

2023
SUSTAINABILITY REPORT



CONTENTS

	ABOUT THE REPORT	03
	MESSAGE FROM THE CEO	04
	ABOUT BEYÇELİK HOLDING	05
	CORPORATE GOVERNANCE	12
	WORK LIFE	26
	CONTINUOUS DEVELOPMENT AND IMPROVEMENT	40
	SUSTAINABILITY AT THE VALUE CHAIN	50
	COMBATING CLIMATE CHANGE	60
	CONTRIBUTION TO SOCIAL DEVELOPMENT	72

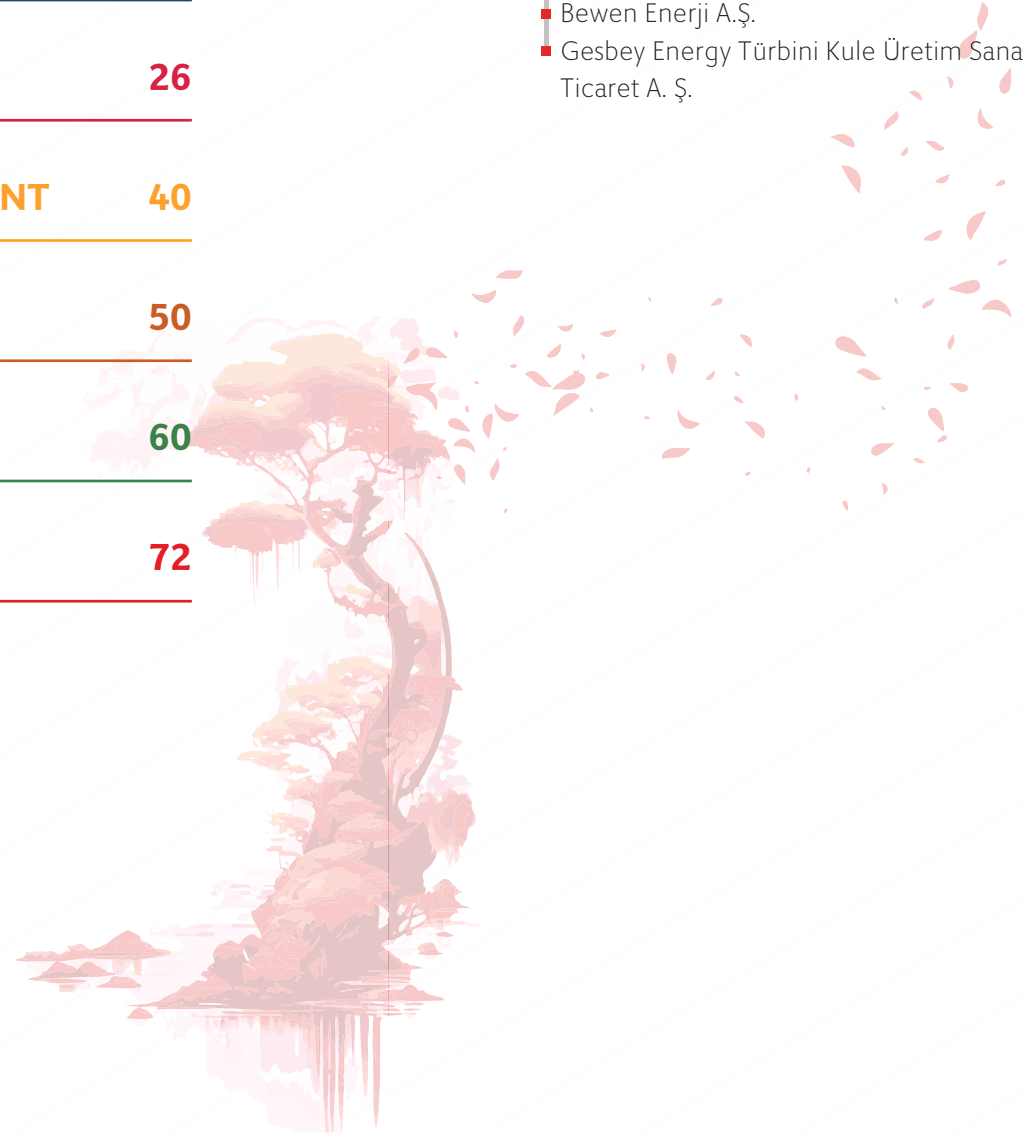
ABOUT THE REPORT

Beyçelik Holding 2023 Sustainability Report is the third Report that has been published by Beyçelik. The scope of this report covers the activities of Beyçelik Holding and holding companies between the dates of 1 January-31 December 2023.

- Beyçelik Holding A.Ş.
- Beyçelik Gestamp Otomotiv A.Ş.
- Beyçelik Gestamp Şasi Otomotiv San. A.Ş.
- Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.
- Çelikform Gestamp Otomotiv San. A.Ş.
- Warmhaus Isıtma ve Soğutma Sistemleri San. A. Ş.
- Bewen Enerji A.Ş.
- Gesbey Energy Türbini Kule Üretim Sanayi ve Ticaret A. Ş.

In 2023, Beyçelik Holding conducted a dual materiality study to identify sustainability priorities based on evolving global risks, sectoral risks and stakeholder expectations, and updated its sustainability priorities. This report has been prepared in accordance with the GRI Standards developed by the Global Reporting Initiative (GRI) to describe the performance of Beyçelik Holding's environmental, social and governance activities in accordance with its changing sustainability priorities and strategy.

The report was published in two languages, Turkish and English, and made available to the public via the Beyçelik Holding website. The company will continue to publish an annual Sustainability Report detailing its sustainability performance. You can send any questions, opinions and suggestions regarding the Sustainability Report and the holding's activities to the address kurumsal@beycelik.com.tr.



MESSAGE FROM THE CEO



Dear Stakeholders,

We set ourselves the target of having all our ongoing new factory investments up and running by 2023, the year in which we celebrate the Centenary of our Republic. We are proud to have reached this target. As we continue to improve our production capacity with our new facilities, we have managed the economic, environmental and social impacts of our activities in line with our sustainability approach, with the vision of being a Group that contributes to society and the environment.

We have rigorously monitored the shifting sustainability trends for our sectors in 2023. While delivering precise answers to stakeholder expectations, we refreshed our sustainability priorities by conducting a dual materiality study to understand the impact of sustainability issues on our financial performance. We are committed to the notion that our people are the core driver of our success in all the businesses in which we operate. We continued to create an inclusive, safe and equal working environment that supports the personal and professional development of our more than 5,000 employees. In line with our vision of innovation, all Group companies continued to work on expanding our product range and refining our existing products. By continuing our university collaborations, which bring together academia and industry, we have carried out research that will add value to the sectors in which we operate.

We have pursued our efforts to extend sustainability throughout the value chain of our Group companies, starting with our supply chain and continuing with our audits and supplier development meetings. In 3 of our companies, we increased the proportion of local suppliers compared to 2022. Through constant communication with our customers, we achieved a customer satisfaction score of over 90% in 2 of our Group companies that conducted customer satisfaction surveys during the year.

To improve our environmental performance in 2023, we expedited our environmental investments in our Group companies and made an environmental investment of TL 76 million. We proceeded with our solar power feasibility and installation studies to increase the use of renewable energy in our companies and reduce our consumption of fossil fuels as part of the combat against climate change. Beyçelik Gestamp, our automotive sub-industry company, participated in the CDP (Carbon Disclosure Project) reporting for the first time and was awarded a C+ rating for its climate protection activities.

As we continue our efforts to become a respected global company, known for its entrepreneurship and reputation in the sectors we focus on, we are pleased to share all our sustainability performance in a transparent manner. We recognise that sustainability management is a holistic team effort that involves the entire value chain, especially our employees. I would like to take this opportunity to express my sincere appreciation to all our stakeholders, notably our employees, for their contribution and support throughout our sustainability journey.

Baran Çelik

Vice Chairman of the Board of Directors / CEO

ABOUT BEYÇELİK HOLDING

Established in 1976, Beyçelik provides world-class services to a diverse clientele including subsidiaries and multinationals as well as individuals in the automotive, energy, air conditioning, scrap metal recycling and insurance sectors. Today, Beyçelik continues its activities with a total of 14 production facilities, 23 companies and more than 5,000 employees. The holding company is headquartered in Bursa and the management office is located in Istanbul.



Vision

To be a reputable global company known for its entrepreneurial spirit and reliability in all aspects of its business.



Mission

To grow a profitable business by continuously improving operational and financial performance without compromising our products and services, while bolstering our competitive advantage and adding value to society and the environment.



Values



We Offer Added Value To Our Customers

The main focus of our business is to listen to the needs of our internal/external customers and to respond to each of them in a timely manner, providing them with added value, and developing our business.



We Are Open Minded and Positive

We are committed and passionate about our business, striving for successful results and maintaining a positive approach in our relationships with others. We value everyone's contribution and opinion.



We Improve Our Business, Ourselves and the Environment

We continually look for ways to facilitate business and improve ourselves and our business partners. We ensure quality through a systematic approach to business, making the necessary changes to each job when and where required, and implementing different methods and technologies.



We Are Fair and Reliable and Our Intentions Are Reflected In Our Actions

We base all decisions made for the company on objective data. We provide equal opportunities for all and prioritise equity.



5
Different Sectors
 (Automotive Supply Industry, Air Conditioning, Energy, Insurance, Scrap Metal Recycling)



14
Production Facilities



432,200m²
of Production Area



Export to more than
40 countries



1.1
billion dollars
in turnover



256
million dollars
worth of exports

AWARDS / ACHIEVEMENTS

Awards



Beyçelik Gestamp Şasi ranked among the top three in the **"Digital Transformation"** category in the **2023 Productivity Project Awards**, organized by the Ministry of Industry and Technology.



Beyçelik Gestamp was awarded the first prize in the **"Companies with Polluting Effect on the Environment"** category in the Environment Friendly Facilities Competition organised by Bursa Organised Industrial Zone Industrialists' and Businessmen's Association (**BOSİAD**).



Beyçelik Gestamp won the **"TMMT Zero World Supply Award"** for not receiving any product-related feedback from Toyota for one year with 6 reference products from 8 product groups supplied to Toyota in 2023.



Warmhaus received the **"Big Thinking Award"** in the Digital Customer Experience category from CX Awards Turkey for the **Warmhaus 360 mobile application**, which was developed exclusively for its customers to provide the excellent customer experience.



Warmhaus received the **"Gold Award"** at the **A.C.E. Awards (Achievement in Customer Excellence/Perfect Customer Satisfaction Awards)** organized and presented by "şikâyetvar", a platform that measures customer satisfaction.

Lists

ISO 500 2023

Beyçelik Gestamp Otomotiv is Türkiye's **135th largest** industrial enterprise in the ISO 500 2023 ranking. Beyçelik Gestamp Şasi is Türkiye's **353th largest** industrial enterprise in the ISO 500 2023 ranking.

BTSO 250 2022

Beyçelik Gestamp is the **second largest** industrial enterprise in the automotive sector and the **14th largest** industrial enterprise in Bursa in the main list.

Çelikform Gestamp is the **40th largest** industrial enterprise in the automotive sector and the **150th largest** industrial enterprise in Bursa in the main list.

Warmhaus is the **3rd largest** industrial enterprise in its sector and the **68th largest** industrial enterprise of Bursa in the main list.

HOLDING COMPANIES

HOLDING COMPANIES

AUTOMOTIVE

Beyçelik Gestamp

Beyçelik Gestamp, which designs, develops and manufactures moulds, equipment and components for the metal automotive sub-industry, promotes safer and lighter vehicle designs through the design of innovative products, thereby serving the fundamental principles of enhancing human safety, reducing energy consumption and preserving the environment. Beyçelik Gestamp, with its 4 legal companies (Beyçelik Gestamp Otomotiv A.Ş., Beyçelik Gestamp Şasi Otomotiv San. A.Ş., Beyçelik Gestamp Teknoloji ve Kalıp A.Ş., Çelikform Gestamp Otomotiv San. A.Ş.), continues its activities in 6 different locations, Bursa, Gebze and Romania, on a total area of 350 thousand square meters. In addition to direct product exports, Beyçelik Gestamp exports sheet metal forming moulds and equipment on a project basis to more than 30 countries in 5 continents. Beyçelik Gestamp has a total of four R&D centres, which conduct studies to create new products and technologies.

Gesbey

Gesbey Energy Türbini Kule Üretim Sanayi ve Ticaret A.Ş., which was established in 2010 through the cooperation of Beyçelik Holding and Spanish Gestamp Wind Steel, continues its activities in the field of wind turbine tower production with its two factories located in Bandırma Organised Industrial Zone. Gesbey has a production capacity of 430 towers per year. Gesbey exports its products to 17 countries. It conducts studies on tower design and construction at the R&D centre it established in 2019. With this feature, it is one of the select examples in Turkey and the world as a tower manufacturing company that can design wind turbine towers.

ENERGY

AIR CONDITIONING

Warmhaus

Established in 1996 with 100% domestic capital, Warmhaus manufactures panel radiators, combi boilers, water heaters and wall-mounted condensing boilers. Warmhaus carries out its production in an area of 110 thousand m² located in Bursa Technology Industrial Zone (TEKNOSAB). The products manufactured in the factory, which has a total of 5 production lines and a production capacity of 3,600,000 linear metres, are exported to more than 40 countries. As part of its overseas investments, the company entered the United Kingdom, one of the largest markets in Europe, opening a sales office and warehouse in 2017. With its extensive service and sales network throughout Turkey, it solves consumers' heating requirements swiftly and effectively.

Bewen Energy

Beyçelik Gestamp Renewable Energy, established in August 2009 as a joint venture between Beyçelik Holding and Gestamp Wind, acquired the title of Bewen Energy A.Ş. upon changing the company's partnership structure in 2023. Established by the partnership between Beyçelik Holding A.Ş. and Elawan Energy S.R.L., Bewen Energy A.Ş. operates in the field of electricity generation and trading using renewable energy sources such as wind and solar. Together with the WPP projects in Turguttepe, Yahyalı, and Adares, the total installed capacity is 137.5 MW. It illuminates 160,500 households per year. Bewen Energy is installing a 71.42 MW solar power plant as a back-up source for the Yahyalı wind power plant in Kayseri. The investment is scheduled to be completed in the 3rd quarter of 2024. The subsidiaries of Bewen Energy A.Ş. are BAK Energy Production A.Ş., SABAŞ Electricity Production A.Ş., and YGT Electricity Production A.Ş.

ENERGY



NIDAKULE

01



**CORPORATE
GOVERNANCE**



Beyçelik Holding has adopted a corporate governance approach that focuses its existence not only on commercial success, but also on core values such as being a fair and reliable group that contributes to the society and environment in which it operates. The pursuit of fair and reliable business plays a determinative role in the company's strategic decision-making processes and business practices.

The highest governance body of Beyçelik Holding is the Board of Directors. The Board of Directors is responsible for making strategic decisions at the highest level of the Group. In addition, the Board of Directors is responsible for managing the financial and non-financial risks of the company and setting corporate and strategic goals accordingly. The Board of Directors consists of four members. The Deputy Chairman of the Board also serves as the CEO of Beyçelik Holding.

01 CORPORATE GOVERNANCE

STRUCTURE OF THE BOARD OF DIRECTORS OF BEYÇELİK HOLDING

Faik Çelik

Chairman of the Board of Directors

Baran Çelik

Vice Chairman of the Board of Directors

Cihan Çelik

Member of the Board

**Bahar Çelik
Güzeldağ**

Member of the Board

The duty of the senior management, led by the CEO of Beyçelik Holding, is to ensure the implementation of the strategic plan approved by the Board of Directors.

CORPORATE GOVERNANCE

RISK MANAGEMENT

At Beyçelik Holding, risk management is functionally specified in all Group companies, monitored at director level and presented to the Board of Directors. Beyçelik Holding's Board of Directors is the body responsible for risk management at the highest level.

In the companies of the Beyçelik Group, the identification of both financial and non-financial risks within the framework of issues such as risks and opportunities, the existence of the Group, brand reputation and business continuity is carried out by the relevant functions, and the evaluation and management of risks and opportunities is followed by the designated directors. This situation prompts Group companies to take action by identifying risks and opportunities that might otherwise be overlooked, and enables the company's capital to be managed correctly. In this regard, the Group companies prepare annual and five-year risk reports including current and potential risks and risk action plans, which are submitted to the Beyçelik Holding Board of Directors for approval on a regular basis. In accordance with the approved risk reports, the

Group companies carry out their work to take the necessary measures and the progress of risk management is monitored by the Beyçelik Holding Board of Directors.

The Group companies' compliance with their annual budget plans is evaluated and managed as part of the risk management process. Beyçelik Holding prepares budget plans for Group companies in the last quarter of each year. Group companies' compliance with budget plans is monitored monthly and quarterly throughout the year, and compliance audits are conducted by the Holding's Finance Directorate.

The Department of Corporate Communications has defined the stakeholder communication strategy that will continuously provide accurate information on reputational risks. In this manner, the Department of Corporate Communications has prepared the "Crisis Communication Document", which will enable it to manage the process by being prepared for the damage scenarios in which reputational risks arise.

INTERNAL AUDIT AND CONTROL

The Internal Audit Directorate of Beyçelik Holding is responsible for auditing the business operations of Beyçelik Holding and its Group Companies and for independent and objective reporting of the processes in accordance with the Internal Audit Procedure, the Abuse Procedure and the International Internal Audit Standards.

In accordance with the Annual Audit Plan, the Internal Audit Directorate carries out four main audits: "Performance Audit", "Process Audit", "Financial Audit" and "Information Technology Systems Audit", and reports the audit results to the Board of Directors.

