

# SUSTAINABILITY REPORT 2021



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## ABOUT THE REPORT

We are publishing our first Sustainability Report in order to present our management strategy adopted in the management of social, economic and environmental effects of our activities, our sustainability priorities and activities and performance results in the achievement of United Nations Sustainable Development Goals.

The scope of this report covers the activities of Beyçelik Holding and holding companies including Beyçelik Gestamp Otomotiv A.Ş., Warmhaus Isıtma ve Soğutma Sistemleri San. A.Ş., Beyçelik Gestamp Yenilenebilir Enerji Üretim A.Ş. ve Gesbey Enerji Türbini Kule Üretim Sanayi ve Ticaret A.Ş. between the period of 1 January 2021 - 31 December 2021. The data shared in

the “About Beyçelik Holding” section includes all Holding companies and their subsidiaries in order to give a better understanding of the Holding and its scope.

This report was prepared in accordance with the GRI Standards: “Core” option. The priority issues that form the basis of the report content were determined as a result of the processes carried out in accordance with the reporting principles specified in the GRI Standards.

You can send us all your opinions and suggestions regarding our sustainability activities and reporting studies, via [kurumsal@beycelik.com.tr](mailto:kurumsal@beycelik.com.tr)



## MESSAGE FROM THE CEO



Esteemed Stakeholders,

2021 was a year that we still felt the impacts of the pandemic all over the world. It also showed the importance of sustainability, as it was a process shining out the companies focusing on human and environment along with their financial success. In this challenging period, as Beyçelik, we continued to contribute to both our country's economy and society by trying to do our best. I am glad to present to you, our dear stakeholders, our first sustainability report that includes our sustainability performance of 2021.

2021 was also a year for us in which we increased our efforts to institutionalize sustainability in Beyçelik Holding operations.

We determined our sustainability organization, sustainability targets and performance indicators for the priorities we have set. We aim to improve our performance and our contribution to the United Nations Sustainable Development Goals by implementing studies towards these goals.

One of our main focuses is our "Employees". In this regard, we aim to increase the satisfaction of our employees and offer them an environment where egalitarian practices become more widespread, where they can develop themselves and work safely.

As for "Innovation", we aim to keep customer satisfaction at the highest levels with the successes we achieved through our R&D, digitalization and innovation studies.

With our other main focus on "Value Chain", we aim to expand the sustainable value we create by integrating our understanding of sustainability into our value chain.

Within the scope of our last main focus on "Environment", we aim to improve our performance in the fight against climate change, to use natural resources more efficiently and to increase our contribution to the circular economy.

In order to ensure the continuity of the success we have achieved together with our stakeholders, we plan to focus on sustainability practices in the coming periods. We are aware of the fact that sustainable success is possible with the contributions of our stakeholders, and I would like to thank all our stakeholders, especially our employees for their efforts in this regard.

Baran Çelik  
Executive Vice President / CEO

## ABOUT BEYÇELİK HOLDING



**1976**  
Year of  
Foundation



**4**  
Different  
Sectors



**21**  
Companies



**12**  
Production Plants



**371,000** m<sup>2</sup>  
Production Area



Approximately  
**5,000**  
Employees



**\$ 800**  
Million Turnover

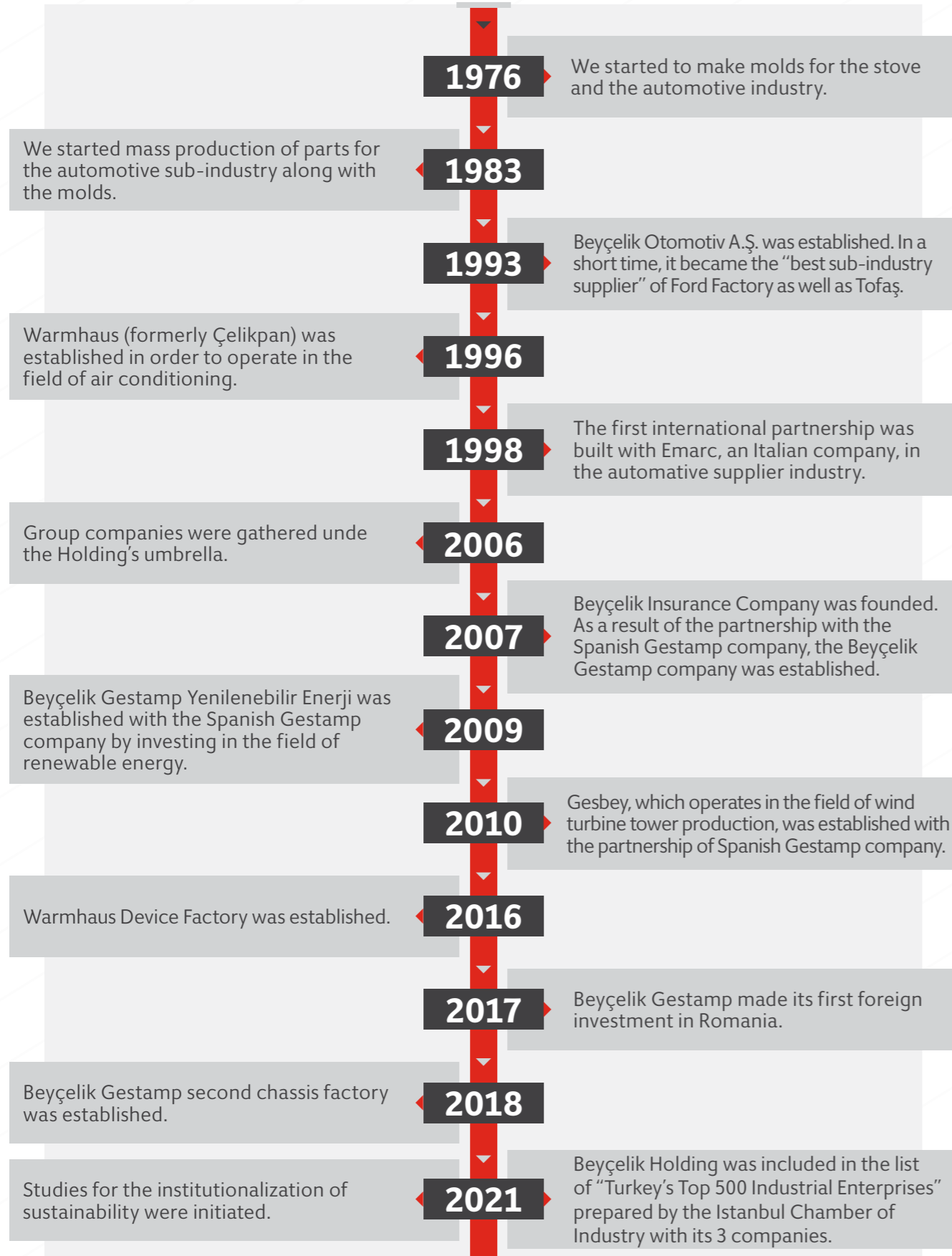


Export to more than  
**40**  
countries



**167**  
Million Export

## MILESTONES



## HOLDING COMPANIES

### AUTOMOTIVE

#### Beyçelik Gestamp Otomotiv A.Ş.

Designing, developing, and manufacturing molds, equipment and components in the automotive sub-industry metal sector, Beyçelik Gestamp supports safer and lighter vehicle designs with its innovative products. Accordingly, it contributes to increasing human safety, reducing energy consumption, and protecting the environment. Beyçelik Gestamp A.Ş. continues its activities in a total area of 242 thousand square meters in 6 different locations in Bursa, Gebze and Romania. In addition to exporting products, Beyçelik Gestamp also exports sheet metal forming molds and equipment, which it produces on a project basis, to more than 30 countries in 5 continents. Beyçelik Gestamp carries out studies to develop new products and technologies in its 4 R&D Centers.



