster Companies Group will always act with the awareness of its responsibility towards its stakeholders and nature in all the projects it will undertake in the future.



SOCIAL & LABOR CONVERGENCE PROGRAM 2024

HIGG FSLM - Facility Social & Labor Module was introduced to measure and improve social impact with a universal and fully transparent tool. In all our facilities, this module is verified by independent third party companies through Social & Labor Convergence program each year.

RECRUITMENT AND EMPLOYEE SELECTION



REMUNERATION AND SIDE BENEFITS



EMPLOYEE ENGAGEMENT



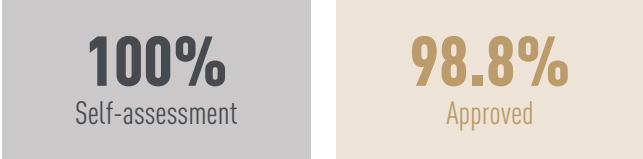
LAYOFFS AND HEADCOUNT REDUCTION



WORKING HOURS



TREATMENT OF EMPLOYEES



HEALTH AND SAFETY



MANAGEMENT SYSTEMS





A S T E R
TEXTILE