Following the audits carried out, one of the tasks of the Internal Audit Directorate is to monitor the implementation of the actions identified in the areas for improvement. Thus, the Internal Audit Directorate proposes recommendations for the current risks of the holding company and the Group companies and ensures that the company's activities comply with laws, regulations and corporate strategies.

CORPORATE GOVERNANCE

WORK ETHICS AND ANTI-CORRUPTION

Beyçelik Holding manages its business processes in all its activities in line with its value “We Are Fair and Reliable and Our Intentions Are Reflected In Our Actions” with an understanding based on fairness, transparency and accountability. In order to ensure business ethics at all levels within the Group, Beyçelik Holding’s Code of Business Ethics were established in 2017. Beyçelik Holding’s Code of Business Ethics are concerned with work culture, confidentiality, compliance with laws and regulations, customer satisfaction, working life rules, relations with suppliers, sub-industries, competitors and partners, responsibility for occupational health and safety, responsibility for the environment and social responsibility, which all employees must comply with without exception. It is an indispensable set of rules that includes the rules of conduct, the internal control process and the implementation principles for ensuring these rules.

The Code of Business Ethics has been made public on Beyçelik Holding’s website and is distributed as a booklet to newly hired personnel, who are expected to comply with the Code. In order to increase the awareness and internalisation of the Code of Business Ethics among employees, 2,189 person*hours of ethics training were conducted in Group companies during the year. Internal Audit reviews the level of compliance with internal business ethics principles. The process of complying with ethical rules is primarily the responsibility of employees, followed by administrators who are expected to oversee compliance. The Beyçelik Ethics Committee and the Internal Audit Directorate supervise, report and monitor the implementation of ethical standards and the fight against corruption. The Ethics Committee of Beyçelik Holding consists of the Director of Financial Affairs of Beyçelik Holding, the Director of Human Resources and Culture of Beyçelik Holding, the Director of Internal Audit of Beyçelik Holding, the Director of Human Resources, Technology and Innovation of Beyçelik Gestamp and the Director of Warmhaus Factory. The Ethics Committee works under the supervision of the CEO of Beyçelik Holding and the Deputy Chairman of the Board of Directors. An Ethics Line has been established for employees to notify violations of the Code of Ethics and/or once they doubt unethical or unlawful conduct. The Ethics Line, which is available to employees and third parties, can be contacted by e-mail at etik@beycelik.com.tr, by post with “Attention: Ethics Committee” in the subject line, or

by telephone on 0216 300 16 17. Reports to the Ethics Line are handled confidentially and impartially by the Beyçelik Ethics Committee in accordance with the “Ethics Committee Working Principles”. Should a violation of the Code of Business Ethics be detected, various disciplinary sanctions will be applied, which may result in the employee being asked to resign. Disciplinary action will also be taken against anyone who condones or is aware of inappropriate behaviour and fails to report it. All communications received by the Ethics Line are evaluated by the Ethics Committee in accordance with the ethical and disciplinary rules. As part of the activities carried out during the year, the Ethics Committee Regulation was updated, and the reports received via the Ethics Line were resolved within the same year. No reports of corruption and bribery were received and no penalties/sanctions were applied in this regard. The Beyçelik Ethics Board and the Internal Audit Directorate are responsible for operating and monitoring the business processes related to the prevention of corruption at Beyçelik Holding. In addition to the internal audit process, the company’s business processes and financial statements are regularly audited every year by independent auditing companies. During the independent audits, corruption and bribery risks are identified, control systems are evaluated against the occurrence of these risks and corrective actions are taken if necessary. There were no confirmed cases of corruption during the period.

STAKEHOLDER RELATIONS

Stakeholders have a substantial impact on the success of a company. Every individual, organization and community that influences and is influenced by Beyçelik’s activities is considered a stakeholder of Beyçelik. Although the definitions of Beyçelik’s key stakeholders differ depending on the sectors and functions in which they operate, they can be broadly categorized as internal and external. The expectations and requirements of each stakeholder group are analyzed in depth, and the impact of the stakeholders on Beyçelik Holding and their relationship with the company are determined. Stakeholders are communicated with at different times and through different platforms in order to provide them with detailed information about the company, its products and activities.

CORPORATE GOVERNANCE

Stakeholder Type	Contact Method	Communication Frequency
Employees	Training	Continually
	Internal Information, Announcements	Momentary
	Website	Continually
	Intranet (WEB, Mobile)	Continually
	Social Media	Continually
	Corporate Magazine	Every 3 Months
Partners	General Assembly Meetings	Annual
	Reporting	Monthly
Customers	Website	Continually
	Customer Satisfaction Measurement	Annual
Dealers	E-Mail	Continually
	SMS	Continually
	Meetings	Continually
	Digital Applications	Continually
Academic Institutions	University-Industry Collaboration	Seasonal
	Career Fairs	Seasonal
	Career Talks	Seasonal
Public Institutions	Audit Report	Annual
	Activity Report	Annual
Financial Institutions	Audit Report	Annual
	Activity Report	Annual
Media	Bulletin	Momentary
	Website	Continually
	Social Media	Continually
	Corporate Magazine	Every 3 Months
Non-Governmental Organization/Chambers	Membership	Continually
	Joint Projects	Seasonal
University Clubs/Students	Joint Projects	Seasonal
	Career Fairs	Seasonal
	Internship Programs	Seasonal

CORPORATE GOVERNANCE

CORPORATE MEMBERSHIPS

- Balıkesir Chamber of Industry (BSO)
- Bursa Business Women and Managers Association (BUİKAD)
- Bursa Chamber of Commerce and Industry (BTSO)
- Foreign Economic Relations Board (DEİK)
- Gönen Chamber of Commerce (GTO)
- Milas Chamber of Commerce and Industry (MITSO)
- TAYSAD Automotive Suppliers Association
- Foreign Trade Association of Türkiye (TürkTrade)
- Türkiye Exporters Assembly (TİM)
- Türkiye Quality Association (KalDer)
- Turkish Corporate Governance Association (TKYD)
- Turkish Employers Association of Metal Industries (MESS)
- Turkish Wind Energy Association (TÜREB)
- Uludağ Automotive Industries Exporters' Association (OİB)
- National Mould Manufacturers Association (UKUB)
- Yahyalı Chamber of Commerce (YTO)

SUSTAINABILITY MANAGEMENT

The work carried out in accordance with the sustainability approach and objectives of the Holding and Group companies is monitored by the Sustainability Committee. The committee, which is chaired by Beyçelik's CEO, consists of the relevant functional directors and general managers of the companies.

The Sustainability Committee is responsible for monitoring the implementation of the Holding and Group activities in accordance with the Beyçelik Sustainability Strategy. Issues relating to the development of the sustainability management structure, the identification of current and potential sustainability risks and opportunities of the Holding and Group companies, and the identification of relevant areas for action are addressed by the established working groups. The working groups

held 8 scheduled meetings in 2023, conducted studies to harmonize sustainability goals and provided direct information for the preparation of the Sustainability Report. The Employees Working Group is responsible for monitoring and reporting on progress achieved towards sustainability targets under the Employees focus area, which focuses on issues that directly affect employees, such as defining working life rules, ensuring effective talent management, strengthening employee commitment and occupational health and safety. The working group is made up of managers from organisational development, talent management, human resources, occupational health and safety, corporate communications and the academy in the holding company and the Group companies.

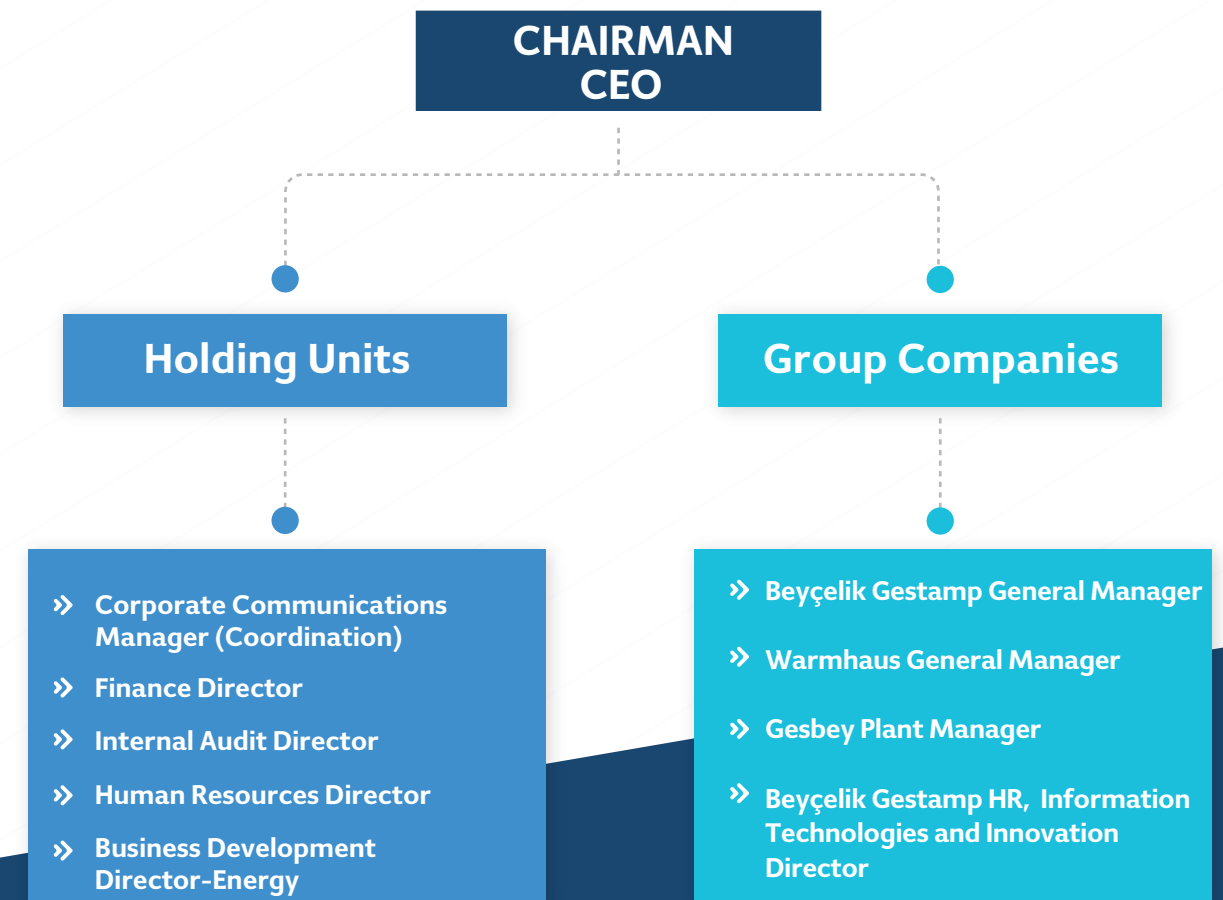
CORPORATE GOVERNANCE

The Value Chain Working Group is responsible for monitoring and reporting progress on sustainability targets under the Value Chain focus area, which addresses issues affecting the value chain such as developing supplier management practices, ensuring customer satisfaction, product accountability and quality management. The working group includes managers from purchasing, customer, quality, materials procurement, quality management, supply chain, international logistics, sales, planning and logistics, and marketing. The Innovation Working Group is responsible for reporting on the progress of the sustainability targets under the Innovation focus area, which focuses on issues that support internal continuous development and improvement, such as the dissemination of digitalization studies and the

development of R&D and innovation studies. The working group includes managers from Information Technologies, R&D and Innovation, and Digital Transformation.

The Environment Working Group focuses on environmental issues such as energy and emissions management as part of the fight against climate change, the development of waste management practices in line with the zero waste principle, the development of water efficiency projects and the protection of biodiversity. It is responsible for reporting on progress against the sustainability targets under the Environment focus area. The working group includes managers from the Environment and Sustainability, Quality and Occupational Health and Safety departments.

SUSTAINABILITY COMMITTEE



SUSTAINABILITY PRIORITIES

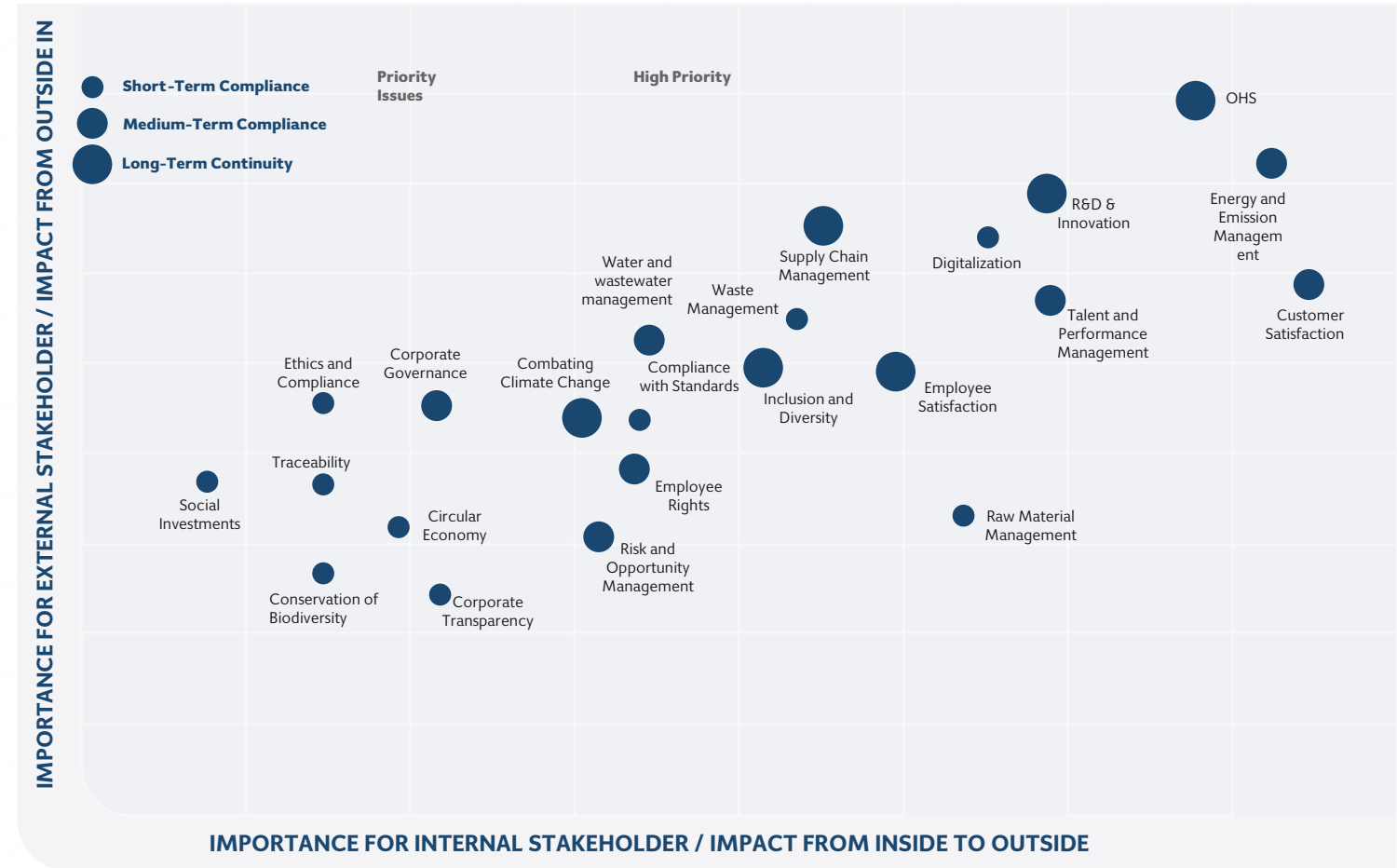
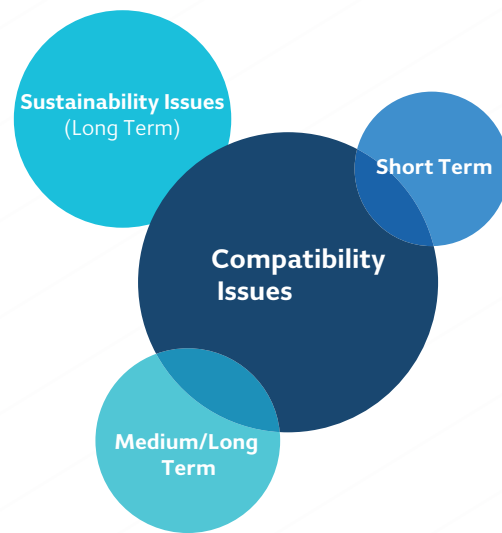
Companies carry out prioritization studies to manage the impacts of their activities and improve their sustainability performance by steering human and financial investment in the right direction. Following the sustainability prioritization study conducted in 2021, Beyçelik Holding conducted a double materiality analysis by reviewing its sustainability priorities in 2023 and revising them in line with stakeholder expectations to adapt to changing trends, respond to changing stakeholder expectations and update its strategic conduct by incorporating the financial dimension into the 2021 prioritization study.

The double materiality analysis is essentially a three-dimensional study that assesses the impact of sustainability issues that companies need to manage in the environmental, social and governance areas in line with stakeholder expectations on their current financial performance.

For the double materiality study, Beyçelik Holding initially identified 23 sustainability issues in line with the company's activities, based on the UN Sustainability Development Goals, UN standards and frameworks, ESG rating, sustainability standards, GRI reporting and sectoral trends, including the WEF Global Risks Report. Through an online questionnaire, Beyçelik Holding's stakeholders were presented with 23 sustainability issues, including 8 environmental issues, 5 social issues, and 10 management issues that need to be addressed. In the online survey, which was completed by more than 300 internal and external stakeholders, participants were asked to evaluate the mentioned

issues for Beyçelik Holding in the short, medium and long term. The results of the online survey were simultaneously analyzed in terms of the "outside-in" and "inside-out" directions of impact, the political and strategic materiality of ESG issues, and the financial impact.