### AIR CONDITIONING

#### Warmhaus Isıtma ve Soğutma Sistemleri Sanayi ve Ticaret A.Ş.

Established in 1996 as a subsidiary of Beyçelik Holding, Warmhaus manufactures panel radiators, water heaters, combi boilers and wall-mounted condensing boilers. Warmhaus operates in its production facilities of 27.000 m2 panel radiator and 8000 m2 device equipped with modernized systems in Bursa Nilüfer Organized Industrial Zone. Products produced with 100% domestic capital are exported to 50 countries. As part of its overseas investments, it entered the market in the UK, one of the largest markets in Europe, with the sales office and warehouse area it opened in 2017. With its wide service and sales network throughout Turkey, it quickly and effectively solves the heating needs of consumers.



## HOLDING COMPANIES

### ENERGY

#### Beyçelik Gestamp Yenilenebilir Enerji Üretim A.Ş.

Beyçelik Gestamp Yenilenebilir Enerji, a joint venture of Spanish Gestamp Wind Steel (now Elewan Energy) and Beyçelik Holding, was established in 2009 to operate in the fields of electricity generation and trade from wind energy. Beyçelik Gestamp Yenilenebilir Enerji operates at 3 different points, Turguttepe, Yahyalı and Adares, with its Wind Power Plants (RES) with a total power of 128.5 megawatts. The construction of the fourth power plant project in Bursa's Karacabey district, Yarış WPP, and the installation of the Solar Power Plant, which will be an auxiliary source for the Yahyalı Wind Power Plant in Kayseri, are continuing. The subsidiary companies of Beyçelik Gestamp Yenilenebilir Enerji are Bak Enerji Üretimi A.Ş., Sabaş Elektrik Üretim A.Ş. and YGT Elektrik Üretim A.Ş..



#### Gesbey Enerji Türbini Kule Üretim Sanayi ve Ticaret A.Ş.

Gesbey Enerji Türbini Kule Üretim San. and Tic. A.Ş. continues its activities in the field of wind turbine tower production in Bandırma Organized Industrial Zone. Gesbey, which produces wind turbine towers at the highest capacity in Turkey, has a production capacity of 320 towers per year. It has manufactured 95 different types of wind turbine towers with a power of 1.6 MW-4.5 MW and a length of 76 m-120 m, from the date it started mass production in August 2011. Gesbey exports its products to 15 countries. It carries out activities on tower designs in its R&D Center established in 2019. With this feature, it is one of the rare examples in Turkey and in the world as a turbine tower manufacturing company that can design wind turbine towers.



## AWARDS

Beyçelik Gestamp Automotive and Beyçelik Gestamp Chassis won the "**Silver Exporter Award**" and Çelikform Gestamp received the "**Bronze Exporter Award**" at the **2021 Export Achievement Awards**, where companies with superior export performance are awarded by the Automotive Industry Exporters' Association (OIB).

Beyçelik Gestamp received the **Women-Friendly Brands Awareness Award** with its "**On-the-Job Training Program**" and "**Equality Committee**" projects at the "**Women-Friendly Brands Special Awards**" organized by the Women-Friendly Brands Platform in 2021.

Beyçelik Gestamp won the **Incentive Award** in the category of "**Facilities with Permit-License Exemption**" in the "Environmentally Friendly Industrial Plant Competition" organized by Bursa Organized Industrial Zone and Bursa Organized Industrial Zone Industrialists' and Business People's Association (BOSIAD).

Beyçelik Gestamp was awarded as the "**Leader of the Sector**" in the field of Automotive Sub-Industry at the "**Adding Value to the Economy Awards**" organized by the Bursa Chamber of Commerce and Industry for the 48th time.

Warmhaus received the "**Silver**" Award, ranking among the top 3 in its sector, as a result of its efforts to improve customer satisfaction and experience at the **Achievement in Customer Excellence** - A.C.E Awards organized by the Complaints Platform.



01

# CORPORATE GOVERNANCE



102-11; 102-15; 102-18; 102-29; 102-30; 102-31

As Beyçelik, we adopt a fair, transparent and accountable business approach that respects human rights, and we take the necessary steps to integrate this approach into our corporate culture.

The Board of Directors is the highest organ of our corporate governance structure with 4 members, and it is responsible for determining the highest-level strategic decisions of the group. The Deputy Chairman of the Board of Directors also is the CEO. All members serve as board members in different companies of the Group.

## RISK MANAGEMENT

The Financial Affairs Directorate and Internal Audit Directorate manage activities such as identifying the risks that may endanger the existence, development and continuation of the Group, taking necessary measures regarding identified risks and managing these risks.

Necessary information and action plans differ depending on the type and content of risk reports and are presented to the Board of Directors at different time intervals. The Management Team is responsible for following the necessary actions and measures in line with the relevant, submitted reports.

Group companies prepare annual and five-year business plans and projections created by the relevant departments, identify risks, create action plans to mitigate these risks and submit them to the Board of Directors. Compliance with these business plans is checked at regular intervals.

Our risk management studies also include compliance control and audit of the budget plans developed by the Group companies. The company budgets, which are prepared and approved in the last quarter of the previous year and updated at certain intervals throughout the year and renewed as foresights, are controlled at the end of each month and at the end of the quarter for their compliance, and compliance audits are carried out.

Reputation management is carried out through effective corporate communication in the field of reputation risks. The Corporate Communications Department carries out analysis through media monitoring in order to identify reputational occasions in the sector and receives stakeholders' feedback through interviews. The "Crisis Communication Document" forms the base of our crisis communication.

This document includes the scenarios that may harm the reputation of the Group companies and

## CORPORATE GOVERNANCE

102-16; 102-17

information on how to manage communication process in each crisis.

In the field of information security risks, ISO 27001 Information Security Management System was put into practice in order to protect all information systems, minimize risks and ensure their continuity. This system includes employees, business processes and information technology (IT) systems. As part of the system, an inventory list is kept for risk analysis, asset value is determined and classified based on confidentiality, integrity and accessibility qualifications of the inventories. The risk score is obtained by specifying the severity and probability of the possible risks related to the assets. Actions are taken and followed up for those who exceed a certain risk level.



For information security risks, ISO 27001 Information Security Management System is put into practice in order to protect all information systems, minimize risks and ensure their continuity.

Internal audit studies at Beyçelik are carried out by the Internal Audit Directorate. The purpose, authority and responsibilities of the Internal Audit Directorate are clearly written in two policies namely the "Internal Audit Procedure" and the "Exploitation Procedure". Internal Audit Directorate carries out independent and objective audits and provides consultancy services in order to protect the rights and interests of the Holding and its affiliated Group companies, to develop suggestions against internal and external risks, to control the compliance of activities with legal regulations, corporate policies and strategies.

Internal Audit activities are carried out in line with the Annual Audit Plan, in four main axes namely "Performance Audit", "Process Audit", "Financial Audit" and "Information Technology Systems Audit". Within the scope of International Internal Audit Standards; internal audit activities are implemented with accurate, impartial, constructive, value-added, result-oriented reports aimed at improving the process. Improvement areas and suggestions identified during the audit work are reported to the Board of Directors along with the action plans received from the business units and are followed up until the actions are completed.

In addition to the internal audit, independent external audits are also conducted within the companies.

## BUSINESS ETHICS AND ANTI-CORRUPTION

Within the scope of business ethics and fight against corruption, the coordination between Beyçelik Ethics Committee and Internal Audit Directorate follows compliance processes which include monitoring, auditing, reporting and training activities if necessary. In order to prevent corruption, the principle of segregation of duties in business processes is adopted and necessary control points are clearly defined. The functionality and effectiveness of business processes and control points are reviewed through periodic audits by the Internal Audit Directorate.

## INTERNAL AUDIT AND CONTROL

Establishing an effective internal audit mechanism is an important part of our responsible and sustainable management approach. With our internal audit studies, we ensure the efficiency and continuity of our activities and the reliability of the reports.

## CORPORATE GOVERNANCE

102-16; 102-17

In addition, business processes and company's financial statements are audited periodically every year by independent auditors.

Corruption and bribery risks are included in the audit activities carried out, and these risks are controlled for elimination. If the controls regarding the existing risks are found to be insufficient, relevant units in the company take additional actions.

The "Code of Business Ethics" developed by the Beyçelik Holding Ethics Committee is the responsibility of all employees to comply with the Code of Business Ethics, and it is the responsibility of managers to guide them in complying with these rules.