Based on this study, Beyçelik Holding has identified the "Compatibility Areas" that will ensure the correct positioning of the company in the short and medium term, the "Transformation Priorities" that will create value for the company requiring medium and long-term planning, and the "Continuity Focuses" for which the organization will be obliged to provide solutions in the long term.



OUR HIGH PRIORITY TOPICS	OUR MANAGED SUSTAINABILITY APPROACH
OHS	Working Life
Customer Satisfaction	Sustainability At The Value Chain
R&D & Innovation	Continuous Development and Improvement
Digitalization	Continuous Development and Improvement
Energy and Emission Management	Combating Climate Change
Supply Chain Management	Sustainability At The Value Chain
Waste Management	Combating Climate Change
Water and Wastewater Management	Combating Climate Change
Compliance with Standards	Sustainability At The Value Chain
Talent and Performance Management	Working Life
Employee Satisfaction	Working Life
Inclusion and Diversity	Working Life
Social Investments*	Contribution to Social Development

*Although social investments are not among the highest priority issues, they are evaluated alongside other priority matters.

SUSTAINABILITY POLICY AND STRATEGY

- To develop sustainable products and services with high quality and safety standards to maintain the highest levels of consumer satisfaction by exceeding their expectations.
- To manage operations and stakeholder relations with a corporate governance approach based on transparency and accountability, and to uphold business ethics at all times.
- To take the necessary precautions by continually assessing the risks associated with the priorities with a proactive with a proactive mindset and a proactive stance.
- To implement practices that integrate and extent business ethics, quality and sustainability approaches throughout the entire value chain, and in particular the supply chain.
- Development of the stakeholders in the value chain
- To maintain performance by managing R&D, innovation, and digitalization processes with the philosophy of continuous development and refinement; To contribute to the development of resources by disseminating artificial intelligence applications in business processes.
- To implement continuous efficiency and development projects that reduce/mitigate environmental impact in the context of combating climate change.
- To ensure efficient use of resources through continuous implementation of operational excellence projects
- To improve the effectiveness of occupational health and safety, in compliance with national and international standards.
- To steadily diversify contemporary human resources practices to enable us to be employer of choice for employees.
- To provide employees with opportunities for continuous professional development and equal working conditions
- To be firmly opposed to all forms of discrimination, forced and compulsory labour and child labour in accordance with international human rights principles.
- To be committed to the implementation of corporate social responsibility initiatives that contribute to the development and prosperity of society.

CORPORATE GOVERNANCE

In compliance with Beyçelik's Main Sustainability Policy, the sustainability approach defined in light of the priority issues consists of 5 main pillars.



SUSTAINABILITY GOALS

The sustainability goals announced by Beyçelik Holding in accordance with its 2023 Sustainability Strategy have been accepted and the Holding and Group companies have been working diligently to achieve the goals. The studies relating to the 2023 objectives are presented in the relevant sections of the report.

Working Life Objectives			
Employee Development	SDG	Achievement of Zero Accident Target	SDG
Ensuring the provision of training for leadership development	 	Achievement of Zero Accident Target	 
Improvement of the Talent Management Indicators		Expansion of OHS Trainings	
Support for Career Development through the Design of the Interdepartmental Rotation Process in the Group Companies		Diversity and Inclusion	SDG
Dissemination of Training Programs for Young Talents in Group Companies		Equal Opportunity Workspaces with Respect for Diverse Creative Needs	 
Employee Engagement and Satisfaction	SDG	Raising Awareness of Gender Equality and Conducting Awareness Studies	 
Boost Employee Engagement and Satisfaction		Establishment of Mechanisms for the Fight against Violence	
Recognition, Appreciation and Reward Renewal of the System and Making it Functional		Implementation of Practices that Promote Equal Opportunities in the Recruitment Process	 
Creation and Salience of the Employer Brand	 	Increasing the Representation of Women at the Level of Senior Management	 
Continuous Development and Improvement Goals			
Digitalization	SDG	Innovation	SDG
Increasing the Amount of Savings Achieved through Digitalization	 	Increasing the Amount of Savings Achieved through Innovation	 
Increasing Digitalisation Rate	 	Industry 4.0.	SDG
R&D	SDG	Increasing the Number of Projects in Scope of Industry 4.0	
Increasing the Amount of Savings Achieved through R&D	 		
Prioritizing Collaboration with Universities	  		

SUSTAINABILITY GOALS

Sustainability Goals In The Main Focus Of The Value Chain			
Supplier Development, Audit and Performance	SDG	Local Supply	SDG
Development of the Supplier Performance	 	Increasing the Locality Rate	
Customer Satisfaction and Loyalty	SDG	Product and Service Security	SDG
Maintaining High and Sustained Level of Customer Satisfaction		Management of Standards and Regulatory Compliance	
Goals to Combat Climate Change			
Environmental Management Systems (EMS)	SDG	Water Management	SDG
Expansion of Environmental Certifications in Group Companies		Efficient Use of Water	 
Energy and Emission Management	SDG	Waste Management	SDG
Calculation of Scope 1-2-3 Emissions		Making "Zero Waste" Certification Practices Sustainable	 
Dissemination of Energy Efficiency Projects	 	Organising Employee Training on Waste Separation at Source	 
Increasing the Use of Renewable Energy Sources			
Reduction of Energy Consumption			

02



WORK LIFE



02 WORK LIFE

To ensure a sustainable working environment, Beyçelik Holding and the Group companies aim to create workplaces that are inclusive and free from all forms of discrimination, support the career development of employees and encourage them with reward systems, protect the health and safety of employees and create workplaces where employees feel they belong. Beyçelik, while providing all kinds of professional benefits to its employees with its main focus on working in this direction, is developing various human resources applications that enable employees to achieve work-life balance and is working to implement, disseminate and standardize these applications in the Group companies. Beyçelik Holding's Human and Culture Directorate is responsible for managing the processes of the Holding and the Group companies in accordance with the Human Rights Policy, and all employees are obliged to comply with this policy.

BEYÇELİK HOLDING HUMAN RESOURCES POLICY

The companies of Beyçelik Group have adopted a transparent, efficient and development-oriented approach to human resources management that aims to change and add value in line with its vision, mission, values and ethical principles. While Beyçelik recruits valuable talents, it aims to include in the recruitment process the candidates who are most suitable in terms of talents and personal characteristics for the vacant positions. Beyçelik recognizes that the most valuable element that makes its companies successful is its employees. It offers career opportunities to new graduates and candidates with industry experience. Aware of the importance of human resources, Beyçelik works to add value to the development of its employees. It organizes training for its employees to improve their personal and business skills, encourages them to improve themselves and provides a suitable environment.

It observes inclusiveness and equal opportunities in all human resources practices, based on the institution's values, ethical principles and laws. It does not discriminate among its employees on the basis of age, race, gender, conviction, language, religion, nationality, marital status, sexual orientation, seniority, political opinion, military status or disability. It applies this understanding to all terms and conditions of employment, including recruitment, placement, promotion, termination, recall, transfer, leave, compensation and training. It will not tolerate verbal or physical harassment in the workplace. Beyçelik is concerned about the occupational health and safety of its employees and is committed to providing a safe working environment in accordance with the Occupational Health and Safety Legislation. It aims to create a human resources structure that is sensitive to the environment and society in the course of implementing all these studies.

SUSTAINABILITY GOALS WITH MAIN EMPLOYEE FOCUS

Employee Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Employee Development					
Providing Leadership Development Trainings	Training hour / person*hour	✓			3823 person*hours of training was provided in Group companies as part of the Leadership Development Program. Warmhaus provided 120 person* hours of training was delivered by Leaders Who Manage Themselves and Their Relationships Training.
Improving Talent Management Indicators	Critical position backup rate-Employee turnover rate-Talent pool promotion rate-Talent pool development plan realization rate-Backup rate of all administrative level	✓	✓	✓	Critical position backup rates in Warmhaus; Quality 64% R&D 53% Fin Kon 41% Marketing 81% Planning Logistics 66% Purchasing 54% Technical Services 69% Device Production 46% Employee Turnover Rate 29% Backup rate of all management levels 58%
Support for career development through the design of the inter-departmental rotation process in the Group companies	Rotation Rate		✓		The rotation rate at Warmhaus is 7.8%.
Dissemination of Programs for Young Talents in Group Companies	Candidate-Department Job Fit Satisfaction Proportion of young talents included in the program among promotions		✓		The Beyçelik Gestamp Young Fellow Program offered internships to 22 students. After the internship, 7 students were employed full-time.
Employee Engagement and Satisfaction					
Increasing Employee Engagement and Satisfaction	Employee engagement survey score	✓	✓	✓	Employee engagement was measured at 50.79% in the Group-wide employee engagement survey conducted by the holding company.
Recognition and Reward Renewal of the System, Making it Work	Budget compliance rate	✓			At Beyçelik Gestamp, the budget of 1 million Turkish Liras allocated to the system of recognition, appreciation and rewards has been complied with at a rate of 96%.
Employer Brand	Employer Brand Studies	✓			Beyçelik Gestamp has carried out employer brand studies as well as practices that make employees feel respected and communicated as part of employer brand studies.

WORK LIFE

SUSTAINABILITY GOALS WITH MAIN EMPLOYEE FOCUS

Employee Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Occupational Health and Safety					
Reaching the Zero Accident Goals	Zero Accident	✓	✓	✓	Bewen Energy, one of the Group companies, achieved its goal of zero accidents at work during the year.
Increasing OHS Trainings	OHS training hour/person*hour	✓	✓	✓	Group companies provided 35,166 person*hours of training to employees, which represents a 13% increase in training hours compared to 2022.
Diversity and Inclusion					
Considering Different Needs for the Creation of Working Spaces on Equal Conditions	Female employee satisfaction rate -Diversity indicators	✓			The satisfaction rate for women at Warmhaus is 59%. Diversity indicators are included under the heading "Employee Rights, Diversity and Inclusion".
Creating Awareness of Gender Equality and Conducting Awareness Studies	Training hour/person*hour	✓			Beyçelik Gestamp provided 165 person* hours of training in legal literacy and gender equality. Warmhaus provided 117 person* hours of gender equality training. The gender equality training in Gesbey was attended by 457 employees.
Establishing Mechanisms for Combating Violence	Training hour/person*hour	✓			Beyçelik Gestamp cooperated with Mor Salkim Women's Solidarity Association and made the violence hotline available to its employees.
Implementation of Practices That Increase Equal Opportunities in Recruitment	Female employment at new recruitment - Return to work rate after childbirth	✓			At Beyçelik Gestamp, the employment rate of women in recruitment is 20%. The recruitment rate of women at Warmhaus is 14%. In group companies, the rate of returning to work after birth is 100%.
Increasing the Ratio of Women at Management Level	Employer branding efforts		✓		The proportion of women at management level across the Group has increased from 13.35% to 14.91% in 2023.

WORK LIFE

EMPLOYEE RIGHTS, DIVERSITY AND INCLUSION

Beyçelik manages its processes with an approach that attaches importance to employees in line with its corporate values and understanding. As stated in the Business Ethics Rules of Beyçelik Holding, the Holding and the Group companies protect the rights of their employees, fulfil their responsibilities towards their employees and ensure inclusiveness and equal opportunities in all human resources practices.

Beyçelik offers equal opportunities to its employees from the recruitment process and believes that diversity brings success to business. Beyçelik does not discriminate against its employees on the basis of age, race, gender, conviction, language, religion, nationality, marital status, sexual preference, seniority, political opinion, military status, physical disability or any other similar grounds, and does not tolerate discrimination among its employees. Beyçelik and Group companies are committed to ensuring all legal rights of their employees and manage their processes in accordance with the Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions and the United Nations Global Compact.

With its stance of supporting gender equality, Beyçelik offers its employees equal rights without discrimination and an inclusive working environment where they will be happy in business life. Return to work rates after maternity leave are monitored in Group companies as an indicator of gender equality. In 2023, all employees who took maternity leave in accordance with their legal rights returned to work at the end of their leave and benefited from services such as nursing rooms offered by Group companies.

TOTAL NUMBER OF EMPLOYEES			
	2021	2022	2023
Female	267	596	496
Male	3,961	4,771	4,286

TOTAL NUMBER OF EMPLOYEES BY CATEGORY			
	2021	2022	2023
White Collar	905	596	1,046
Blue Collar	3,323	4,771	3,736

MATERNITY LEAVE STATISTICS

Number of Employees Benefiting from Maternity/Parental Leave (person)	Beyçelik Gestamp				Beyçelik Gestamp Renewable Energy				Warmhaus				Gesbey			
	Number of employees benefiting from leave		Employee returning to work at the end of the leave period		Number of employees benefiting from leave		Employee returning to work at the end of the leave period		Number of employees benefiting from leave		Employee returning to work at the end of the leave period		Number of employees benefiting from leave		Employee returning to work at the end of the leave period	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
2021	9	62	9	62	0	0	0	0	0	0	0	36	0	20	0	18
2022	7	133	7	133	0	0	0	0	0	0	4	16	1	20	1	20
2023	10	228	10	228	0	2	0	2	0	2	3	27	1	21	1	21

WORK LIFE

GENDER EQUALITY APPLICATIONS

The holding company and the Group companies are sensitive to the issue of gender equality and carry out extensive research, particularly in the fields of education and awareness-raising, in order to ensure equality between men and women in economic and social life.

Thanks to the gender equality work carried out in its factories in 2023, Beyçelik Gestamp was invited to deliver a speech at the "Our Power, Our Equality Summit" held in Bursa in partnership with Global Compact and UN Women, and was showcased as an example of gender equality practices in business at the event.

In 2023, Beyçelik Gestamp cooperated with Uludağ Soroptimist Club, which consists of women actively involved in business and professional life. As part of this cooperation, the Uludağ Soroptimist Club trainer provided a total of 165 person*hours of legal literacy and gender equality training to female employees of Beyçelik Gestamp. In addition to the training sessions, the cooperation also included painting sessions, where female employees could socialize and share their experiences in a stress-relieving way. Beyçelik Gestamp, which is against all forms of violence, made its employees aware of the Mor Salkım Women's Solidarity Association's 24-hour, 7-day-a-week violence hotline, and made its employees feel that they are not alone in any incidents that may occur. Beyçelik Gestamp aims to continue its efforts to combat violence in 2024 and to create a Violence Policy.

To improve gender equality efforts in the company, Warmhaus first conducted a survey in 2023 to measure the satisfaction of its female employees. In addition, in 2023 the company began to employ female employees on its production lines and to transform the working environment into areas that ensure the convenience of female employees. The first measure it has taken in this direction is to create areas where working mothers can feel comfortable by building breastfeeding rooms in its Teknosab factory, which it opened in 2023.

Warmhaus organized gender equality training to raise awareness among its employees about gender equality and how to use the information in all areas of their lives, especially in professional life. This event, which took place in 2023, provided 117 person*hours of training.

Gesbey has organised gender training to raise awareness on gender equality and the importance of women's presence in business life, as well as refreshing and updating the existing knowledge of its 457 employees.

WORK LIFE

TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT

Beyçelik pursues processes with the main focus on employees, supporting the professional development of its employees. At the same time, it offers them the opportunity to realize their potential by placing them in the right positions where they can make a difference by taking responsibility within their job descriptions. Beyçelik has defined its human resources management strategy with the aim of creating value for its employees and, as a result, boosting the company's business performance.

At Beyçelik, Human Resources processes are handled in 3 main axes: Talent Acquisition, Talent Identification and Evaluation, Talent Development and Retention. Beyçelik offers equal opportunities to all its employees starting from the talent acquisition process and recruits only through talent-based interviews.

The Talent Identification and Evaluation Process includes the management of wages and benefits. Beyçelik supports the welfare of its employees by providing them with benefits and by paying equal wages for equal work. Employees' focus on quality, cooperation, desire for continuous improvement, adaptation to changing tasks and leadership qualities are the main criteria that facilitate evaluation in the

Talent Identification and Evaluation Process. The Performance Management System implemented in the holding company and Group companies is a system that measures the individual performance of employees. Employees' performance is evaluated on a regular basis and the results of the evaluation support the processes of employee development planning, salary management and career planning. In accordance with the principle of equality adopted in the provision of fringe benefits to employees, Beyçelik applies the social and cash benefits provided by the trade unions to which some of its employees are affiliated without discrimination to employees outside the Group.

Beyçelik prepares employee-based training programs that support the professional development of employees as part of the Talent Development and Retention Process. It operates a promotion system to retain existing talent and creates rotation opportunities for employees within Group companies. It attaches great importance to the opinions of employees in order to retain talent and aims to keep the results of the employee engagement survey and employee turnover high, while evaluating the opinions and suggestions collected through various channels.

OKR PERFORMANCE SYSTEM

Beyçelik has introduced the OKR (Objectives Key Results) performance system, which will help the company achieve its main goals by ensuring that it remains successful and reputable in the sectors it focuses on, in all Group companies except Gesbey in 2023. Thanks to this program, Beyçelik has succeeded in directing the work and efforts of its employees towards the company's goals and strategies, thus adopting an approach that enhances cooperation among employees and improves the company's performance.



WORK LIFE

MENTORSHIP PROGRAM

The Internal Coaching Program, which was implemented in previous years to create an internal leadership culture within the company, was replaced by the Mentoring Program in 2023. The main objective of the Mentoring Program, which was implemented for the first time at Beyçelik Gestamp, is to support senior employees skilled with high competence and know-how in achieving their career goals by transferring their experience to new employees at the early stages of their careers, and to make the knowledge of the institution sustainable by transferring their knowledge. To this end, the program was launched

with 5 mentors and 7 mentees. Kick-off meetings were held and the program plan was explained to the participants, then one-on-one meetings between the mentors selected according to the program and the mentees whose career development would be supported were initiated, and the opinions of the mentors and mentees and their expectations of the program were solicited. The program was planned to have a total of 8 meetings throughout the year, including the kick-off meetings, and the process was concluded by organizing a concluding meeting at the end of the term. This practice will be continued in 2024.

BEYÇELİK GESTAMP ACADEMY

The Beyçelik Gestamp Academy, which was established in 2015 to enhance employees' ability to use and apply their theoretical knowledge, continued its work in 2023.

A total of 27,168 hours of training were delivered by the Academy in 2023.

The Academy provided training on approximately 300 different topics, focusing on the technical and professional development of employees. Various functional and behavioural development programs were organized at the Academy in 2023. A total of

6,000 hours of training on 16 different subjects were provided in the Maintenance School Program, a total of 1,600 hours of training on 20 different subjects were provided in the Welding School Program, and a total of 500 hours of training on 6 different subjects were provided in the Purchasing Training Program. While the Leadership Development and Expert Competency Development Programs were conducted as classroom training at the Academy, 3900 hours of behavioural development training were conducted in the Beyçelik Development Path.

BEYÇELİK GESTAMP YOUNG TALENT PROGRAM

Beyçelik Gestamp Young Fellow Programme, which has been providing internship and training opportunities to senior university students for three years under the motto "Leave a mark on your career", will provide 10 months of training to 22 young people studying at the Faculty of Engineering, Faculty of Economic and

Administrative Sciences and Educational Technologies in the 2022-2023 academic year. Internship opportunities will be offered throughout. At the end of the internship, 7 people who were successful and stood out throughout the program were employed at Beyçelik Gestamp.

PROGRAMS FOR THE DEVELOPMENT OF YOUNG TALENTS

Aiming to add value to the society in line with its vision and mission, Beyçelik offers internship opportunities to high school and university students in order to open the doors of the business world to young talents and train business people with high professional knowledge of the future. In 2023, a total of 396 students have benefited from the short

and long-term internship programs held at Beyçelik Gestamp locations, of which a total of 24 students, including 17 university students, will be working in various departments at Warmhaus and a total of 31 students, including 19 university students, will be doing internships in Gesbey.

WORK LIFE

EMPLOYEE ENGAGEMENT

Beyçelik Holding is keen to ensure the retention and satisfaction of its employees in line with its values at every stage, starting from the recruitment process. It supports the inclusive and egalitarian corporate culture with training programs that contribute to the personal development of its employees and will keep the communication within the company active by rewarding the performance of its employees; it organises events that will promote the retention of its employees by ensuring that they maintain their work-life balance through sports, cultural and artistic activities. Employee engagement surveys, which are one of the main parameters monitored with a focus on employees, are conducted regularly in Holding and Group companies, and the results of the surveys are used to map the current situation and make efforts to improve it. In accordance with the plan to conduct an annual employee loyalty survey across the Group, Beyçelik Holding Human Resources and Culture Directorate conducted a survey with the

participation of 2845 people across the Group in December 2023 and measured the employee loyalty as 50.79%. The Holding and Group companies are aware that improving processes and the working environment by receiving feedback from their employees is an important mechanism for ensuring employee satisfaction. In this context, the communication channels and feedback, suggestion and complaint mechanisms offered to employees in the Group companies are always open. At Beyçelik Gestamp, the suggestion system is integrated with the Academy platform and receives the opinions of employees. Warmhaus received 57 different opinions and suggestions from Human Resources in 2023 and resolved 43 of these proposals. It implemented 8 measures to ensure employee retention in workshops with the participation of senior managers. In 2023, there were no reports to the suggestion and complaint boxes at Bewen Energy's power plants, while 76 reports were received and resolved at Gesbey.

SENIORITY AWARD CEREMONIES

In 2023, **Beyçelik Gestamp** evaluated its employees under 4 different periods in the categories of Continuity, Kaizen, YTL-Operator Performance, Suggestion, OHS, Social Activity and R&D and rewarded 1,943 employees.

Having evaluated the 57 different opinions and suggestions received in 2023, **Warmhaus** rewarded 4 innovative and visionary suggestions that will improve the working environment, and also awarded Kaizen Awards to 4 employees and Instant Awards to 4 employees. The Award Systematics Instruction was created to develop and regulate the award system to be implemented in the coming years and to define the rules and principles of application.

In 2023, **Bewen** Energy granted Seniority Awards to 4 different employees.

In 2023, **Gesbey** honoured 10 employees who had served the company for 10 years with the Seniority Award.



WORK LIFE

EMPLOYEE EVENTS

Beyçelik Holding organizes various social and cultural events with a focus on employees and with the awareness that practices that strengthen interaction and bonding by increasing the quality of internal communication will increase employee loyalty and motivation. In 2023, the Holding will continue to organize events where employees can spend time together on significant days and weeks.

Beyçelik Holding prepares gift packages for its employees' children every year on 23 April, which is the National Sovereignty and Children's Day for all companies within its corporate structure. With a different theme for each holiday, Beyçelik conducted a study in 2023 to ingrain the love of animals in children.

Beyçelik Gestamp

Beyçelik Gestamp continued to organize art, sports and cultural events for the employees to have a pleasant time in 2023. Beyçelik Gestamp's Theatre Club, Nature Club and Bicycle Club continued their activities throughout the year and ensured that employees had a pleasant time. Beyçelik Gestamp established a Diving Club in 2023 in accordance with the wishes of its employees, and its basketball and running teams participated in various tournaments. Beyçelik Gestamp Football Cup was organized simultaneously in different locations of the company with the participation of a total of 51 teams and 714 people. It was the first time the company participated as a team in the Bursa Dragon Cup. As part of the celebration of National Sovereignty and Children's Day on 23 April, a drawing competition with the theme "23 April in my dreams" was organized for employees' children. In addition, basketball and volleyball courses were launched for children between the ages of 8 and 12, with the aim of introducing working children to sports and encouraging them to love sports. At the Mother's Day workshop, employees had a great time making handcrafted felt gifts for their mothers.

The theme of this year's photo competition, which is open to employees of all Group companies, is Summer and Nature. Prizes were awarded to the winners of the judgement of a total of 130 photographs.

Beyçelik visited Anıtkabir with its 100 employees on the Centenary of the Republic. The trip, attended by employees from all Group companies, commemorated the great leader Mustafa Kemal Atatürk and demonstrated the determination to work in line with the values of the Republic. On 8 March, International Women's Day, an online seminar was organized to raise awareness among all employees of "DigitALL: Innovation and Technology for Gender Equality", the United Nations theme for International Women's Day 2023.



WORK LIFE

Warmhaus

Warmhaus has organized training and activities for the personal development of its employees, in addition to their professional development. In addition to the training of its employees, it has also held cooking workshops, a bowling competition and a drawing competition for the employees' children, where they can have a pleasant time with their colleagues. In addition, the volunteer running team took part in the Eker Run for the first time, running in aid and benefit of TEGV.

Warmhaus aimed to raise environmental awareness among children aged 6-12 by organising a drawing competition entitled "The impact of plastic use on our environment" for its employees' children as part of World Environment Day on 5 June.



Gesbey

The Gesbey Human Resources Department organized the 2nd Table Football Tournament for the employees to have a good time. 30 teams of employees participated in the tournament. A drawing competition for working children was organized as part of the World Wind Day on 15 June.



WORK LIFE

COMMUNICATION CHANNELS

CORPORATE PUBLICATION: POTENTIAL

Since 2014, Potential, the Holding's corporate publication that shares the news of the Holding and the Group companies, has been communicated to stakeholders both in print and digitally via the company's website. Published three times a year and divided into two parts, Potential magazine reports on the commercial activities, collaborations and awards won by the Holding and the Group companies, and serves as a showcase for sustainability studies in the environmental, social and management fields, as well as the progress made towards achieving sustainability goals. Potential magazine includes series of articles on personal development, health, technology and sustainability that appeal to customers, employees and all stakeholders, and communication with stakeholders is strengthened by featuring success stories of the company's employees.



BEYÇELİK COMMUNICATION PLATFORM (BİP)

Beyçelik Communication Platform (BİP) is used as a desktop and mobile application to ensure internal communication, communication and cooperation among employees of all companies within Beyçelik. Employees can use BİP to keep track of new hires, promotions, birthdays and children in all companies within Beyçelik. Companies can monitor the latest developments about them in the headlines and press news section. They can access important documents and reports within the framework of institutional standards. They regularly express their opinions through surveys on a wide range of topics and submit their requests through the Suggestions or Complaints section.



OCCUPATIONAL HEALTH AND SAFETY

Safeguarding health and safety in the working environment is one of the key concerns for Beyçelik. Beyçelik is continuing its efforts to achieve the "Zero Occupational Accident" goal it has committed to in this direction by continuing its internal awareness raising activities, training and process improvements. Beyçelik's holding and group companies are implementing the know-how they have acquired in the field of occupational safety and health since the day they were founded, in accordance with all laws, regulations and directives, by supporting them with state-of-the-art technology and equipment. To protect the health and safety of its employees and to prevent any potential occupational accidents and diseases, Beyçelik has established rules to be followed by its employees,

communicated them to its employees through its Code of Business Ethics, and integrated occupational health and safety issues into its Human Rights Policy and Sustainability Policy. In the Group companies Beyçelik Gestamp, Warmhaus and Gesbey, regular follow-up meetings are held with committees formed according to the hazard classes of the factories and consisting of a total of 203 people, including the Factory Manager, the Occupational Health and Safety Specialist, various unit managers and employee representatives. A total of 126 OHS committee meetings were held in 2023, reviewing practices that would improve occupational health and safety, non-conformities identified prior to the meetings, accidents and their causes, and action plans to improve the current situation. In the year under review, drills and training were continued to refresh employees'

knowledge of occupational health and safety and to raise awareness of possible occupational accidents. The training was not limited to employees; employees of suppliers who might be present in the work environment were also trained on topics such as basic occupational health and safety, fire, first aid and search and rescue.

In 2023, a total of **35,166 person*hours** of OHS training had been provided to Group employees and suppliers' employees.

In 2023, accident frequency and severity rates were monitored in the Group companies and actions were taken to further improve the performance. Bewen Energy maintained its performance in 2022, with no work accidents in any of its areas. Warmhaus, on the other hand, reduced its accident frequency rate by 85% compared to 2022. At Beyçelik Gestamp, factories have been switching to cameras equipped with artificial intelligence systems to prevent industrial accidents and facilitate follow-up. With the camera system installed at the Beyçelik Gestamp Chassis Factory, employees who do not comply with occupational health and safety rules in the factory are detected by artificial intelligence and a violation notification is sent to the employee and the occupational health and safety expert via e-mail, and instant camera images are also sent to the press section of the factory. Immediate work stoppage notifications can be issued for the machines.

At the Teknocef Factory, the aim is to install an artificial intelligence-based camera system by 2024

to prevent industrial accidents in the production and logistics areas. Thanks to this targeted system, it is planned to use artificial intelligence to process images in the factory's logistics area and to communicate instantly with the working machines, as well as to issue immediate notifications to stop vehicles should the need arise.

New factory sites were commissioned and new employees started working at Beyçelik Gestamp. It took some time for the employees to adopt the health and safety protocols and for the corporate culture to take root. The aforementioned transition process has resulted in a 26% increase in the accident frequency rate, but it is expected that the existing occupational health and performance data will be stabilized once occupational health and safety studies are internalized in new factories. In Warmhaus, the accident frequency in 2023 was approximately 85% lower than in 2022. This success is due to the raised awareness of employees through OHS training, the voluntary OHS field team formed in 2023 to inspect the factory, and the significant increase in OHS measures throughout the factory. To sustain the momentum of the current health and safety performance in 2024, the aim is to recruit a permanent health and safety expert at the factory.

The process of ensuring the compliance and adaptation of Gesbey employees to new projects is demonstrated by the accident frequency rates. It is expected that the current occupational health and performance data will be normalized once the employees have familiarized themselves with and adapted to the projects.

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE (%)								
	Beyçelik Gestamp		Bewen Energy		Warmhaus		Gesbey	
	2022	2023	2022	2023	2022	2023	2022	2023
Accident Frequency Rate	0.92	1.16	0	0	39.04	5.83	9.41	11.82
Accident Severity Rate	-	2,63	0	0	139.14	510	0.12	0.34



03



**CONTINUOUS
DEVELOPMENT
AND IMPROVEMENT**

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

SUSTAINABILITY GOALS WITH THE MAIN FOCUS OF INNOVATION

Goals With the Main Focus of Innovation	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Digitalization		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Increasing the savings generated by digitization	TL saving Energy saving Person*hour saving		✓		Digitalization projects have been planned and implemented in Group companies. With the efficiency projects implemented in Warmhaus; - 3307 batches* material movement/year energy savings, - 7160 annual pallets* scanning time savings - 360 users* annual form*hour - 472,020 TL savings have been achieved.
Increase in Digitization Rate	Digitization rate		✓		6 new digitalization projects were carried out in group companies.
R&D		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Increasing Savings Through R&D	TL savings Energy savings Person*hour savings Raw material savings		✓		With the R&D and innovation studies carried out in group companies, approximately 17 million TL of savings was achieved.
Strengthening Collaboration with the Universities	Number of universities	✓	✓	✓	In 2023, cooperation was established with 4 new universities. The number of collaborating universities is 7.
Innovation		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Increasing the Amount of Savings Delivered by Innovative Applications	TL savings- Energy saving- Person*hour savings- Saving raw materials	✓	✓	✓	Approximately TL 17 million has been saved as a result of R&D and innovation studies carried out in the Group's companies. A total of 3,813 person*hours of work were saved through the innovation studies carried out.
Industry 4.0.		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Increasing the Number of Projects in the Scope of Industry 4.0.	Number of projects		✓	✓	2 new Industry 4.0 projects were realized in group companies.



03 CONTINUOUS DEVELOPMENT AND IMPROVEMENT

Beyçelik Holding, guided by the vision of "Innovation" and with the aim of being a reputable global company known for its entrepreneurship and reputation in the sectors it focuses on, manages its processes according to the principles of continuous development and improvement. The holding and group companies aim to generate original solutions by integrating R&D, innovation and digitalization into their activities in accordance with the dynamics of the sector. Through its understanding of continuous development and innovation, the Holding aims to maximize customer satisfaction, develop products of high quality and diversity, and increase competitiveness. In this context, it continues to provide added value to the sectors with R&D projects, innovative approaches and digital transformation strategies.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

R&D AND INNOVATION

One of the core values of Beyçelik Holding is the principle “We Improve Our Business, Ourselves and Our Environment”. This value and understanding forms the basis of the holding's R&D and innovation processes in order to achieve sustainable growth and competitive advantage. Beyçelik Holding and the Group Companies manage R&D and innovation processes with the philosophy of continuous development and improvement, and produce certain and innovative solutions by keeping pace with the most technologies in the industry. In line with its R&D and innovation strategy, the Holding and Group Companies aim to quickly adapt to dynamic changes in the market and to have a high level of efficiency. In addition, they continue to develop existing products and services by investing in pioneering research for the technological necessities of the future.

In 2023, 86 Million TL was invested in R&D and innovation in group companies.

Beyçelik Gestamp carries out its activities with 3 R&D Centres and 1 Design Centre under the supervision of the R&D and Innovation Directorate. Together with 150 employees, most of them engineers, it continues its research and development activities by developing special solutions for the needs of 35 different major industrial companies. Each centre carries out studies specific to its field and is distinguished by its ability to collaborate. Beyçelik Gestamp, which has had the vision of participating in pioneer studies since its establishment, continues its efforts to establish a pioneer R&D laboratory/test centre with the support of TÜBİTAK in 2024. With this support, Beyçelik Gestamp will carry out studies in line with the latest technological developments and the country's needs. Beyçelik Gestamp has the necessary infrastructure and facilities for the R&D Laboratory with the work it has done in the field. It continues to carry out innovative studies in the process from the design, production, and production testing procedures.

In 2023, Beyçelik Gestamp developed a total of 24 projects in its R&D centres, 5 of which were supported by TÜBİTAK, and applied for 8 new patents. It has implemented its projects through collaboration with major industries, SMEs and

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

universities. It carried out 13 academic studies with the data obtained from the outputs of the projects, and these studies were presented at conferences and published in journals.

As part of its R&D and innovation activities, Beyçelik Gestamp studies computer-aided manufacturing methods and develops production processes by focusing on modelling and simulation technologies. In this context, it provides solutions to problems that may arise before experimental studies by simulating new materials and production methods. Their activities, which focus on advanced functional materials and manufacturing technology, contribute to our innovation and technology development strategies. It uses the information acquired to increase the efficiency of production processes, reduce costs and improve product quality. It also aims to provide the company with a quality management system that ensures compliance with the requirements of the environmental applications.

With the BRAIN Platform, which it launched in 2021, Beyçelik Gestamp is bringing its project ideas to maturity with the support of Innovation Ambassadors, and the Innovation Board is managing the approval processes. It has launched the BRAIN Platform as an internal application and aims to develop it further and open it for external use in 2024. With the launch of the BRAIN Platform for external use, the

company's innovation processes will become accessible to a wider range of users and will allow for the development of new projects.

Beyçelik Gestamp has been striving to commercialize the products it has developed as a result of R&D studies and in this direction it has achieved an income of over 1 billion TL in 2023. In addition, Beyçelik Gestamp has saved 2 million TL in its production lines thanks to its R&D studies.