Code of Business Ethics is a set of rules established to regulate the internal relations of the company and the relations of all employees with customers, suppliers, with each other and other stakeholders. Code of Business Ethics includes the headings of Working Culture, Confidentiality, Compliance with Laws and Legislation, Customer Satisfaction, Responsibilities to Employees, Relations with Suppliers, Competitors, Sub-Industry and Business Partners, Occupational Health and Safety, Environment and Social Responsibility and Responsibilities of Employees, and is accessible on our website and the intranet. In addition, the Code of Business Ethics is given to all new employees upon entry.

We also established an Ethics Line so that our employees can report unethical and illegal behavior. All notifications are made via the e-mail address "etik@beycelik.com.tr" or by post and are forwarded directly to the Beyçelik Ethics Committee. The notifications made are evaluated impartially and confidentially, and the examination and investigation are carried out



within the framework of the Ethics Committee Working Principles. There were no confirmed cases of corruption during the reporting period.

### SUSTAINABILITY MANAGEMENT

Contributing to sustainable development and continuously increasing the value we create for all our stakeholders constitute the basis of our sustainability approach. With this approach, our Sustainability Policy is our guide to work on our sustainability main focuses and ensure the management of related topics which we have determined in a systematic work in line with international standards. Furthermore, we make the utmost effort to carry out our operations by taking into account the United Nations Sustainable Development Goals.

## CORPORATE GOVERNANCE

### With the Beyçelik Group Companies Sustainability Policy, we commit to:

- Developing sustainable products and services with quality and safety features that will keep our customers' satisfaction at the highest level by meeting their expectations
- Managing our operations and stakeholder relations with a corporate management approach that is based on transparency and accountability and constantly observing business ethics
- Taking the necessary measures by constantly evaluating the risks of our priorities with a proactive approach
- Implementing practices that will expand our business ethics, quality and sustainability approach in our entire value chain, particularly in our supply chain
- Developing our stakeholders in our value chain
- Maintaining our performance by managing our R&D, innovation and digitalization processes with the philosophy of continuous development and improvement; contributing to the development of resources by disseminating artificial intelligence applications in our business processes
- Carrying out uninterrupted efficiency and improvement studies that will mitigate/minimize our environmental impact against climate change
- Implementing operational excellence project that will ensure efficient use of resources
- Working in line with the national and international standards in order to improve our performance in Occupational Health and Safety
- Continuously diversifying our modern human resources practices in order to be a preferred employer
- Providing opportunities for our employees to continuously improve themselves while providing equal conditions for everyone
- Being strictly against all kinds of discrimination, forced and compulsory labor, child labor, and following the guidance of universal human rights
- Realizing social responsibility projects that will improve our society and contribute to its well-being and prosperity

## CORPORATE GOVERNANCE

102-19; 102-20; 102-29; 102-30; 102-31; 102-32; 102-44; 102-47

Sustainability works at Beyçelik are managed by the Sustainability Committee. Chaired by the CEO, the Committee consists of the relevant function Directors and the General Managers of the Group companies. The coordination of the Committee is carried out by the Corporate Communications Department, and the 4 Working Groups that are affiliated to the Committee are responsible for integrating sustainability issues into business strategies and monitoring sustainability performance.

These working groups are namely Employees, Innovation, Value Chain and Environment Working Groups.

In the reporting period, we carried out a comprehensive study with the participation of our internal and external stakeholders in order to determine our sustainability priorities. We reviewed the results we obtained with the Sustainability Committee and finalized them. Our sustainability priorities, which we have determined as a result of all these processes, are as follows:



Our priority issues were addressed with stakeholder expectations and their impact on our operations. All issues are followed within the scope of our sustainability management

practices and handled within the scope of their contribution to the United Nations Sustainable Development Goals (SDGs). In this context the SDGs we contribute to are as follows:

### Our Contribution to the UN Sustainable Development Goals

## CORPORATE GOVERNANCE

### Our Sustainability Targets

Employee Main Focus Targets	Performance Indicators	Time			SDGs
		Short Term (Less than a year)	Medium Term (>1 year-3 years)	Long term (>3+ years)	
<b>Employee Development</b>					
Organizing Leadership Development Trainings	Training hour / person*hour	☑			
Improving skill management indicators	Critical position backup rate Employee turnover rate Talent pool promotion rate Talent pool development plan realization rate All managerial level backup rate	☑	☑	☑	
Supporting career development by designing interdepartmental rotation process in Group companies	Rotation rate		☑		
Expansion of programs for young talents in Group companies	Candidate-department job fit satisfaction Ratio of young talents included in the program among promotions		☑		
<b>Employee Engagement and Satisfaction</b>					
Increasing Employee Engagement and satisfaction	Employee engagement survey score	☑	☑	☑	
Recognition, appreciation and reward system revision and operation	Budget compliance rate Survey results	☑			
Employer brand	Employer branding studies	☑			
<b>Occupational Health and Safety</b>					
Zero Accidents	Zero Accidents	☑	☑	☑	
Increasing OHS trainings	OHS training hour / person*hour	☑	☑	☑	
<b>Diversity and Inclusion</b>					
Taking into account different needs regarding the creation of working areas under equal conditions	Female employee satisfaction rate Diversity indicators	☑			
Increasing the awareness of gender equality and awareness studies	Training hour / person*hour	☑			
Establishing mechanisms to combat violence	Training hour / person*hour	☑			
Implementing practices that increase equal opportunities in recruitment	Female employment in new hire Return to work rate after maternity leave	☑			
Increasing the rate of women employees at managerial levels			☑		



## CORPORATE GOVERNANCE

Innovation Main Focus Target	Performance Indicators	Time			SDGs
		Short Term (Less than a year)	Medium Term (>1 year-3 years)	Long term (>3+ years)	
<b>Digitalization</b>					
Increasing savings with digitalization	TL savings Energy-saving Person*hour savings		☑		
Increasing the digitization rate	Digitization rate		☑		
<b>R&amp;D</b>					
Increasing savings with R&D	TL savings Energy-saving Person*hour savings Raw material savings		☑		
Increasing cooperation with universities	Number of universities	☑	☑	☑	
<b>Innovation</b>					
Increasing savings with innovation applications	TL savings Energy-saving Person*hour savings Raw material savings	☑	☑	☑	
<b>Industry 4.0.</b>					
Increasing the number of projects within the scope of Industry 4.0	Number of projects		☑	☑	

Value Chain Main Focus Targets	Performance Indicators	Time			SDGs
		Short Term (Less than a year)	Medium Term (>1 year-3 years)	Long term (>3+ years)	
<b>Supplier Development, Control and Performance</b>					
Increasing supplier performance	Supplier training person*hour Number of supplier audits Supplier classification Supplier delivery performance	☑	☑	☑	
<b>Customer Satisfaction</b>					
Increasing customer satisfaction and making it permanent	Customer satisfaction rate	☑	☑	☑	
<b>Local Procurement</b>					
Increasing the rate of local procurement	Rate of local procurement		☑	☑	
<b>Product and Service Security</b>					
Subjected standards and legal compliance	Full compliance	☑	☑	☑	

## CORPORATE GOVERNANCE

Environment Main Focus Targets	Performance Indicators	Time			SDGs
		Short Term (Less than a year)	Medium Term (>1 year-3 years)	Long term (>3+ years)	
<b>Environmental Management Systems</b>					
Increasing environmental certifications in Group companies	Number of certifications		☑		
<b>Energy and Emission Management</b>					
Calculation of scope 1-2-3 emissions	Emission values		☑		
Dissemination of energy efficiency projects	Number of projects Energy savings achieved through projects		☑		
Increasing the use of renewable energy	Increase in total energy consumption (%)			☑	
Reducing the amount of energy use	Decrease in GJ	☑	☑	☑	
<b>Water Management</b>					
Increasing the efficient use of water	Decrease in the amount of water used (%)	☑	☑	☑	
<b>Waste Management</b>					
Making the practices required by the "Zero Waste" certification sustainable	"Zero Waste" certificate rate	☑	☑	☑	
Organizing employee trainings on waste sorting	Training hour / person*hour	☑			



## CORPORATE GOVERNANCE

102-21; 102-40; 102-42; 102-43

### Relations with Stakeholders

In the social field, we select stakeholders who will contribute to the society and economy in the area we operate in, and who share the same goals, corporate culture and understanding of business ethics with us. In this context, we

actively communicate with stakeholder groups that have an impact on our operations and have a high ability to influence our operations, through various channels; We strive to improve our operations by collecting their feedback.