Beyçelik Gestamp has been awarded the title of an important award in the field of digital transition, with the successes it has achieved through its activities. At the 2023 Efficiency Project Award organized by the Ministry of Industry and Technology, the company was ranked among the top three in the “Digital Transformation” category. The innovative and digital solutions implemented by Beyçelik Gestamp in its R&D activities to reduce production costs and increase production efficiency were deemed worthy of recognition. Beyçelik Gestamp is also committed to corporate development. It conducted its annual training workshops and seminars in 2023 and aimed to raise the awareness of its employees by organizing 20 R&D and Innovation Days. It also keeps all employees informed about the state of the art through the R&D and Innovation Bulletins, which are published monthly within the company.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

WARMHAUS

The Warmhaus R&D Department works with 8 R&D engineers and continues its projects with the aim of minimizing environmental impact, increasing energy efficiency, maximizing customer comfort

and strengthening product quality and safety by focusing on current trends in the sector. Warmhaus collaborates with an academician from Arel University for the registration of patents.



A total of **14,209,233 TL** worth of raw material savings were achieved through the R&D unit's cost improvement projects

GESBEY

Gesbey R&D Centre, the pioneer R&D centre in the wind tower manufacturing sector in Turkey, carries out the forming processes for the manufacturing of wind turbine towers, the design of the equipment required for the assembly processes and has a total of 23 R&D personnel, including 13 researchers and 10 technicians. It carries out manufacturing, process design for lean production, industrial transformation projects and new technology integration studies. Gesbey is focused on quality production and innovation to contribute to Turkey's leadership in the sustainable energy sector. In this regard, it

continues to work in various fields to support progress in the energy sector and produce solutions that add value to the sector.

The R&D Centre filed 3 utility model applications in 2023, and 2 patents filed in previous years were registered. This brings the total number of registrations received by the Centre since its inception to 12.



Thanks to the process improvements implemented by the Gesbey R&D Centre in **2023, 3,813** labour hours were saved per year and raw materials worth **451,497 TL** were saved.

UNIVERSITY-INDUSTRY COLLABORATIONS

Beyçelik Holding is fully aware of the significant contribution that its R&D and innovation studies will make to society by integrating sectoral knowledge with the scientific potential of universities. Beyçelik Holding is of the opinion that the R&D and innovation studies carried out as a result of combining the knowledge of the sector with the scientific knowledge of the universities will make a significant contribution to society. In this direction, it believes that its sectoral knowledge will be included in literature studies and will shed light on research and development studies for future generations, and in this context, it aims to increase collaboration with universities.

In 2023, Beyçelik Gestamp carried out various projects in cooperation with Bursa Technical University, Uludağ University, Yıldız Technical University, Gedik University, Özyeğin University, Turkish-German University and TÜBİTAK. University-industry-SME cooperation was established in 12 of the 24 new projects and in 13 of the 27 projects from previous years. Employees from different departments of Beyçelik Gestamp are teaching courses in "Product and Process Management" at Bahçeşehir University, "Innovation in Automotive Industry" in Automotive Engineering and "Information Systems Analysis and Design, Project Management" in Computer Engineering at Uludağ University. They are also members of the Advisory Board of Uludağ University Automotive Engineering and Bursa Technical University.

Gesbey makes significant contributions to R&D projects through its cooperation with Bandırma Onyedi Eylül University. During the period under review, 3 people working in the company are pursuing their Master's degrees and conducting scientific research projects. In cooperation with Dumlupınar University, 1 employee is continuing his Master's degree. The project under TÜBİTAK-TEYDEB 1505- University-Industry Cooperation Support Program is being carried out together with the Mechanical Engineering Department of Balıkesir University. 2 academics from the Mechanical Engineering Department of Balıkesir University are also working in Gesbey; in this way, the aim is to successfully complete the projects by combining academic knowledge and industrial experience. In addition, Gesbey has a protocol for on-the-job training for students of Marmara University and Marmara Technology Faculty. As part of this protocol, Gesbey students gain real-world experience and are therefore more prepared to enter the industry. This cooperation not only provides university students with practical knowledge and experience, but also brings with it the potential to add a new and talented workforce to Gesbey.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

DIGITALIZATION

Beyçelik Holding and its Group companies are digitizing their production and management processes in line with the exigencies of the modern age. Understanding the importance of digital transformation, Beyçelik Holding continues to closely follow technological developments in the sector and integrates the most appropriate solutions in the Group companies.

Together with enterprise solutions such as ERP (Enterprise Resource Planning), MES (Production Management System), BPM (Business Process Management), new generation technologies such as Industry 4.0 and the associated IoT (Internet of Things), Machine Learning and cloud solutions, it enables the Group's companies to manage their processes more efficiently and effectively. Beyçelik Gestamp has successfully upgraded to the latest version of the SAP data tracking system in all its plants without any interruption. BITEG IQM Web Version has been implemented and the technology of the production tracking system used for years has been renewed. Paperwork BPM (Enterprise Process Management) was migrated to the HTML5 version. Approximately 20,000 workflows were processed in Paperwork during the year. At least 20,000 sheets of A4 paper were saved. The SAP Raw Material MRP project optimized production planning processes at all facilities. 5 new processes and the QDMS Chemical Waste Management module were implemented in the Robotic Process Automation (RPA) system. With the Transportation Portal Project, special software has been developed to facilitate logistics management, optimise transportation processes and reduce logistics costs. As part of the Industry 4.0 application, Beyçelik Gestamp is using

the Energy Management and Monitoring System in the infrastructure lines of its automotive and chassis factories. It can monitor instantaneous consumption values through monitoring screens and prevent possible malfunctions or leaks by analysing consumption through machine learning. It anticipates commissioning 3 more lines in 2024.



Warmhaus measures the level of digital maturity. When measured at the beginning of **2023**, the maturity level was **65%** and the aim is to reach an average of **71% in 2024**.

Gesbey has made it possible to simplify and speed up production notifications with industrial PCs designed as Kiops. In this system, tablets and cameras are placed in the welding machines. This allows the operators to access the production tracking programme without leaving the machine and to observe the accuracy of the welding process more clearly through the camera.

As part of the Industry 4.0 application, Gesbey created user-friendly screens in the first phase and removed the barcode scanning system. Thanks to this change in Gesbey, operators' reporting time has been reduced by 80%. The second phase is expected to be operational in 2024.

INFORMATION SECURITY

By adopting a comprehensive information security strategy, Beyçelik Holding acts in accordance with international information technology standards and the ISO 27001 Information Security Management System to protect the sensitive information of its internal and external stakeholders. Beyçelik Holding implements various backup methods to provide an effective defence against cyber security risks, and takes proactive measures against cyber attacks with anti-virus programs reinforced by information security support software.

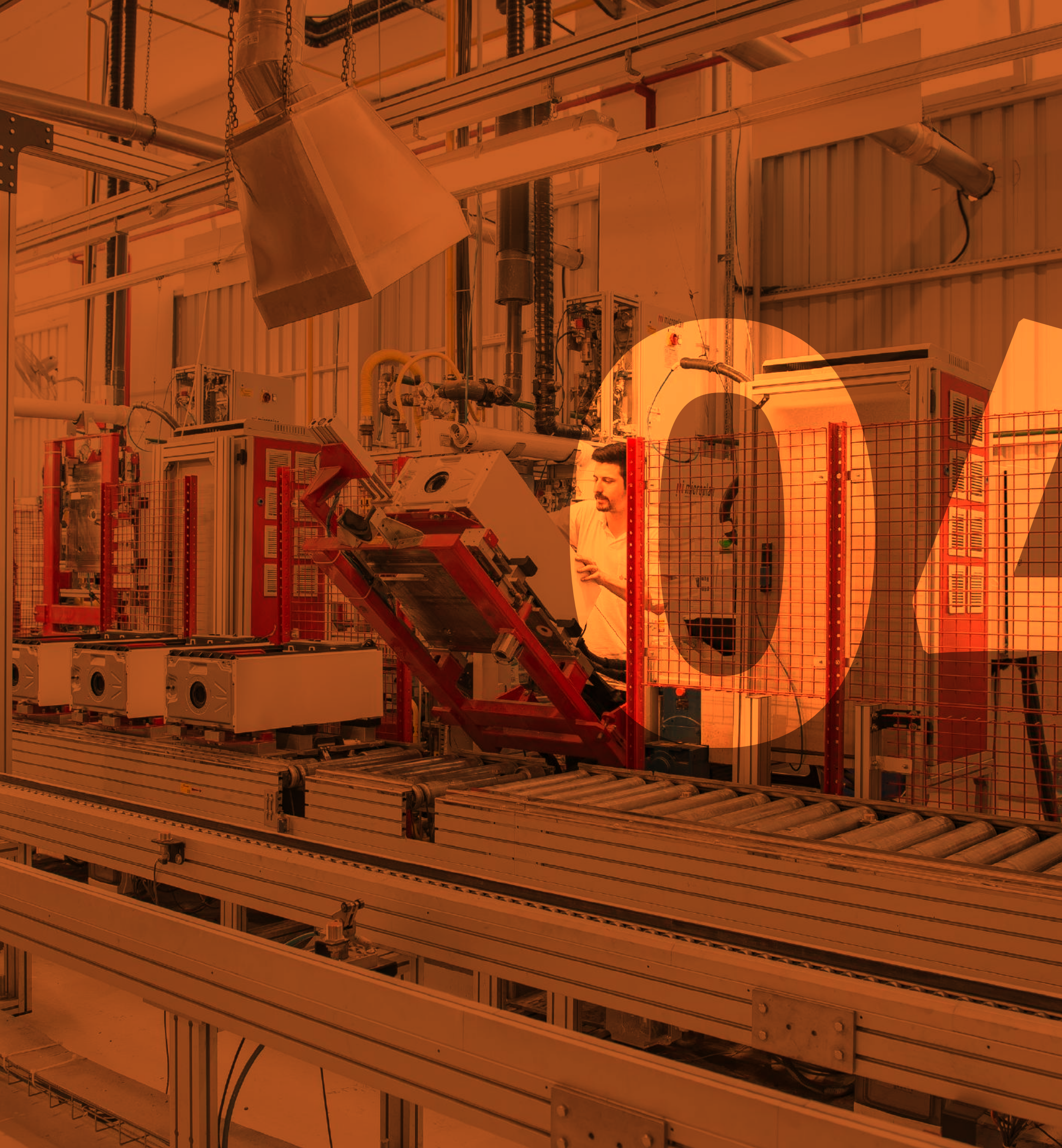
To strengthen information security in Group companies, penetration tests are regularly carried out to identify possible malware and weaknesses in security systems. Based on the results of these tests, the necessary corrections and improvements are carefully implemented to ensure and continuously improve the security of the system.

Beyçelik Gestamp renewed its help desk application and launched its call centre in accordance with the ISO 20000 IT service management standard. Cloud Disaster Recovery was activated to ensure business continuity in the event of a possible loss of the data centre (earthquake, fire, flood, etc.). To ensure energy efficiency and minimize environmental impact, the company used the service provider's cloud data system instead of investing in a new data centre. It has replaced its protective security

infrastructure with the responsive XDR architecture. Activated mobile device management software to prevent data loss when mobile phones are lost or stolen. The capacity of its backup infrastructure to protect backups from ransomware attacks is reinforced. It has implemented the SD-WAN Project in order for factories to access central systems and to ensure uninterrupted access.

Warmhaus also safely transferred its data centre during the move to the new factory. The move was carried out in accordance with high information security standards and aimed to minimize information security risk. Every step of the move was carefully planned and implemented. In this way, the Warmhaus data centre ensured the security of customer data, business continuity and other critical information during the migration process. Warmhaus aims to obtain the ISO 27001 Information Security Management System certificate in 2025. "LeadingTheChange" training platform developed by GRI Renewable Industries is an application that aims to improve the training activities of its employees. Gesbey employees completed the Information Security 2023 training through this platform and successfully passed the post-training exam.





**SUSTAINABILITY
AT THE VALUE CHAIN**

SUSTAINABILITY AT THE VALUE CHAIN

SUSTAINABILITY GOALS IN THE MAIN FOCUS OF THE VALUE CHAIN

Value Chain Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Supplier Development, Audit and Performance					
Improving Supplier Performance	Supplier training person*hour Number of supplier audits Supplier classification Supplier delivery performance	✓	✓	✓	Beyçelik Gestamp has performed 320 supplier audits. Warmhaus has performed 18 supplier audits. Gesbey has completed 39 supplier audits. Gesbey held 112.5 hours of meetings with its suppliers.
Customer Satisfaction					
Increasing and Sustaining Customer Satisfaction	Customer Satisfaction rate	✓	✓	✓	The customer satisfaction survey rate at Warmhaus is 97%. The customer satisfaction survey rate at Gesbey is 91%.
Local Supply					
Increasing the Locality Rate	Native (Locality) Rate		✓	✓	Beyçelik Gestamp increased its locality rate to 94%, Bewen Energy increased it to 74% and Gesbey to 36%.
Product and Service Quality					
Standards Subject to and Ensuring Legal Compliance	Full compliance	✓	✓	✓	All companies affiliated to the holding fully comply with applicable laws and standards.



04 SUSTAINABILITY AT THE VALUE CHAIN

Beyçelik Holding is fully aware of the value of all its stakeholders, especially its employees and customers, in all the sectors in which it operates and in all the areas it affects in the value chain. In line with its vision, it aims to spread the concept of sustainability in all links of the value chain and establish long-term cooperation with each link of the value chain in order to become a company that is known for its prestige in the sectors it focuses on and creates value for each of its stakeholders. Each link is critical to the company's success and sustainable growth. Beyçelik Holding makes the most of these critical elements by pursuing quality, efficiency and innovation-oriented strategies at every stage of the value chain.

To create a sustainable value chain, Beyçelik Holding and Group companies operate in accordance with the rules of business ethics and the principles of environmental and social sustainability in all applications, from supply chain practices to ensuring customer satisfaction after the sale.

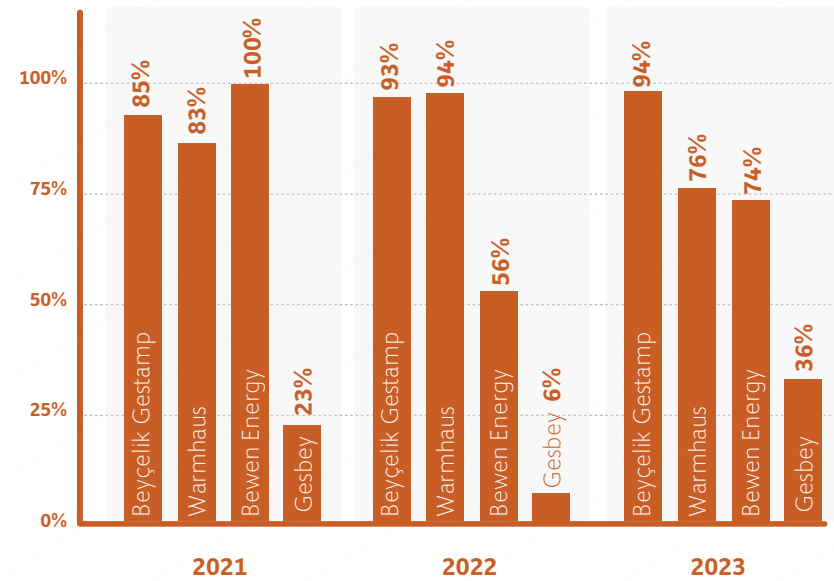
SUSTAINABILITY AT THE VALUE CHAIN

SUPPLIER MANAGEMENT

Beyçelik Holding and its affiliated companies aim to spread the concept of sustainability in the value chain it affects through the Group companies, comply with the Code of Business Ethics in all their relationships and expect their suppliers to act in accordance with the Code of Business Ethics and quality standards. Group companies maintain relations with approved suppliers on the basis of continuous communication and provide training on various topics to support supplier development.

When selecting suppliers, Group companies give priority to local suppliers, with the exception of those producing patented materials. By choosing local suppliers, they shorten the delivery time of the product and contribute to the development of the local economy. According to the 2023 figures, there are a total of 3958 suppliers in the Group companies, of which 63.4% are local suppliers.

LOCAL SUPPLIER RATES (%)



Beyçelik Gestamp classifies its suppliers in three categories: "raw material", "direct" and "indirect". The supplier selection process is carried out digitally through the Supplier Tracking Portal. In the portal, existing and potential suppliers are asked to enter information in areas such as quality, purchasing, human resources, environment and occupational safety. After reviewing the information, a preliminary analysis score is generated based on certain criteria and a decision is made whether or not to work with the supplier. Beyçelik Gestamp

audits the business processes of the suppliers it can work with and adds the supplier that is suitable as a result of the audit to the list of approved suppliers. Supplier performance is assessed using the Merga system. The system classifies suppliers into 4 groups and their scores are monitored monthly. In the classification, suppliers in the risky supplier class are included in the planned development process and training is provided according to the supplier's needs. Different sanctions are imposed on suppliers who have been in the last class for 6 months.

SUSTAINABILITY AT THE VALUE CHAIN

Warmhaus evaluates its suppliers in 5 different categories according to the quality of the products and services received and their impact on production. Suppliers in these categories are subjected to different selection criteria depending on the product and service to be purchased. The company examines 3 specific criteria in the supplier selection process and also makes agreements by selecting suppliers that are at least in Class B as a result of supplier audits. Warmhaus regularly audits its suppliers by preparing an audit plan for its existing suppliers every year and, based on the audit results, prepares risk analysis reports for the suppliers and expects the suppliers to take action in relation to the risks. All planned audits were completed in 2023.

Bewen Energy evaluates its suppliers in 5 different groups: turbine maintenance services, power plant maintenance services, energy wholesale companies, EPIAŞ and other categories. It evaluates the performance of the service and maintenance companies according to turbine downtime rates. In addition, it strictly monitors the issues identified in the monthly turbine checks by notifying the relevant suppliers and taking the necessary measures based on these notifications.

Gesbey evaluates its suppliers in two main categories. When selecting a new supplier, the first step is to determine which category the material to be supplied belongs to. The company creates the supplier record via the Fullstep Portal and waits for the supplier to upload the required documents according to the material family. The data that suppliers upload to the portal is verified by SQA (Supplier Quality Assurance) in compliance with the GRI Renewable Industries quality criteria. An audit process is initiated according to the supplier's classification. A relationship is established with the

supplier who successfully completes the audit process. It assesses which supplier is in which area and whether an order can be passed, based on the supplier score obtained as a result of the continuous evaluation it conducts with its suppliers every 6 months and the supplier scores obtained as a result of the Safety Performance / Environmental Sustainability Surveys. Gesbey expects its suppliers to take the necessary measures during the annual ISO 9001 audits. Gesbey evaluates the performance of its suppliers using "Supplier Continuous Evaluation Criteria" such as material delivery time, quality, opinion ratings, and this accounts for 80% of the evaluation process.

SUSTAINABILITY AT THE VALUE CHAIN

PRODUCT RESPONSIBILITY AND QUALITY MANAGEMENT

One of the key points in ensuring customer satisfaction is to offer innovative solutions that meet customer needs in accordance with quality standards using durable materials. Beyçelik Group companies evaluate product responsibility and quality management processes in line with their understanding of sustainability, from a perspective integrated with the responsible product approach.

The companies of the Beyçelik Group operate with the consciousness of reducing the impact on the environment by minimizing the use of natural resources in production processes, while at the same time realizing production in accordance with international quality standards. In this context, they are working to reduce the environmental footprint of their existing products through R&D studies, taking into account the needs of their customers.



5 locations of **Beyçelik Gestamp** have been awarded the **Ford Q1 Quality Certificate**, which is globally recognized and granted to the best suppliers in the world.

Beyçelik Gestamp uses customer-approved chemicals in its production to minimize the environmental impact of its products.

QUALITY CERTIFICATES

Receiving internationally valid quality certificates helps companies gain trust in international markets for their products and employer brand. It is important for Beyçelik Group companies to have internationally valid documents to demonstrate their current business understanding. For this reason, the Group companies attach importance to

having quality certificates and establish and certify quality management processes for all their locations as much as possible. In 2023, Beyçelik Gestamp 1 received a new quality certificate and the newly opened factories of Warmhaus and Gesbey started to establish quality management processes and aspire to be certified in the coming years.

Beyçelik Gestamp	Warmhaus	Gesbey
ISO IEC 27001: 2013	ISO 9001:2015	EN 1090-1:2009+A1:2011
TS EN ISO 9001:2015/2021	ISO 14001:2015	EN 1090-2:2018
TS EN ISO 14001: 2015		DIN 18800-7:2008-11
TS ISO 45001: 2018		DIN EN ISO 3834-2
IATF 16949		ISO-9001:2015
TS EN ISO 50001 : 2018		ISO-14001:2015
		ISO-45001:2018

SUSTAINABILITY AT THE VALUE CHAIN

CUSTOMER EXPECTATIONS AND SATISFACTION

The companies of Beyçelik Holding Group continue their work based on the premise that their products and activities should create tangible value in order to ensure the satisfaction of customers, one of the most important stakeholders in the value chain. The companies of the Beyçelik Group, which have undertaken innovative work to ensure customer satisfaction with the products and after-sales services they produce, believe that continuous communication strategies with customers will increase the sense of mutual trust and establish cooperation that will last for many years. In line with this understanding, they constantly communicate

with customers through various communication channels and collect customer complaints and feedback. The relevant teams carefully review and evaluate all suggestions, complaints and feedback received from customers and respond to customers as soon as possible.

Owing to the increase in the number of customers and projects in 2023, there has been an associated upturn in the number of complaints and feedback from customers at Beyçelik Gestamp and Gesbey. The companies have reviewed and resolved the feedback.

CUSTOMER FEEDBACK								
	Beyçelik Gestamp		Bewen Energy		Warmhaus		Gesbey	
	2022	2023	2022	2023	2022	2023	2022	2023
Customer Complaint / Feedback	119	211	-	-	1,179	1,016	17	58
Complaint/- Feedback Resolved	119	210	-	-	1,179	1,016	7	16*

*42 feedbacks were received related to customer issues and were rejected as they were not attributable to Gesbey.

*The main reason for the increase in customer complaints in 2023 is that the number and variety of projects entering production increased by approximately 40% compared to 2022.

Customer expectations and satisfaction is one of the priority issues to be managed in the sustainability strategy of Beyçelik Holding and Group companies. The Group companies are committed to the goal of increasing and maintaining customer satisfaction. Beyçelik Gestamp attaches importance to hearing its customers' needs for ensuring customer satisfaction, and receives expectations through weekly customer visits and meetings. Beyçelik Gestamp resolved 99.29% of the feedback provided by its customers in 2023. Beyçelik Gestamp implemented 2 new 6-Sigma projects in 2023 to reinforce customer communication and increase satisfaction.



Beyçelik Gestamp has been awarded the "**TMMT Zero World Supply Award**" for not receiving any product-related feedback from Toyota for one year with 6 reference products selected from 8 product groups supplied to Toyota in 2023.

SUSTAINABILITY AT THE VALUE CHAIN

Beyçelik Gestamp displays the expectations of its customers through the relevant customer portals, uploads the environmental and social sustainability performance of its products and production processes to the portal with supporting documentation, and receives the customer evaluation through the online system. Beyçelik Gestamp creates action plans and continues its work as per these plans in order to increase the score card resulting from the evaluation and to meet the customers' needs and expectations at the highest level.

Warmhaus is in constant communication with its end customers through various channels such as call centres, website and social media accounts. Warmhaus evaluates customer complaints and feedback using the SAP programme, and the complaint/feedback records opened with this programme are simultaneously sent to the Customer Service Complaints Resolution Team and the Regional Manager, ensuring that complaints are resolved quickly in accordance with the principle of "Responding to the customer within 24 hours". Warmhaus investigates the root cause of the complaints received from its customers and takes the necessary action to eliminate the cause. Warmhaus conducted a satisfaction survey in 2023 with the participation of dealers and business partners and measured customer satisfaction at 97%.

Warmhaus organized a face-to-face workshop, attended by 17 main dealers, to convene with its business partners and strengthen communication ties. The workshop included sessions on topics such as logistics, finance, marketing and service, and identified areas of development for Warmhaus. As a result of the workshop, the Warmhaus Communication Platform (WIP) was created for use by the main dealers to serve the topic of 'communication', one of the development areas identified in the workshop. The communication platform for partners is planned to be launched in 2024.

Warmhaus has established the Warmhaus Communication Platform through the social communication network that includes the main dealers in order to ensure instant communication with its dealers. The platform is used to communicate with dealers on an ongoing basis, updating them on events, campaigns, new products and services. It keeps its finger on the pulse of the main dealers and collects feedback by sharing monthly customer satisfaction surveys via the platform.

Bewen Energy is working to increase its availability score in order to promptly meet TEİAŞ's energy needs with the renewable energy it produces. The availability score for 2023 has been set at 99.02%.

At Gesbey, customer communication and satisfaction processes are carried out by the GRI Madrid Head Office and the average customer satisfaction was measured at 91% in 2023. Technical applications in R&D, production, assembly and quality processes carried out in line with customer expectations in production processes are actively reported to customers and customer feedback is received immediately. At Gesbey, customer complaints and feedback are tracked through the SAP program and responded to by the relevant units, and customer feedback never remains unattended.

SUSTAINABILITY AT THE VALUE CHAIN



In 2023, Warmhaus launched the Warmhaus 360 mobile application, designed to provide its customers with an integrated range of services under a single roof. Thanks to the application, customers can request service with a single click, without having to call the call centre, obtain additional warranties to extend their existing product warranties, and access information about Warmhaus, product manuals and new product promotions.



Warmhaus received the “**Big Thinking Award**” in the Digital Customer Experience category from CX Awards Turkey for the Warmhaus 360 mobile application, which was developed exclusively for its customers to provide the excellent customer experience.

055

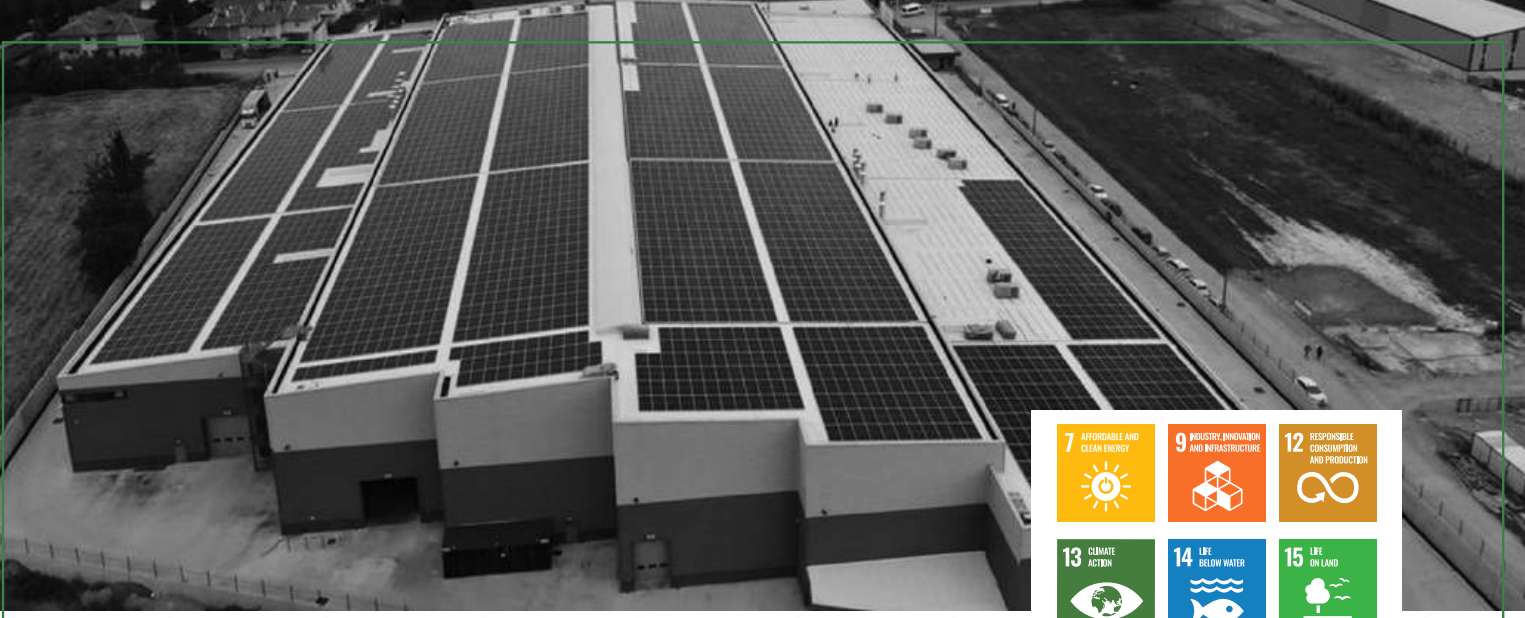


**COMBATING
CLIMATE CHANGE**

COMBATING CLIMATE CHANGE

ENVIRONMENTAL GROUP GOAL PROGRESS REPORTS

Environment Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1 year)	Medium Term (>1 year-3 year)	Long Term (>3 + year)	
Environmental Management Systems					
Increasing Environmental Certifications in Group Companies	Number of Certifications		✓		The consistency of the existing certificates of the Group companies was maintained. The aim is to achieve 11 certificates in 2024.
Energy and Emission Management					
Scope 1-2-3 Emissions Calculation	Emission values		✓		Emission values are given under the title of "Emission and Energy Management".
Dissemination of Energy Efficiency Projects	Number of projects -Energy savings achieved through projects		✓		3 projects were completed and implemented in group companies. With the energy efficiency study realized at Gesbey, 182 MWH energy savings were achieved.
Use of Renewable Energy Increase	Increase in total energy consumption (%)			✓	At the Beyçelik Gestamp, Demirtaş and Yeniköy sites, solar power plants have been installed and put into operation. The installed capacity of the Roof SPP has reached 7500 MW per year and the use of renewable energy has increased to 9%. In addition, the installation of the Roof Solar Power Plant with an annual installed power of 6000 MWh at the Teknosab sites continues.
Reducing the Amount of Energy Use	GJ decrease	✓	✓	✓	Beyçelik Gestamp's goal is a 2% reduction in energy consumption through the use of renewable energy from solar panels on the roof. To make better use of daylight in the new factory, which was commissioned in November 2023, Warmhaus used translucent Eternit in some areas of the roof. Gesbey replaced fluorescent lighting with LED fixtures. This resulted in a total net saving of 80 kWh/year, TL 416,400/year. The amount of transparent panels used in the new factory roof construction was increased to maximise the use of daylight.
Water Management					
Increasing the Efficient Use of Water	Decrease in the amount of water used (%)	✓	✓	✓	Water consumption has not decreased as a result of increased production capacity at Group companies and the construction of new production sites. Group companies continue to take measures to minimize water consumption. By adding more sites in 2023, Beyçelik Gestamp also increased its water consumption compared to 2022. Beyçelik Gestamp has established a water policy to manage water effectively. It also aims to reduce water consumption by implementing a rainwater harvesting project. Warmhaus has installed a pre-treatment system in its new plant to reduce the pollution load in the sewer.
Waste Management					
Making the Practices Required by "Zero Waste" Certification Sustainable	"Zero Waste" Certificate rate	✓	✓	✓	Beyçelik Gestamp obtained Zero Waste Certificates in 11 sites in 2023 and completed Zero Waste Certificates in all 12 entities. Warmhaus has submitted an official application for the Zero Waste Certificate and the application is currently being assessed by the Provincial Directorate. One factory in Gesbey is currently certified and the second factory is scheduled to be certified in 2024.
Organizing Employee Trainings on Separation of Wastes at Source	Training hour / person*hour	✓			Related to separating waste at source, 1,784 person*hour of training was provided on the subject for employees in group companies.



05 COMBATING CLIMATE CHANGE

The global impact of climate change is today a fact that humanity cannot afford to ignore. One of the causes of this major environmental crisis is undoubtedly human activity. Since the industrial revolution, factors such as the intensive use of fossil fuels, deforestation, growing consumption habits and urbanization have disrupted the planet's climate system by elevating the concentration of greenhouse gases in the atmosphere to threatening levels. This situation has a negative impact not only on natural life and ecosystems, but also on the living conditions of human communities. In order to mitigate the adverse effects of climate change, it is therefore necessary to switch to comprehensive sustainable practices in human activities.

Beyçelik Holding focuses on environmentally friendly practices in its business model. The Holding aims to minimize its environmental footprint in both its current operations and future projects, and places sustainability principles at the core of its business strategies. In this context, it invests in innovations that increase energy efficiency, the integration of renewable energy sources and the improvement of waste management systems.

In 2023, group companies spent approximately **76 Million TL** on environmental management and investments.

Acknowledging that personal efforts are as important as the management of operational processes in combating climate change, Beyçelik Holding provides its employees in all group companies with various training courses to raise environmental awareness.

In 2023, **1,884 person*hours** of environmental training were provided to employees of group companies.

In the medium term (>1 year-3 years), Beyçelik aims to increase the number of environmental certifications in Group companies in the area of Environmental Management Systems. In this regard, all legal entities of Beyçelik Gestamp in Turkey will have ISO 14001 Environmental Management System and ISO 50001 Energy Management System certificates in 2023. Beyçelik Gestamp Yeniköy and Beyçelik Gestamp Otomotiv Teknosab and Çelikform Gestamp Teknosab plant will be included within the scope of the certification studies in 2024. Warmhaus successfully maintained the existing number of certificates in 2022 and carried out the ISO 14001 Environmental Management System Certificate update audit in its new factory, which was commissioned in November 2023. It aims to obtain the ISO 50001 Energy Management System certificate in 2024. Gesbey's ISO 14001 Environmental Management System certificate for one production facility remains up to date, and Gesbey aims to complete the certification process for its second factory, which became operational in September 2023, in the first quarter of 2024.

Beyçelik Gestamp was awarded the first prize in the **"Companies with Polluting Effect on the Environment"** category in the Environment Friendly Facilities Competition organised by Bursa Organised Industrial Zone Industrialists' and Businessmen's Association (BOSİAD).

COMBATING CLIMATE CHANGE

EMISSIONS AND ENERGY MANAGEMENT

Carbon dioxide (CO²) and other greenhouse gases released into the atmosphere by the burning of fossil fuels and the production and consumption of energy are the main causes of global warming. Increasing concentrations of these gases in the atmosphere lead to an increase in the average temperature of the world and to serious changes in the climate system. Reports from the International Energy Agency (IEA) underline that energy efficiency and the transition to renewable energy will play a critical role in achieving the goal of limiting global warming to 1.5°C. Energy and emissions management are therefore key to combating climate change. Beyçelik Holding has the objective of calculating Scope 1-2-3 emissions in its group companies.

In this regard, the monitoring of Scope 1-2 emissions continued in Beyçelik Gestamp and Gesbey. Scope 3 emissions are also monitored at Beyçelik Gestamp and the aim is to verify the carbon footprint reports in 2024. Beyçelik Gestamp reported on climate change for the first time under the Carbon Disclosure Project (CDP) and received a C+ score. The company aims to improve its score in the coming years. In addition, the personnel of Beyçelik Gestamp's Environment and Sustainability Unit have obtained the Greenhouse Gas Calculation Expert Certificate from TSE.