Stakeholders	Communication Methods	Communication Frequency
Employees	Trainings	Constantly
	Internal Information- Announcements	Instant
	Website	Constantly
	Intranet	Constantly
	Social Media	Constantly
	Corporate Magazine	Every 3 months
Stakeholders	General Assembly Meetings	Yearly
	Reports	Monthly
Customers	Website	Constantly
	Customer Satisfaction Measurement	Yearly
Branches	Emails	Constantly
	SMS	Constantly
	Meetings	Constantly
	Application Programs	Constantly
Academic Institutions	University-Industry Cooperation	Periodically
	Career Fairs	Periodically
	Career Talks	Periodically
Public Institutions	Audit Report	Yearly
	Activity Report	Yearly
Finance Institutions	Audit Report	Yearly
	Activity Report	Yearly
Media	Bulletin	Instant
	Website	Constantly
	Social Media	Constantly
	Corporate Publication	Every 3 months

## CORPORATE GOVERNANCE

102-12; 102-13

### CORPORATE MEMBERSHIPS

Turkish Personnel Management Association Bursa Branch (**PERYÖN**)

Bursa Business Women and Managers Association (**BUIKAD**)

Bursa Chamber of Commerce and Industry (**BTSO**)

Vehicle Supply Manufacturers Association (**TAYSAD**)

Turkish Quality Association (**KalDer**)

Turkish Metal Industrialists Association (**MESS**)

Uludağ Exporters' Association Automotive Exporters' Association (**OİB**)

National Mold Manufacturers Association (**UKUB**)

Bursa Chamber of Commerce and Industry (**BTSO**)

Milas Chamber of Commerce and Industry (**MITSO**)

Turkish Wind Energy Association (**TÜREB**)

Yahyalı Chamber of Commerce (**YTO**)

Balıkesir Chamber of Industry (**BSO**)

Gönen Chamber of Commerce (**GTO**)

Turkish Exporters Assembly (**TİM**)





02

WORK LIFE AT BEYÇELİK



Our employees are among our most valuable capitals. We care about creating a people-oriented, respectful work environment for our employees where they feel happy and can develop their personal and professional knowledge, skills and competencies.

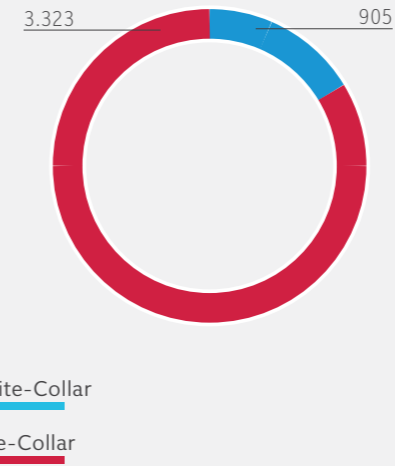
**Employee Rights, Diversity and Inclusion**

As Beyçelik, we aim to provide an equal, fair and safe work environment that allows our employees to realize their potential. We do not allow any discrimination among our employees that may arise from age, race, gender, belief, language, religion, nationality, marital status, sexual orientation, seniority, political opinion, military status, physical disability or similar reasons. We apply this understanding in all our processes and conditions including recruitment, placement, promotion, termination of employment, leave, wage and training. In addition, we respect the freedom of our employees to form unions and ensure that the right to collective bargaining is recognized effectively.

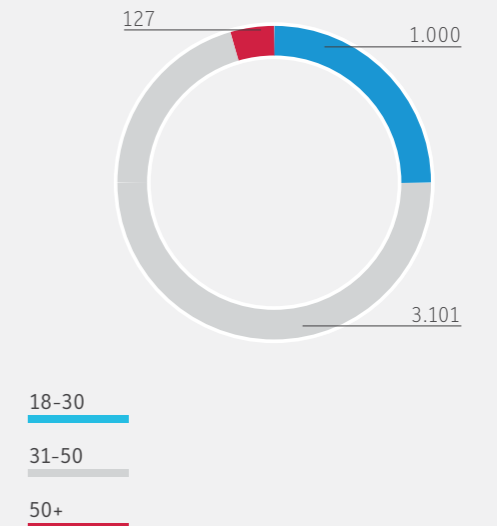


WORK LIFE AT BEYÇELİK

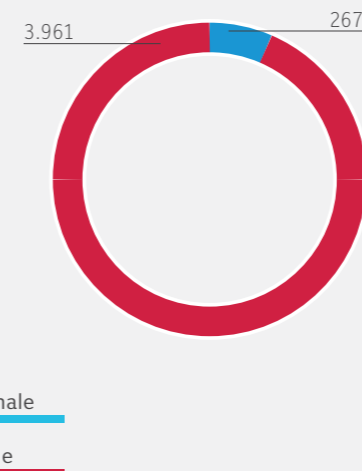
Total Number of Employees by Category



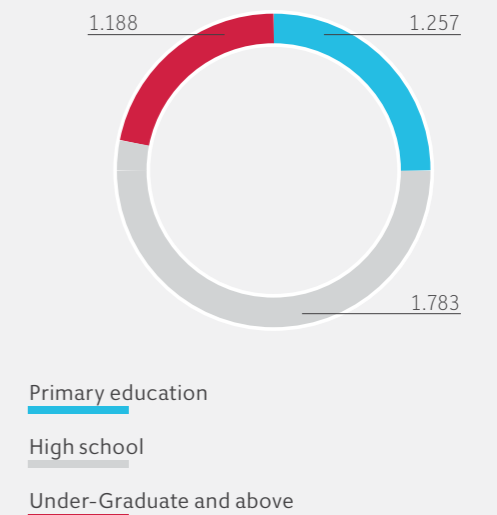
Total Number of Employees by Age



Total Number of Employees by Gender



Total Number of Employees by Education Level



## WORK LIFE AT BEYÇELİK

As Beyçelik, we also take the issue of gender equality meticulously. We believe that one of the most basic requirements for ensuring gender equality is to encourage women's employment and subsequently to support women employees in business life, and we are working on disseminating this understanding in all Group companies as well.

### Works to Ensure Gender Equality at Beyçelik Gestamp

#### 2016

- In 2016, female employees were recruited for the first time in production. With the "On-the-Job Training Program", women were given a job-guaranteed course, and the ones who successfully completed the course were employed.

#### 2017

- In 2017, we signed the Women's Empowerment Principles, developed by UN Women and UN Global Compact.
- We received gender equality trainings from AÇEV (Mother Child Education Foundation) and 6 of our employees became internal trainers. All employees received Gender Equality Trainings. In addition, Gender Equality training was added to the orientation training for newly recruited employees.

#### 2018

- In 2018, we became a member of the Global Compact Women's Empowerment Bursa Platform, and in 2020, the Business World Platform Against Domestic Violence, which was established with the cooperation of TUSIAD, the UN Population Fund and the Sabancı Foundation.
- Since 2018, an independent and professional company is conducting surveys and group studies for female employees in order to determine the needs and to take necessary steps in line with these needs.

#### 2019

- In 2019, the Equality Committee was established, consisting of volunteers working in different positions within the company and chaired by the General Manager. The Committee prepares equality action plans and organizes activities aimed at raising awareness on March 8 and International Day for the Elimination of Violence Against Women on November 25.

#### 2021

- In 2021, we signed a Cooperation Protocol with the Mor Salkım Women's Solidarity Association. Within the scope of the protocol, any employee who has been subjected to violence has the opportunity to receive free support via the 24/7 Violence Hotline.
- In 2021, we received the Women-Friendly Brands Awareness Award with our "On-the-Job Training Program" and "Equality Committee" projects at the "Women-Friendly Brands Special Awards" organized by the Women-Friendly Brands Platform.

## WORK LIFE AT BEYÇELİK

### Talent Management and Employee Development

In Beyçelik Group, Human Resources activities support the vision, mission and strategy of the company and are handled in 3 main axes: Talent Acquisition, Talent Identification and Evaluation, and Talent Development and Retention. Within the scope of Talent Acquisition, we aim to add new talents who will add value to our customers as our core values, to be open-minded and constructive, to be fair and reliable, to adopt the principles of self-development and to add value to the vision of the company.

In the Talent Identification and Evaluation process, we evaluate all our employees with a unique and

holistic approach, with fair and measurable criteria, through Performance Management, Career Planning and Wages and Benefits Management. We make career planning by considering the potential and performance of each employee in a way that creates equal opportunities for everyone. We effectively carry out backup, potential pooling, promotion and rotation processes for critical positions. We create wage systems in line with individual performance results, wage surveys, economic indicators, the company's ability to pay, and the internal balance, and review them once a year. As of 2022, it is planned to review wage systems twice a year.

### Objectives Key Results (OKR) Performance System Project

The OKR (Objectives Key Results) Performance System, put into practice in 2021 at the Holding and Warmhaus, is a work discipline and business performance management approach in which all employees focus their efforts on the most important issues. It aims to improve performance, focus on priorities, and to increase belief in the main purpose and strategy of the company, rather than evaluating and scoring the past performance. Its forward-looking, dynamic structure that supports continuous feedback ensures that the communication between the employee and the manager is kept alive.

Within the scope of Talent Development and Retention, we aim to increase the competencies and technical equipment of our employees and organize training and development programs that will improve employee development, technical and behavioral competencies. During the reporting period, approximately 75,000 person\*hours of training was given to employees in Group companies.



Approximately  
**75,000**  
person\*hours of  
training was given to  
employees in Group  
companies.

## WORK LIFE AT BEYÇELİK

### Beyçelik Development Path

Within the Beyçelik Development Path Program, implemented in 2019 by the HR Directorate of the Holding, we organized trainings in different fields, seminars and webinars on various topics for continuous learning with development culture approach.

While determining the training contents, we take into account the feedbacks from the surveys conducted for the employees. Access to all trainings is provided through Beyçelik Human Resources Portal Biiz. During the reporting period, online documents were shared with employees every week for 6 weeks, with the program launched under the name of "Self-Coaching Application".

### Internal Coaching Program

The Internal Coaching Program was launched in December 2021 as a learning and development tool for employees in all Beyçelik Group companies. It aims to improve relationship management within the company in order to create a coach-like leadership culture that communicates effectively, understands and manages emotions, and increases the performance of the organization. Internal Coaches, consisting of middle and senior managers of Group companies, can work together with their counselees in areas such as work, career, personal development and interpersonal relations, and the development goals of the counselees are supported.

### Beyçelik Gestamp Academy

Beyçelik Gestamp Academy has been continuing its training programs since its establishment in 2015 in order to provide employees with the ability to use and apply their theoretical knowledge. A total of 61,864 person\*hours of training was organized at the Academy, which was fully digitalized and transferred to the online platform in 2021.

In order to make the trainings more enjoyable and more understandable with a different narrative style, the Academy brought to life a character named FİKRI, and shared 46 posts through FİKRI in 2021. We plan to create a digital format of the character in the future.

One of the programs of the Academy is the Simple Team Leader Development Program. Within the scope of the program, the work results of the Simple Team Leaders, consisting of production, quality, supply chain, method and maintenance teams, are monitored monthly on a total of 38 different indicators on various topics such as OHS, quality, production efficiency, and suggestions, and those who are successful are rewarded based on their monthly targets. We also make analysis of the results for the Leaders and their teams who cannot reach their targets, and take necessary steps.

## WORK LIFE AT BEYÇELİK

### Beyçelik Gestamp Young Talent Program

In the reporting period, Beyçelik Gestamp launched the Young Talent Program with the motto "Leave a mark on your career". 9 people who graduated from engineering faculties, successfully completed the application and interview process, and were included in the program. Young talents were involved in a detailed job adaptation and orientation process including training activities prepared by Beyçelik Gestamp Academy. Young talents were also matched with Inner Coaches and involved in the mentoring process for a year.

### Programs for the Development of Young Talents

As Beyçelik, we care about contributing to the professional development of the university and high school students, and their adaptation to working life, thus we offer them internship opportunities. During the reporting period, a total of 310 students, including 21 high schools and 289 universities, joined the internship program of Beyçelik Gestamp. In the same period, a total of 41 students, 11 of them from universities and 9 of them from vocational high schools, benefited from the internship program at Warmhaus.



## WORK LIFE AT BEYÇELİK

### Employee Engagement

As Beyçelik, we accept that employee satisfaction plays an important role in the formation and strengthening of employee loyalty. We try to increase the motivation and satisfaction of our employees through various practices such as reward systems, fringe benefits and social activities.

#### Beyçelik Gestamp

Under the umbrella of Beyçelik Gestamp Active, where social and cultural activities are carried out for employees, football, basketball, table tennis; cycling and running teams organize regular events and represent the company in tournaments. In addition, Beyçelik Gestamp Theater Group reaches thousands of people with the plays it puts on the stage.

With the Fit Broccoli program, we provide free online dietician service for our employees. In addition, in accordance with the protocol signed with Mor Salkım Women's Solidarity Association, our employees can use the violence hotline 24/7 and receive legal and psychological support free of charge.

On the week of April 23, which is celebrated as the Children's Day in Turkey, we organize modeling, painting, and short film competitions on various topics such as waste, environment and OHS for the children of our employees. The theme of the model competition in 2021 was "Clean Environment".



## WORK LIFE AT BEYÇELİK

### Kaizen Award Ceremonies

Beyçelik Gestamp and Warmhaus carry out their improvement-oriented studies under the performance and kaizen system and reward their employees who rank higher.



We believe that participation in decision-making processes has an impact on employee engagement as well as employee satisfaction. We support employees to participate in company decision-making processes and share their ideas and suggestions through the Employee Engagement Survey, suggestion system, and sharing meetings. We did not conduct an Employee Engagement Survey in 2021.

Each Group company follows different paths within itself with regards to the suggestion system. At Beyçelik Gestamp, the suggestion system works integrated with the Academy platform. At Beyçelik

Gestamp Yenilenebilir Enerji, in addition to the complaint and suggestion boxes at the power plants, boxes were also placed at different locations in the region in order to collect the opinions of the people of the region. Suggestion evaluations are made monthly at Warmhaus. An average of 90-100 suggestions are received monthly, and approximately 25% of the monthly suggestions are put into practice. At Gesbey, the employee who made the suggestion gets rewarded within the following month after the suggestion is put into practice. During the reporting period, 27 of the 28 suggestions submitted to the HR Department were implemented.

### Warmhaus - "Teatime with Human Resources"

Warmhaus brings together the Human Resources Department and employees at Teatime Meetings in order to increase transparency, productivity and accelerate communication within the company. In the meetings, employees present their evaluations, opinions and suggestions about the current working situation, and improvements are made accordingly.

### Warmhaus - "We Are Valuable"

The "We Are Valuable" project was launched in 2021 in order to get the opinions of Warmhaus white-collar employees about the current working conditions, to listen to their experiences and to develop action plans in this direction. Within the scope of the project, we organized a vision and strategy workshop and conducted a survey. Then, we divided the employees into groups and the consulting firm conducted interviews with the groups. HR employees did not participate in these meetings where the employees shared their experiences. As a result of the negotiations, an action plan was created and priorities and roadmap were determined according to this plan.

## WORK LIFE AT BEYÇELİK

Various communication tools are used at Beyçelik in order to increase internal communication and spread the corporate culture among employees.

### Potential

Potential is the Holding's periodical corporate publication. Through Potential, employees are informed about the activities and social responsibility projects that the Group companies implement. In addition, "One of Us" interview series are shared on Potential along with other rich content on different topics such as personal development, health, technology and sustainability. Potential was published 3 times in the reporting period.