Greenhouse Gas Emissions (ton CO ₂ e/year)	Beyçelik Gestamp			Bewen Energy			Warmhaus			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Scope 1	5,605	4,687	7,377	-	-	-	-	-	-	573	751	214
Scope 2	39,883	44,147	46,965	-	-	-	-	-	-	2,281	3,426	823
Scope 3	650,244	1,023,224	1,023,492	-	-	-	-	-	-	-	-	-

Greenhouse Gas Density	Beyçelik Gestamp			Bewen Energy			Warmhaus			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Greenhouse Gas Emissions tons of CO ₂ e	695,692	1,072,058	1,077,834	391,925	375,480	369,493	-	-	-	2,854	4,177	1,037
Greenhouse Gas Density CO ₂ e/ton sac	1.93	1.86	2.56	254,751	244,062	240,170	-	-	-	11.74	16.636	4.0

* When calculating Bewen Energy's greenhouse gas intensity, the amount of clean production was taken into account.

** **Romania data is also included in the calculation of greenhouse gas emissions of Beyçelik Gestamp for 2023. (Total 5 legal entities).

No calculation was made for Romania in 2021-2022. (Total 4 legal entities)

Air Emissions (kg/hour)	Beyçelik Gestamp			Bewen Energy			Warmhaus*			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Particulate Matter (powder)	-	1.0467	0.3804	-	-	-	-	-	0.2673	1.0255	0.1568	0.1568
NOx	-	-	-	-	-	-	0.5922	-	0.659	0.38	0.13	0.13
SOx	-	-	-	-	-	-	0.0236	-	0.0011	0.0145	-	-
Volatile Organic Compounds (VOC)	-	-	-	-	-	-	0.03055	-	-	0.6315	6.862	6.862

*Related air emission measurements are carried out every 2 years in accordance with the Regulation on Control of Industrial Air Pollution, the next measurement is scheduled for 2025.

In 2023, Beyçelik Gestamp successfully completed and commissioned the installation of Solar Power Plants (SPPs) on the factory roofs of the Demirtaş and Yeniköy facility locations. With the impact of these projects, the installed rooftop solar renewable energy capacity reached 7500 MW per year and the renewable energy usage rate increased to 9%. As a result, 3,690 tons of greenhouse gas emissions were abstained from. In the same period, the installation of solar energy on Teknosab campuses started and 6,000 MWh of renewable energy production per year is planned. In this context, the energy consumption target for 2024 has been updated to 13,500 MW/year and the use of renewable energy to 16%. The new target aims to avoid 6,642 tons of greenhouse gas emissions. Beyçelik Gestamp is implementing the following studies to reduce energy consumption and emissions:

- Energy audits have been carried out at Beyçelik Gestamp Automotive, Beyçelik Gestamp Demirtaş, Beyçelik Gestamp Şasi-2, Beyçelik Gestamp Technology and Tooling Teknosab facility locations.
- Energy monitoring systems have been installed and activated at the Teknosab and Demirtaş locations.
- Green Purchasing General Specifications have been developed to select new machinery and equipment in line with international energy efficiency standards as part of the Energy Management System.

In addition to these studies, Beyçelik Gestamp is

carrying out applications that reduce energy consumption with small interventions called "downsizing optimization". These applications include conversion to factory mounted solar panels (SPP), replacing existing exterior lighting with solar lighting, replacing production area lighting with LEDs, and enabling existing lighting to be controlled with a timer relay. Other measures included replacing the water-cooled chiller with a more efficient air-cooled chiller, using a sonic device to detect and eliminate air leaks, and automating the press lubrication system. In addition, low-pressure air was used in the compressed air systems, cooling groups were replaced with more efficient pumps, and energy traceability studies were carried out for the laser line. Losses detected during non-production times were eliminated, furnace start-up times were reduced and energy savings were achieved by using low-pressure furnace dryers. End-of-line ventilation and lighting can be switched off at the same time as the press, and photocells have replaced sink and fixture table lighting. The combination of these applications has enabled Beyçelik Gestamp to significantly reduce its energy consumption.

To maximise the use of daylight in the new factory, which was commissioned in November 2023, Warmhaus used translucent ethernet in some areas of the roof.

The replacement of fluorescent lighting in Gesbey's

COMBATING CLIMATE CHANGE

surface treatment cabins with LED fixtures has been completed. This has resulted in annual energy savings of 80 kWh and TL 416,400. In addition, the amount of transparent panels used on the roof of the new factory, which started operations in

September 2023, has been increased to benefit from more sunlight compared to the old factory.

Energy Density	Beyçelik Gestamp			Bewen Energy			Warmhaus			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Energy Consumption (Gj)	241,863	389,311	336,765	4,032	4,784	5,090	66,226	102,685	51,839.88	2,887	34,484	32,557
Energy Density (MWh/ton)	0.30	0.20	0.27	1.02% (Energy spent/produced)	1.27% (Energy spent/produced)	0.38% (Energy spent/produced)	-	-	-	96 (Gj/ (equivalent tower))	137 (Gj/ (equivalent tower))	124 (Gj/ (equivalent tower))

*Warmhaus 2022 energy density: 0.24 Gj/piece Combi, 0.06Gj/mtul radiator

*Warmhaus 2023 energy density: 0.04 Gj/piece Combi, 0.03Gj/mtul radiator

CARBON BORDER ADJUSTMENT MECHANISM

The Carbon Border Adjustment Mechanism, or CBAM for short, has been legislated by the European Parliament. The CBAM aims to calculate the carbon footprint of the production process of exported and imported products and contribute to the EU's environmental goals through a tax or regulation on these imports. The Carbon Border Adjustment Mechanism aims to reduce greenhouse gas emissions in production processes, in line with the EU's commitments to reduce carbon emissions. The CBAM aims to promote environmental sustainability in the EU's relations with its foreign trading partners and to contribute to the fight against climate change on a global scale. In light of this information; Beyçelik Gestamp is working with TÜBİTAK on Carbon Footprint and CBA. This project titled "Reducing Carbon Leakage: Analyzing the Impact of Border Carbon Regulation on the Automotive Industry with a Focus on Beyçelik Gestamp Otomotiv A.Ş.", aims to evaluate the potential consequences of an CBAM application in the context of Beyçelik Gestamp, a leading player in the automotive industry. The research will include a detailed examination of the specific challenges faced by Beyçelik Gestamp Otomotiv A.Ş. in terms of carbon emissions and international competitiveness. It will assess how an CBA mechanism,

specifically designed for the automotive industry and taking into account the unique conditions of Beyçelik Gestamp, can reduce carbon leakage and promote emission reductions. A multi-faceted approach will be used in the preparation of the project. The first step is to analyze the current carbon emissions and associated costs while Beyçelik Gestamp is producing certain products. This will be used as a basis for assessing the potential impact of a CBAM. The project also aims to investigate carbon reduction strategies and technologies that Beyçelik Gestamp can implement to meet CBA requirements, while maintaining or improving its competitiveness. Beyçelik Gestamp followed the applicable European Union regulations in 2023 and included CBAM in its 2024 budget plan. From the beginning of 2024, it will digitize the process and switch to the CBAM calculation module, which is part of the carbon footprint calculation software. Warmhaus has also initiated research studies to ensure CBAM compliance. The company is preparing a presentation on its position within the CBAM compliance scheme. Following the presentation, a course of action will be determined, the work plans will be drawn up and submitted to management for approval.

THE CONTRIBUTION OF BEWEN ENERGY TO COMBATING CLIMATE CHANGE

In line with Turkey's Climate Change Mitigation Strategy and Action Plan and the National Energy Plan, installed solar power capacity is projected to attain 32,900 MW and installed wind power capacity is projected to attain 18,100 MW by 2030. Driven by these goals, Bewen Energy continues to invest in wind power plants (WPP) and solar power plants (SPP).

Bewen Energy ensures that the availability of the plants is kept at a maximum level by carrying out regular maintenance of the plants. In addition, a polygon change was applied for as part of the improvement work in the Adares and Yahyalı WPP fields. The process is scheduled to be completed in the first quarter of 2024.

In addition to the Yahyalı WPP project, Bewen Energy increased the WPP capacity by 9 MW, which was commissioned on October 6, 2023 pursuant to the approval of the Ministry of Energy. Construction work continues on the 71.4 MW solar power plant as a back-up source for the Yahyalı wind power plant. The Ministry of Energy and Natural Resources (MoENR) plans to complete the permits and commission the project in 2024.

Once commissioned, the project will be able to operate as a hybrid of WPP and SPP and will generate up to the licensed electrical capacity (92.5 MW). Bewen Energy will compensate for the remaining capacity of the solar power plant in the event of low wind yields on sunny days. The validation phase of Bewen Energy's carbon certificate process for Yahyalı and Adares has been completed and site visits are being carried out in the verification phase. The monitoring phase has been initiated.



COMBATING CLIMATE CHANGE

WATER CONSUMPTION

Water is an essential resource for the sustainability of life and is critical to the survival of every living thing on the planet. Humanity's food production, industrial activities, energy production and many aspects of daily life depend on water. However, the world's scarce water resources and the increasing demand for water as the population grows make the sustainable use of water all the more important. Beyçelik carries out important studies for the effective and efficient use of water resources within the Group companies.

It has taken strategic steps towards the objective of increasing the efficient use of water. To this end, it develops projects to reduce water consumption and promote water reuse. Beyçelik regularly monitors its work on the protection and efficient use of water resources, analyzes the data obtained and evaluates opportunities for continuous improvement and development.

Water Consumption (m ³)	2021	2022	2023
Beyçelik Gestamp	56,238	132,798	153,947
Bewen Energy	310	327	335
Warmhaus	18,349	49,349	31,508
Gesbey	10,095	5,997	7,256

Beyçelik Gestamp has published its Water Policy by further strengthening its water management measures. It also plans to implement the Roof Rainwater Collection and Storage Project at the Teknosab and Gebze locations in 2024. In this way, it aims to harvest an average of 240 tons of water annually from rainwater to be used in processes such as cleaning and to raise awareness in this period of water stress. At Beyçelik Gestamp, wastewater is discharged into the OIZ line at levels well below the legal limits after passing through the wastewater separation system on the premises.

The necessary operating permits for the pre-treatment plant at the new Warmhaus factory are being finalized. The plant has a capacity of 80 m³/day and purifies an average of 55 m³ of water per day.

Water Management (m ³)	Beyçelik Gestamp			Bewen Energy			Warmhaus			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Mains Water	56,238	132,798	153,947	310	327	335	25,694	45,820	29,154	10,095	5,997	7,256
Surface Waters	-	-	-	-	-	-	-	-	-	-	-	-
Ground Water	-	-	-	-	-	-	17,115	3,529	2,354	-	-	-
Rain Water	-	-	-	-	-	-	-	-	-	-	-	-
Total Water Consumption	56,238	132,798	153,947	10,095	327	335	42,809	49,349	31,508	10,095	5,997	7,256
Water Usage Intensity	0.16 (m ³ /ton)	0.4 (m ³ /ton)	0.25 (m ³ /ton)	-	109.16 (m ³ /windpower plant)	111.6 (m ³ /windpower plant)	-	-	-	1.31 (m ³ /equivalent tower)	24 (m ³ /equivalent tower)	27.71 (m ³ /equivalent tower)

*Warmhaus 2021 water density: 0.088 m³/piece combi boiler, 0.020 m³/mtul radiator 2022 water density: 0.234m³/piece combi boiler, 0.025m³/mtul radiator 2023 water density: 0.195m³/piece combi boiler, 0.039m³/mtul radiator

WASTE MANAGEMENT

The modern world produces more waste every day due to growing populations and consumption habits. This situation leads to over-consumption and rapid depletion of natural resources, pollution and pressure on ecosystems. The circular economy offers solutions to these problems by treating waste not just as garbage, but as a valuable resource that can be used to make new products and materials. Effective implementation of waste management and the circular economy ensures more efficient use of resources, reduces pressure on the environment and supports economic growth in a sustainable manner.

Beyçelik Holding, as part of its commitment to sustainability, considers "uninterrupted implementation of operational excellence projects that will ensure efficient use of resources" as the foundation of its waste management policy and manages waste management processes within the framework of the "Zero Waste Principle".

Beyçelik Holding and the Group companies strictly adhere to the Zero Waste Principle and prepare Waste Management Plans every 3 years and provide waste management training to employees. These trainings emphasize the environmental and economic benefits of waste separation at source and proper waste management.

COMBATING CLIMATE CHANGE

1480 person*hours of Zero Waste training were provided to employees at Beyçelik Gestamp, one of the group companies of Beyçelik Holding, 80 person*hours at Warmhaus, 21 person*hours at Bewen Energy and 203 person*hours at Gesbey respectively.

Beyçelik Gestamp increased the number of zero waste points and conducted visual works to promote zero waste awareness. It has trained its employees on the Zero Waste philosophy. In addition, to raise awareness, Beyçelik Gestamp Automotive changed the lighting used in the waste area of its plant to solar lamps and put up awareness signs in these areas. In addition, instead of scrapping end-of-life equipment and devices (computers, mobile phones, tablets, monitors, printers, handheld terminals, etc.), it has adopted the concept of Green IT, which is an environmentally friendly technology approach, and has adopted the concept of electronic waste recycling. In this context, a total of 439 devices, 19 servers and 12 backup units were delivered to electronic waste recycling companies.

Warmhaus carries out a final check and segregation

of hazardous and non-hazardous waste by its employees before loading it into waste containers.

Gesbey held a Zero Waste Committee meeting in 2023, chaired by the Environmental Coordinator and attended by all tower factory personnel within GRI and environmental officers. The main waste reduction targets set at the meeting are:

- Reduction of hazardous waste by 25% by 2030.
- Reduction of non-hazardous waste by 25%
- Reduction of waste disposed directly in landfill sites to zero

Hazardous Waste Amount (tons)	Beyçelik Gestamp			Bewen Energy			Warmhaus			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
To Landfill	-	0.107	2	-	1.2	2.25	-	-	-	2.25	-	-
Recovery	28.84	317.9	471.334	4.25	-	0.7	97.92	55.12	66.3	191.8	234.3	197
Reused	-	38	-	-	-	-	-	8.51	-	-	-	-
Total Hazardous Waste Amount	28.84	356.1	445.7	4.25	1.2	2.25	97.92	63.63	66.3	194.05	234.3	197

COMBATING CLIMATE CHANGE

Studies have been carried out on recovery methods for local actions to be taken in line with the main objectives.

Beyçelik Gestamp has a Zero Waste Certificate in all its facilities. Warmhaus has applied for a Zero Waste Certificate. Gesbey is aiming for a Zero Waste Certificate for its new factory, which was due to start operations in September 2023.

Amount of Non-Hazardous Waste (tons)	Beyçelik Gestamp			Bewen Energy			Warmhaus			Gesbey		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
To Landfill	-	218	334	-	-	-	-	-	-	-	-	-
Recovery	151,665	59,575	26,052	-	-	-	2,373	-	-	41	343,317	690,6
Recycle	-	-	496	-	-	-	-	1,804	2,243	-	-	2,277
Total Non Hazardous Waste Amount	151,665	59,793	33,077	-	-	-	2,373	1,804	2,243	41	343,317	2,968

BIODIVERSITY

Biodiversity, which is of fundamental significance for the sustainability of life, has a crucial role to play in the healthy functioning of ecosystems, the services provided by natural resources and the protection of the quality of human life.

Beyçelik Holding and its affiliated companies attach importance to the protection of biodiversity by adopting an environmentally sensitive approach prior to the determination of their business activities. Consequently, they refrain from operating in areas rich in biodiversity and carefully assess their environmental impact.

Bewen Energy engages in the Environmental Impact Assessment process to evaluate the environmental impact of wind turbine installation activities. This

process scrutinises water resources, biodiversity and the potential noise and shadowing effects of wind turbines. Based on the EIA report, activities are initiated by obtaining the necessary permits from the relevant ministry.

As part of the "One Tree per Produced Tower Project", Gesbey donated 250 saplings to the Mersin Kocayer Memorial Forest to raise environmental awareness and protect natural habitats. This donation was made through the TEMA Foundation and aims to support environmental sustainability by contributing to the rich biodiversity of the forest.



**CONTRIBUTION TO
SOCIAL DEVELOPMENT**



06 CONTRIBUTION TO SOCIAL DEVELOPMENT

Beyçelik Holding continues with the principle of “sharing what it has earned” to ensure its contribution, knowing that all individuals and institutions in society must work together and for a common goal to ensure social development and welfare. Based on this principle, it aims to create long-term values by supporting social welfare through social responsibility projects in a variety of fields such as culture, art, education, health and the environment in order to meet its societal responsibilities.

CONTRIBUTION TO SOCIAL DEVELOPMENT

SOCIAL INVESTMENTS

EDUCATION INVESTMENTS

One of the most important factors for the development of societies is to make education accessible to everyone and to deliver both scientific knowledge and technical applications to all segments of society. Based on this understanding, Beyçelik Holding aims to support quality education by providing financial support from the construction phase to educational institutions that will provide education for many years, as well as providing internship opportunities to high school and university students in Group companies. With this understanding, the Holding has supported 1 vocational high school and 2 universities.

Faik Çelik Vocational and Technical Anatolian High School

Beyçelik Holding supported Faik Çelik Vocational and Technical Anatolian High School in Yıldırım district of Bursa and had the Rahime Çelik Sports and Conference Hall built in 2011 with a capacity of 250 people, where seminars, trainings, cultural and art activities can be held at the school. Beyçelik Holding continues to provide scholarships to some of the students who graduate from Faik Çelik Girls' Vocational High School and enroll in university in 2023.