### Beyçelik Communication Platform (BIP)

Beyçelik Communication Platform (BIP) is a corporate intranet system used to strengthen internal communication. Employees can share their opinions and follow the latest developments about all companies through surveys regularly conducted on different topics via the platform. At the BIP, which is also aimed to be an entertaining area, quiz competitions are held on different subjects. The platform will continue its activities on mobile in 2022.



## WORK LIFE AT BEYÇELİK

### Occupational Health and Safety

Employee health and safety is our top priority in Beyçelik Group companies, and we offer a safe and healthy working environment to our employees with the goal of "zero" work accidents. We follow and apply all local laws and regulations and adopt a risk-based process approach to mitigate all occupational health and safety risks that may occur. There were no fatal accidents or occupational diseases within the Group in 2021.

OHS Boards are established within the Group companies in order to conduct the relevant activities in the field. As of 2021, 88 employees and 19 employee representatives take part in 6 OHS Boards operating in Group companies. We regularly notify our employees in order to inform them about the legislation and apply it in the

field and ensure that their perceptions on the subject are kept up-to-date through trainings. During the reporting period, approximately 25,000 person\*hour of OHS training was given to the employees of the Group companies.



Employees in Group companies received approximately **25,000** person\*hour of OHS training.

### Beyçelik Gestamp- MESS Stars of Occupational Safety Award

Çelikform Gestamp, one of Beyçelik Gestamp's production centers, received the winning award in the "OHS Special Award Category" with its project "Making Forklift Movements Safe with Laser Scanner" in the "Stars of Occupational Safety 2020" competition organized by the Turkish Metal Industrialists' Union (MESS).

Disaster and emergency preparedness is also of great importance in ensuring the continuity of operations safely. With this understanding, we organize emergency, fire, evacuation drills and chemical spills in our Beyçelik Group companies within the framework of disaster and emergency management.

### Combating Covid-19

Within the scope of the activities to combat Covid-19, we took all the necessary actions for our employees to work in a healthy work environment (use of masks & disinfectants, redesign of common areas based on the social distance rule, visitor restriction, etc.) in line with the standards determined by the Ministry of Health. Employees were provided with training regarding the precautions, and we raised awareness on the issue through awareness posters. In addition, we formed a Crisis Team and carried out situation assessment at regular intervals.

## CONTINUOUS DEVELOPMENT AND IMPROVEMENT



At Beyçelik, we carry out our activities while focusing on “Innovation” and with an understanding of continuous development and improvement. We strive to increase product quality and diversity by integrating innovation and digital processes into our business strategies. We improve our production techniques with R&D studies and strive to develop environmentally friendly and high value-added products. We follow the highest quality and safety standards, analyze customer needs and demands, and create customer-specific solutions.

### QUALITY MANAGEMENT

Within the scope of quality management at Beyçelik Group, product quality and safety and product responsibility are among the priority focus areas. In this direction, the internationally accepted quality and safety standards required by the industry are followed by the Group companies, and each company makes efforts to develop products that reduce their carbon footprint.

#### Quality Certificates

Beyçelik Gestamp	Warmhaus	Gesbey
ISO IEC 27001: 2013	ISO 9001:2015	ISO 9001:2015
TS EN ISO 9001:2015/ 2021	ISO 14001:2015	ISO 14001:2015
TS EN ISO 14001: 2015		ISO 45001
TS ISO 45001: 2018		EN 1090-2
IATF 16949		DIN 18800-7
		ISO 3834-2

### Product Responsibility

Beyçelik Group has adopted the ‘responsible product’ approach in its companies; and therefore all the companies develop products that put customer health at the center and reduce energy consumption as well as their environmental impact, and they also carry out internal and external audits.

As for the environmental sustainability, we support a low carbon economy with AHSS (high strength steel) parts and hot forming parts at Beyçelik Gestamp. Heat pump and combi boiler projects that can operate with natural gas mixed with hydrogen are continuing at Warmhaus, and we aim to add both products to the company’s product range in 2022. With the ‘TIG dressing’ process applied in certain projects upon customer request at Gesbey, increase in fatigue strength and the tower life is ensured.

The management of chemicals at Gesbey is ensured by following the relevant laws and regulations, and we do not use the prohibited chemicals in the ‘blacklist’. We carry out quality control with dimensional and non-destructive testing (NDT / Non-Destructive Testing).

We obtain CE certificates for all products mass-produced at Warmhaus, and independent authorized institutions test and approve the devices in accordance with the relevant directives and standards. At Gesbey, on the other hand, in addition to internal process, product and quality system audits, process and product audits are also conducted by independent external institutions.

### R&D AND INNOVATION

As Beyçelik, we base our R&D and innovation activities on the sustainability approach. In this direction, we carry out the necessary activities in order to minimize our environmental impact by improving the production processes in our



In 2021, special parts for electric vehicles (Battery Tray, Battery Box) were included in the product portfolio at Beyçelik Gestamp.

Group companies, to develop environmentally friendly products with high added value, to maintain our competitiveness with an innovative approach and to meet customer expectations.

### Beyçelik Gestamp

Beyçelik Gestamp carries out its R&D activities in a wide range of areas ranging from molds and new forming technologies to joint development and new processes with its R&D Centers in 4 different locations and with different fields of activity.

In the R&D Centers with a total budget of 40 million TL, 35 patent applications have been made so far, 11 patents and 2 utility model certificates have been obtained, and contributions have been made to the scientific literature with articles. During the reporting period, 25 million TL was spent for R&D studies, and we aim to spend 40 million TL in 2022.



## CONTINUOUS DEVELOPMENT AND IMPROVEMENT

Beyçelik Gestamp gives importance to carry out its innovation activities together with all units. Innovation studies are followed through R&D Centers, Continuous Improvement Unit, Beyçelik Gestamp Academy and BEYİN Innovation Platform.

### BEYİN / Beyçelik Innovation Platform

BEYİN, the online platform launched in 2021, aims to develop an innovation culture by including all internal and external stakeholders in innovation processes. With the platform, innovative suggestions from internal and external stakeholders are evaluated systematically and objectively and analyzes can be made about innovation inputs and outputs. The platform is led by the Innovation Board, which consists of senior management employees and the Ambassadors Group, which consists of middle management staff who analyzes ideas.

### Technology Days

With the support of Beyçelik Gestamp Academy, we organize monthly programs under the name of Technology Days in order to change the perspective of employees on innovations. Technology Days, in which the industry experts participate as guest speakers, continued online during the reporting period due to the pandemic.

**Thanks to the innovation studies carried out during the reporting period, we developed new parts such as battery box and battery tray parts, which are used in the transformation of electric cars that are becoming more popular in the recent years; new materials such as thermoplastic composite materials and USIBOR2000; and new processes such as Regional Mechanical Clamping Methods.**

## CONTINUOUS DEVELOPMENT AND IMPROVEMENT

### Warmhaus

Warmhaus R&D Department works within the framework of company vision and targets, trends in the sector, global problems such as carbon footprint and climate change. The budget of the R&D department, which carries out its activities with a staff of 10 people, was realized as 2,500,000 TL for 2021.

In the reporting period, we added Recowa Smart room thermostat in our product range, which stands out in terms of energy efficiency, customer comfort, remote access, predictive maintenance, Big Data collection and analysis, and it was entitled to receive incentives under the TÜBİTAK TEYDEP program. In addition, Aquwa, a water heater with a capacity of 12 liters with low NOx emissions, was also added to its product portfolio during the period. Furthermore, with the software called FloEFD that was added to R&D inventory, we also added

the ability to perform structural analysis and Computational Fluid Dynamics simulations to our R&D capacities. In this way, we initiated studies to develop domestically very important components used in combi boilers manufactured within Warmhaus, which are currently imported from abroad.

### Gesbey

The R&D Center has the distinction of being Turkey's first R&D center in the wind turbine tower production sector. With a budget of over 3.5 million TL, the R&D Center continues its activities with 20 employees. To date, 10 patents and 4 industrial designs have been received at the center and participated in 6 national and international conferences with presentations. During the reporting period, 2 patents and 1 utility model were registered.

### University-Industry Collaborations

As Beyçelik, we believe that university-industry cooperation plays a key role in R&D and innovation studies, and we carry out university-industry collaborations in this direction. In the reporting period;

- Beyçelik Gestamp signed a cooperation protocol with Bursa Uludağ University as part of the TÜBİTAK 2244 Industry Doctorate Program studies. Within the scope of the protocol, three doctoral students will take part in scientific studies conducted within Beyçelik Gestamp.
- Gesbey and Balıkesir University and Bandırma University signed a contract and published 3 papers in this regard. 2 students from Balıkesir University Mechanical Engineering Department were supported in their master's thesis studies. There were 3 completed projects and 5 ongoing projects during the period.
- Within the scope of the cooperation between Warmhaus and Uludağ University, Warmhaus R&D team mentored Mechanical Engineering students in their undergraduate graduation projects. Within the framework of the cooperation with Sakarya University, training and consultancy services were provided to Warmhaus R&D employees, and joint design optimization studies were carried out in the domestic component production project.

## CONTINUOUS DEVELOPMENT AND IMPROVEMENT

### DIGITALIZATION

In addition to R&D and innovation activities, one of the areas we focus on as Beyçelik is digital transformation. We follow the developments in this field regularly and review our business processes in this context, and we aim to reach the highest possible efficiency and performance levels and provide competitive advantage.

In all these processes, we benefit from new generation technologies such as ERP (Enterprise Resource Planning), MES (Production Management System), Industry 4.0 and IoT (Internet of Things), Machine Learning and cloud solutions.

At Beyçelik Gestamp, most of the processes from production to logistics have been digitized, and digitalization studies are conducted together with cyber security risks. The Digital Transformation Committee is responsible from digital transformation studies. Beyçelik Gestamp participated in the SIRI (Smart Industry Readiness Index) Program, one of the most effective digital maturity assessment programs on a global scale, during the reporting period; and it was analyzed under the headings of Process, Technology and Organization.

At Warmhaus, we reviewed all processes with the “End-to-End Digitalization Strategy” and determined the digitalization projects. With the End-to-End Digitalization strategy, we aim to ensure end-to-end digitalization by putting into use the corporate resource planning processes with the S4Hana Project; customer and service processes with SAP C4C Service, SAP C4C Sales, SAP Commerce (B2B) Projects; production processes with Non SAP Projects-Production Management Systems Project (MES); loyalty processes for consumers and authorized dealers

with WH APP Applications Projects; and supplier and supply processes with the Supplier Portal Project. With Industry 4.0, Gesbey carries out digitalization studies such as receiving immediate data from machines, using industrial tablets in production areas and instant tracking of production processes online (MES).

### Information Security

The digitization of our business processes comes with increasing cyber security risks. As Beyçelik, we carry out information security studies with policies created in line with international information technology standards, particularly ISO 27001 Information Security Management System.

We support the continuity of our systems and data with different backup methods and protect our data with data loss prevention software. As part of our cyber security efforts, we implement strict encryption policies, ensure secure transmission of data using a firewall, and make use of intrusion detection and prevention systems. We use up-to-date anti-virus systems on all computers.

User awareness is also of great importance in cyber security. In this direction, we offer information security awareness trainings to our employees, and we test our employees’ awareness by sending phishing e-mails at regular intervals.

In a real cyber attack, we apply penetration tests to see the current status of the company and to test its security systems. During the reporting period, we conducted 1 penetration test and 3 digital maturity level determination studies.

## CONTINUOUS DEVELOPMENT AND IMPROVEMENT

### CUSTOMER EXPECTATIONS AND SATISFACTION

Improvement studies are implemented through customer satisfaction surveys carried out by different methods in the Group companies. At Beyçelik Gestamp, the data received through the customer portal is reported to the senior management on a weekly basis, and that data is also used as input in the action plans. In addition,

the data obtained as a result of the visits to ensure customer satisfaction is used as an important data source in meeting the quality conditions demanded by the customers.

At Gesbey, we follow the Customer Evaluation Score Card given directly by the customer according to certain criteria and the Customer Satisfaction Index based on product delivery, quality cost and nonconformity notifications

### Customer Satisfaction Studies at Warmhaus

- Complaints coming from various channels are recorded and actions are determined with reports that include root cause analysis of complaints
- Regular monthly meetings are organized with the customer satisfaction center (call center); daily operations are followed-up; call quality and call center KPIs are followed-up and improvements are made
- Improvement works are carried out for the authorized services that receive the most complaints
- Feedback and reporting meetings are organized with Quality and R&D units for the management of product-related complaints
- Supplier improvement issues are identified and organized
- Customer satisfaction surveys are conducted
- SAP C4C registered customers are asked to give a satisfaction score for the service provided to through call center calls, and customer notifications are recorded



04

# SUSTAINABILITY AT THE VALUE CHAIN



102-9

As Beyçelik, we care about extending our sustainability understanding across our entire value chain. Thus, we primarily address the issue of supply management.

Group companies operating within Beyçelik expect their quality and business ethics standards to be adopted by the entire supply chain. Accordingly, no business relationship is established with suppliers who do not sign the Supplier Code of Conduct.

In the supplier selection process at Beyçelik Gestamp; supplier selection criteria are applied with the "Supplier System Audit Form" consisting of 9 main titles and 88 questions covering areas such as quality, purchasing, human resources, environment and occupational safety. As a result of this practice, we work with suppliers who score 80% or more.

Gesbey works with suppliers who have sufficient equipment and capacity to meet the GRI (Gestamp Renewable Industries) criteria in terms of trade and quality. Supplier applications are received through the company's "Fullstep"

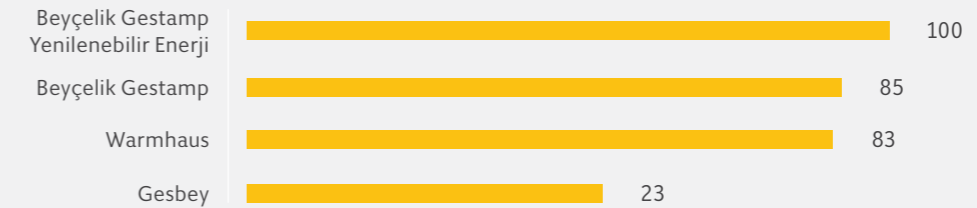
portal. Among the suppliers applying through the portal, those who meet the necessary criteria are considered as "qualified suppliers". Afterwards, an inspection or FPQ (first piece qualification) process is performed to examine whether the parts can be produced. We work with suppliers who pass this stage.

Relations with suppliers are carried out with the principle of continuous communication. The development needs of the suppliers are taken into consideration and when necessary, we provide training support to our supplier companies' employees. During the reporting period, the trainings given to suppliers at Beyçelik Gestamp include Quality Conformity Certificate Preparation, Operational System Audit and 8D trainings.

Local suppliers are prioritized in procurement processes. Thus, we reduce the risks to supply continuity and security, and contribute to the local economy at the same time. During the reporting period, there were 863 active suppliers in Group companies, 405 of which were local suppliers.

## SUSTAINABILITY AT VALUE CHAIN

### Local Supplier Ratios (%)



### Local Procurement Rate in Warmhaus Purchasing Turnover

Radiator production  
**%99**

Device (combi&condensing boilers) production  
**%37**

Auditing activities in supply management have a critical importance, and Group companies carry out supplier audit activities through various methods.

Within Beyçelik Gestamp, there are 6 different audits applied to suppliers, mainly System Audit, Process Audit and 8D audits. These audits include the audits applied in determining new suppliers, in the development of B, C and D class suppliers and in quality problems. Audit results are followed through the system, and nonconformities are closed by verifying the evidence documents submitted by the supplier. According to the audit and performance results; "suppliers with high risk" in class D and "suppliers required improvement" in class C are included in the planned development process by Beyçelik Gestamp. In addition, 8D performance indicators of C and D class suppliers are published on a monthly basis.

At Warmhaus, an annual supplier audit plan is prepared, and risk analysis reports on suppliers are published. No supplier audit was performed

**In 2021, within Beyçelik Gestamp, while a total of 191 audits to suppliers were realized, 654 development and corrective actions and 435 8D processes were managed.**

in 2021 due to the pandemic. However, in 2021, a total of 435 8Ds were opened to suppliers, and all of them were addressed and closed by suppliers.