Uludağ University Faik Çelik Automotive Engineering Department

Uludağ University Faik Çelik Automotive Engineering Department, of which the construction was completed with the support of Beyçelik Holding in the 2011-2012 academic year, has been made accessible for education. Beyçelik Holding is offering success scholarships based on certain criteria to support the education of the top five students who qualify for the department, which has been training qualified engineers specializing in the automotive industry since the very first day of its opening.

Uludağ University Faculty of Theology Faik Çelik Campus

In 2012, Beyçelik Holding supported the reconstruction of the Faik Çelik campus of Uludağ University's Faculty of Theology, which had been identified as not earthquake-resistant, in order not to be affected by the threat of a possible earthquake. In the renovated campus, the teaching capacity has doubled and the classrooms are equipped with the state-of-the-art technology.

HEALTH INVESTMENTS

Access to health services is one of the most fundamental rights of human beings. Beyçelik Holding has invested in polyclinics and nursing homes in order to contribute to the development of regional health services through health investments, acknowledging that every segment of society has the right to health and a high standard of living.

Uludağ University Faculty of Medicine Nazlı Çelik Oncology and Chemotherapy Outpatient Clinic

The Medical Oncology and Chemotherapy Ward in the premises of the Uludağ University Health Practices and Research Centre Hospital building was built with the support of Beyçelik Holding, and donated to the university at the end of 2018.

Hacı Bulduk Çelik Nursing Home

Hacı Bulduk Çelik Nursing Home, whose construction was completed in 2011 with the support of Beyçelik Holding, was opened to provide quality care services mainly to the bedridden elderly who require careful care. The 120-room nursing home is operated by Bursa Metropolitan Municipality.



CONTRIBUTION TO SOCIAL DEVELOPMENT

MY MIND IS IN INNOVATION WITH BEYÇELİK BEYÇELİK

My Mind is on Innovation with Beyçelik
In June 2022, Beyçelik Holding launched a corporate social responsibility project titled "My Mind is on Innovation with Beyçelik." Through this project, Beyçelik enables children to push the limits of their imagination, fostering innovative and creative thinking while enhancing their brainstorming skills. In the second year of the project, its scope was expanded to include parents, with a section created specifically for their involvement. While workshops were conducted for children, parents watched an educational video titled "How to Raise Innovative Children."

As part of the second edition of the project in 2023, which saw the participation of 350 children, workshops focused on innovation in Beyçelik's core sectors of automotive, heating and energy, and climate control. Additionally, the project offered activities that foster creativity and innovative thinking. One such activity was the "Spaghetti Tower Design" workshop, which highlighted the importance of teamwork in science and engineering, emphasized the role of failure in the learning process, and demonstrated how even weak materials could be strengthened through good design techniques. The workshop also illustrated how mass distribution is a critical factor when building a tower. Included in the content of the "My Mind is on Innovation with Beyçelik" project is a play titled The Magic Cane, written specifically for the project. In the play, three friends design a surprise birthday gift—a cane—for an elderly man in their neighborhood. By incorporating innovative ideas, they add functionality and creativity to the gift. At this point, the children contribute to the interactive play with their own ideas for improving the magic cane.

Beyçelik ile Akılım Yenilikte



Beyçelik ile Akılım Yenilikte



CONTRIBUTION TO SOCIAL DEVELOPMENT

BEYÇELİK VOLUNTEER

Beyçelik Volunteer was established to integrate its employees with the values and principles of corporate social responsibility of Beyçelik Holding and to enable them to participate in social responsibility activities through which they can contribute to society. Beyçelik Volunteer, which aims to instill and foster the culture of "Sharing What You Have Earned" among its employees and to raise their awareness of the issues in which they can contribute to society, organizes a variety of events in this context.

BEYÇELİK VOLUNTEER 2023 ACTIVITIES

6 February Relief Operation for Earthquake Victims in Kahramanmaraş and Surrounding Provinces

Under the aegis of Beyçelik Volunteer, a fundraising campaign was organized to help the victims of the earthquake that struck Kahramanmaraş on 6 February and affected 11 provinces. Essential supplies such as dry food, toiletries, clothes, shoes, blankets, etc. were collected in the region, sorted by volunteers and prepared for shipment.

Collaboration with the School Support Association's Volunteer Trainer Program

Beyçelik Volunteers met with the School Support Association in an online meeting. The School Support Association convened an online meeting with volunteers to discuss the details of the program as part of its call for volunteers to integrate students affected by the 6 February earthquake into its program. Employees who were interested in volunteering later registered for the program.

HEPAD Visit

Beyçelik volunteers visited the Bursa Başköy shelter of HEPAD (A Paw for Every House) as part of World Stray Animal Day on 4 April. As well as spending time with the dogs and cats in the association's garden, the volunteers also helped to paint and renovate the kennels. The volunteers also supported the society with dog and cat food, which they brought with them during their visits.

LÖSEV and Mor Salkım Association Souvenir Stand on the occasion of World Volunteer Day 5 December

On 5 December, World Volunteer Day, we gathered together with Mor Salkım and LÖSEV Association. While the company's employees received information about the volunteer activities of the associations, they bought souvenirs from their stalls to contribute to the activities.

Beyçelik Volunteer, Lösev Souvenirs



Beyçelik Volunteer, HEPAD Visit



CONTRIBUTION TO SOCIAL DEVELOPMENT

COMMUNITY CONTRIBUTION STUDIES OF GROUP COMPANIES

As a Group committed to corporate social responsibility, Beyçelik Holding and its companies support education, culture, art, science and environmental projects that support social development with the mission of contributing to society.

In 2023, meeting the needs of citizens affected by the earthquake, as well as providing equipment to search and rescue teams for the earthquake that occurred in Kahramanmaraş on 6 February 2023 and affected 11 provinces, was Beyçelik's priority in its social contribution efforts. Holding and Group companies continued their work in cooperation with associations and aid organizations in the region. Radio support was provided to ensure communication at the Hatay Coordination Centre during the days when the earthquake was felt. 4 lorries of relief supplies, dry food and heaters, collected with the voluntary support of Beyçelik companies and employees for the needs of the people in the region, were sent to the region under the coordination of AFAD. Hot meals were provided for 3 days to citizens affected by the earthquake in Hatay and Iskenderun.

The scholarship fund set up by the Turkish Education Foundation to support the education of children affected by the earthquake was supported. In addition, the Holding and Group companies donated the budget for Women's Day to UNICEF and supported the need for blankets for children in the earthquake zone.



Beyçelik Volunteer, Kahramanmaraş Earthquake



CONTRIBUTION TO SOCIAL DEVELOPMENT

Beyçelik Gestamp

- Beyçelik Gestamp carried out the blood and stem cell donation campaign it organizes annually with the Turkish Red Crescent in 2023. A total of 80 employees from Beyçelik Gestamp's two factories in Bursa participated in the donation campaign, giving hope to patients waiting for blood and stem cells.
- Beyçelik Gestamp contributed to TEGV's Faces of the Republic Project on the 100th Anniversary of the Republic by taking part in the 10th Eker Run for the benefit of the Turkish Education Volunteers Foundation (TEGV) with its Running TCommunity and volunteer runners.
- Provided product assistance and support to the ITU Racing Club.
- Koç University awarded scholarships to 2 students in the framework of the Anatolian Scholarship Program.

Warmhaus

- Warmhaus supports the concerts organized by the Bursa Regional State Symphony Orchestra to connect society with the arts. It continued this support in 2023 and became a supporter of the classical music concert arranged on the occasion of Atatürk Commemoration Day, Youth and Sports Day on May 19.
- Warmhaus contributed to the "Faces of the Republic" Project on the occasion of the 100th anniversary of the Republic by taking part in the 10th Eker Run for the benefit of the Turkish Education Volunteers Foundation (TEGV) with its volunteer runners.

Bewen Energy

- Bewen Energy has sponsored local associations and foundations in the regions where WPPs are located and which operate in a variety of fields (Anti-Terrorism Veterans Association, Gaziantep Development Foundation, Selçuk Çamlık Sports Club Association, General Directorate of Turkish Aeronautical Association).

Gesbey

- Gesbey donated equipment to GADAK (Gönen Artema Natural Disasters Search and Rescue First Aid Association) and Bandırma 911 Search and Rescue Association.

GRI CONTENT INDEX

Beyçelik Holding has reported in accordance with GRI Standards for the period of 1 January 2023 - 31 December 2023.

GRI Standard	Disclosure	Descriptions	Page Numbers
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-1 Organizational details	About Beyçelik Holding	5
	2-2 Entities included in the organization's sustainability reporting	About The Report	3
	2-3 Reporting period, frequency and contact point	About The Report	3
	2-4 Restatements of information	There is no information edited according to the previous report.	-
	2-5 External assurance	No external audit was received within the scope of the report.	-
	2-6 Activities, value chain and other business relationships	About Beyçelik Holding, Holding Companies	5, 8-9
	2-7 Employees	Work Life	29
	2-8 Workers who are not employees	Beyçelik Holding reports all employees within the scope of reporting as its own personnel.	-
	2-9 Governance structure and composition	Corporate Governance,Sustainability Management	12,16-17
	2-10 Nomination and selection of the highest governance body	Limitation Beyçelik Holding does not share this information publicly in accordance with the privacy policies of the institution.	-
	2-11 Chair of the highest governance body	Corporate Governance	10
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management	16-17
	2-13 Delegation of responsibility for managing impacts	Sustainability Management	16-17
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management	16,17
	2-15 Conflicts of interest	Internal Audit And Control,Work Ethics And Anti-Corruption	13, 14
	2-16 Communication of critical concerns	Risk Management	13
	2-17 Collective knowledge of the highest governance body	Sustainability Management	16-17
	2-18 Evaluation of the performance of the highest governance body	Limitation Beyçelik Holding does not share this information publicly in accordance with the privacy policies of the institution.	-
	2-19 Remuneration policies	Talent Management And Employee Development	31
	2-20 Process to determine remuneration	Talent Management And Employee Development	31
	2-21 Annual total compensation ratio	Limitation Beyçelik Holding does not share this information publicly in accordance with the privacy policies of the institution.	-
	2-22 Statement on sustainable development strategy	Sustainability Policy And Strategy,Work Life, With The Beyçelik Group Of Companies Sustainability Policy	20
	2-23 Policy commitments	Sustainability Policy And Strategy,Work Life, With The Beyçelik Group Of Companies Sustainability Policy	20
	2-24 Embedding policy commitments	Corporate Governance, Work Life, With The Beyçelik Group Of Companies Sustainability Policy	12,20,29
	2-25 Processes to remediate negative impacts	Risk Management,Internal Audit And Control,Work Ethics And Anti-Corruption,Stakeholder Relations	13, 13, 14 14-15, 55-57
	2-26 Mechanisms for seeking advice and raising concerns	Work Ethics And Anti-Corruption	14

GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Product Responsibility And Quality Management	54
	2-28 Membership associations	Corporate Memberships	16
	2-29 Approach to stakeholder engagement	Stakeholder Relations	14-15
	2-30 Collective bargaining agreements	Beyçelik Holding does not have a workforce that works under a collective agreement.	-
GRI 3: Material Issues			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Priorities	18-19
	3-2 List of material topics	Sustainability Priorities	18-19
	3-3 Management of material topics	Sustainability Priorities, Sustainability Policy and Strategy, Sustainability Goals	18-19, 20, 22-23
Procurement practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Management	52-53
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supplier Management	52-53
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Internal Audit and Control Business Ethics and Anti-Corruption	13, 14
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Internal Audit and Control Business Ethics and Anti-Corruption	13, 14
	205-2 Communication and training about anti-corruption policies and procedures	Internal Audit and Control Business Ethics and Anti-Corruption	13, 14
	205-3 Confirmed incidents of corruption and actions taken	Internal Audit and Control Business Ethics and Anti-Corruption	13, 14
Materials			
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management	67-69
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Waste Management	67-69
	301-2 Recycled input materials used	Waste Management	67-69
	301-3 Reclaimed products and their packaging materials	Waste Management	67-69
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Combating Climate Change, Emissions and Energy Management	60-61, 62-65
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emissions and Energy Management	62-65
	302-2 Energy consumption outside of the organization	Emissions and Energy Management	62-65
	302-3 Energy intensity	Emissions and Energy Management	62-65
	302-4 Reduction of energy consumption	Emissions and Energy Management	62-65
	302-5 Reductions in energy requirements of products	Emissions and Energy Management	62-65
Water and effluents			
GRI 3: Material Topics 2021	3-3 Management of material topics	Combating Climate Change, Water Consumption	60-61, 66-67
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Consumption	66-67
	303-2 Management of water discharge-related impacts	Water Consumption	66-67
	303-3 Water withdrawal	Water Consumption	66-67
	303-4 Water discharge	Water Consumption	66-67
	303-5 Water consumption	Water Consumption	66-67

Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Combating Climate Change, Emissions and Energy Management	60-61, 62-65
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions and Energy Management	62-65
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions and Energy Management	62-65
	305-3 Other indirect (Scope 3) GHG emissions	Emissions and Energy Management	62-65
	305-4 GHG emissions intensity	Emissions and Energy Management	62-65
	305-5 Reduction of GHG emissions	Emissions and Energy Management	62-65
	305-6 Emissions of ozone-depleting substances (ODS)	Emissions and Energy Management	62-65
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions and Energy Management	62-65
Waste			
GRI 3: Material Topics 2021	3-3 Management of material topics	Combating Climate Change, Waste Management	67-69
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management	67-69
	306-2 Management of significant waste-related impacts	Waste Management	67-69
	306-3 Wastes by type and method of disposal	Waste Management	67-69
Supplier environmental assessment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Supplier Management	52-53
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supplier Management	52-53
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Management	52-53
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Beyçelik Holding Human Resources Policy, Employee Rights, Diversity and Inclusion	26, 29
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Rights, Diversity and Inclusion	29
	401-2 Benefits provided to full-time employees not provided to temporary or Part-Time employees	Employee Rights, Diversity and Inclusion	29
	401-3 Parental leave	Maternity leave statistics	29
Occupational health and safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety	36-37
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	36-37
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	36-37
	403-3 Occupational health services	Occupational Health and Safety	36-37
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	36-37
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	36-37
	403-6 Promotion of worker health	Occupational Health and Safety	36-37
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	36-37
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	36-37
	403-9 Work-related injuries	Occupational Health and Safety	36-37
	403-10 Work-related ill health	Occupational Health and Safety	36-37

Training and education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Talent Management and Employee Development	31-32
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Management and Employee Development	32
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management and Employee Development	31-32
	404-3 Percentage of employees receiving regular performance and career development reviews	Talent Management and Employee Development	31-32
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Rights, Diversity and Inclusion, Gender Equality Studies	29, 30
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Structure of The Board Of Directors of Beyçelik Holding, Employee Rights, Diversity and Inclusion	12, 29
	405-2 Ratio of basic salary and remuneration of women to men	Talent Management and Employee Development	31
Prevention of Discrimination			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Anti-Corruption	14
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of proliferation were observed during the reporting period.	-
Child labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy and Strategy	20
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Supplier Management	52-53
Forced and compulsory labor			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Policy and Strategy	20
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No cases of forced or compulsory labor were encountered during the reporting period.	-
R&D & Innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Continuous Development and Improvement, University-Industry Collaborations	40-44, 45
Digitalization			
GRI 3: Material Topics 2021	3-3 Management of material topics	Digitalization	46
Customer Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Expectations and Satisfaction	55-57
Employee Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Beyçelik Holding Human Resources Policy, Employee Rights, Diversity and Inclusion, Employee Engagement, Employee Events	26, 29, 33, 34-35
Compliance with Standards			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Anti-Corruption	14
Toplumsal Yatırımlar			
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Investments	73

**Head Office**

Işıktepe Organize Sanayi Bölgesi
Kahverengi Caddesi No:13 Nilüfer Bursa, Türkiye

T : 0224 270 06 00
F : 0224 241 52 00 - 01

Management Office

Nida Kule Ataşehir Kuzey Barbaros Mahallesi
Begonya Sokak No:3 Ataşehir 34746 İstanbul, Türkiye

T : 0216 300 16 00
F : 0216 504 85 18
beycelik@beycelik.com.tr

Reporting Consultant and Design



info@sucsr.com | www.sucsr.com

LEGAL DISCLAIMER: Beyçelik Holding A.Ş. Sustainability Report ("Report") has been prepared by Beyçelik Holding A.Ş. and/or Beyçelik Group Companies ("Beyçelik Group") in accordance with the Global Reporting Initiative (GRI) standards. The Report has been prepared solely for informational purposes and is not intended to serve as a basis for any investment decision. The information contained in the Report has not been subject to independent audit or review and includes only forward-looking statements, estimates, and projections. As of the period covered by the Report, all information and related documents included in the Report are believed to be accurate and have been disclosed in good faith. Any forward-looking statement included in the Report reflects the information as of the date it was prepared, and Beyçelik Group is under no obligation to update forward-looking statements, except as required by law, to reflect events or circumstances after the date on which the statement was made or to reflect the occurrence of unforeseen events. The estimates and projections reflected in the forward-looking statements in the Report may be proven inaccurate, and actual results may differ from expectations. Beyçelik Group makes no representations, warranties, or commitments regarding the information in the Report. Beyçelik Holding A.Ş. or any Beyçelik Group Company, or their board members, advisors, and employees, shall not be liable for any direct or indirect loss or damage that may be incurred by any person based on the information contained in or omitted from the Report. The information in the Report may not be used, shared, copied, or reproduced for commercial or personal purposes without permission and proper citation, including but not limited to all printed, visual, audio, and digital media, including public information platforms. Any action in violation of these matters will result in legal and criminal liability.



You can send any questions, opinions and suggestions regarding the Sustainability Report and the holding's activities to the address kurumsal@beycelik.com.tr