An annual audit plan is prepared at Gesbey as well, and audits are carried out based on customer expectations, supplier needs and ISO:9001 standards. If non-compliance is detected during the audits, the supplier is given 2 weeks to rectify the non-conformity. The non-compliance is followed through the "Fullstep" portal and necessary actions are taken to prevent its recurrence. In the upcoming period, three main visits and training meetings are planned as the beginning, middle and end of the project, in order of risk and importance.

## COMBATING CLIMATE CHANGE

# 05 COMBATING CLIMATE CHANGE



As Beyçelik, we continue our operations with the awareness of the risks posed by climate change and a sense of responsibility. In this direction, we aim to implement practices aimed at reducing energy consumption and greenhouse gas emissions in the operations of our Group companies, using new and advanced technologies. We continue our operations in compliance with national and international standards.

In reducing our environmental impact, we attach importance to raising the awareness of our employees on related issues. In this context, we provided our employees with 1,199 person\*hour of environmental training during the reporting period.



In order to reduce our environmental impact and improve our performance, we spent **1,514,736 TL** on environmental management and investment in 2021.

### Emission and Energy Management

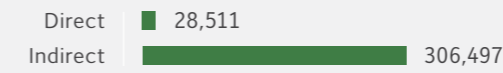
The most important cause of climate change is the increase in greenhouse gas emissions. The most prominent factor in this increase is energy consumption. With this awareness, we, as Beyçelik, know that energy should be used efficiently, thus we implement measures to reduce our energy consumption. In the upcoming reporting periods, we aim to start calculating our Scope-1 and Scope-2 emissions in detail, followed by Scope-3 emissions, to achieve our goals in this regard.

In the reporting period, we received trainings regarding the calculation and reporting of ISO 14064-1 greenhouse gas emissions and removals at the enterprise level, for our Beyçelik Gestamp operations. Studies on the calculation of emissions will be commissioned in the next reporting period.

In addition, in the reporting period, ISO 50001 Energy Management System Basic Trainings and Internal Auditor trainings were given to the relevant people in every Group company. Our goal is to apply for ISO 50001 Standard certification in 2022.

In the reporting period, our direct and indirect total energy consumption was 335,008 (GJ).

### Total Energy Consumption in 2021 (GJ)



### Water Management

Water resources have been highly affected by climate change and human-induced factors. Therefore, efficient use of water is becoming more and more important every day. As Beyçelik, we attach importance to the efficient use of water in our operations. The use of water within the scope of our operations is mainly for domestic use. In this direction, we carry out our studies for the efficient use of water in our operations. We give importance to discharging our wastewater within the legally determined limit values. Samples taken from our wastewater are inspected within this scope.

During the reporting period, our total water consumption was 84,930 m<sup>3</sup>.

In Beyçelik Gestamp, domestic water provided by OIZ is used for sink and general cleaning purposes. The use of water in the process is not efficient. In order to monitor water consumption locally, we created a water consumption map by making ultrasonic measurements with a flow meter. In this context, we started to use the gun nose tap and gun hose system in the cafeteria. At the same time, instead of valve taps in washbasins, we started to use push taps and sensor taps in some locations. In addition, the timed water urinal project was implemented in the Beyçelik Gestamp production sink, thus we aim to ensure traceability.

In Beyçelik Gestamp Yenilenebilir Enerji and Gesbey production facilities, water is used only to meet employee needs. In addition to employee use, water is occasionally used only in the correction pools of the panel radiator factory in Warmhaus operations.

### Waste Management

Within the scope of our operations to prevent waste by separating it at the source and to reduce its amount, we proceed with the goal of "zero waste" in our waste management processes. During the reporting period, our total non-hazardous waste was 153,979 tons and our hazardous waste was 314.76 tons.

	Beyçelik Gestamp	Beyçelik Gestamp Yenilenebilir Enerji	Warmhaus	Gesbey
<b>Hazardous Waste (tons)</b>				
Recovery	25.84	3.8	97.92	0.4
Landfill	0	0	0	2.25
Incineration	0	0.45	0	191.4
<b>Total</b>	<b>25.85</b>	<b>4.25</b>	<b>97.92</b>	<b>194.05</b>
<b>Non-Hazardous Waste (tons)</b>				
Recovery	151,665	0	2,373	41
Landfill	0	0	0	0
Incineration	0	0	0	0
<b>Total</b>	<b>151,665</b>	<b>0</b>	<b>2,373</b>	<b>41</b>



Our companies Beyçelik Gestamp and Gesbey hold the **"Zero Waste"** certificate.

**Our activities, products and services do not have significant impacts on areas under protection for biodiversity and areas with high biodiversity value. As a result of the studies conducted on the pre-installation and post-installation periods of Beyçelik Gestamp Yenilenebilir Enerji wind power plants, no effects on biological diversity have been reported.**

# 06 CONTRIBUTION TO SOCIAL DEVELOPMENT



Our social responsibility understanding is based on the “share what you gained” principle. With this principle, we support activities in the fields of education, health and art, directly or indirectly, and aim to contribute to society with the projects we create.

## SOCIAL INVESTMENTS

### Faik Çelik Vocational and Technical Anatolian High School

Founded in 2006 with the contributions of Beyçelik Holding and located in Yıldırım district of Bursa, Faik Çelik Vocational and Technical Anatolian High School continues its activities with the mission of raising qualified individuals who will guide the future of the vocational area. Within the scope of this project, with the support provided in 2011, a 250-person capacity Rahime Çelik Sports and Conference Hall was built with a conference room and an exhibition hall, as well as an area where the students can easily exercise sports. Students who have graduated from Faik Çelik Girls' Vocational High School and got into university are also granted scholarships by Beyçelik Holding under certain criteria.

### Uludağ University Faik Çelik Automotive Engineering Department

Uludağ University Faik Çelik Automotive Engineering Department, which was put into service in the 2011-2012 academic year with the construction and infrastructure support of Beyçelik Holding, educates qualified engineers, and supports the sector with R&D

and innovation activities as it considers automotive as a department. In addition, Beyçelik Holding also provides a scholarship to the students who are in the top five and enroll in the Automotive Engineering Department.

### Uludağ University Faculty of Theology Faik Çelik Campus

Uludağ University Faculty of Theology building, which was demolished as it was not earthquake resistant, was rebuilt by the Holding in 2012 on an area of 10 thousand square meters. In addition to the classrooms with modern equipment, the current student capacity on the campus was doubled with the new building, which includes a library, dining hall and conference halls.

### Hacı Bulduk Çelik Nursing Home

Hacı Bulduk Çelik Nursing Home, which was built with the contributions of Beyçelik Holding, was opened in 2011 to mainly serve the bedridden elderly. Bursa Metropolitan Municipality operates the nursing home which has 120 rooms.

### Uludağ University Nazlı Çelik Oncology and Chemotherapy Clinic

As part of the renovation works of the 35-year-old building of Uludağ University Medical Faculty Hospital, Beyçelik Holding undertook the construction of the Medical Oncology and Chemotherapy Unit in the Uludağ University Health Practices and Research Center Hospital Building and donated it to the University at the end of 2018.

## CONTRIBUTION TO SOCIAL DEVELOPMENT

### SOCIAL RESPONSIBILITY WORKS

#### Beyçelik Gönülden (Beyçelik From the Heart)

With the “share what you gained” principle, Beyçelik and its company employees carry out projects in the fields of education, environment and health every year with the Beyçelik Gönülden Platform, which was established in 2017 to

contribute to the society. Under the scope of Beyçelik Gönülden, employees are participating in voluntary activities which the Gönülden Committee has determined throughout the year.

### Beyçelik Gönülden 2021 Activities

#### Book Donation Campaign

As part of the 14 February International Book Exchange and Sharing Day, we carried out a book donation campaign for the students of Bursa Martyr Teacher Etem Yaşar Primary School in cooperation with Yarina Umut Ol Association. As a result of the campaign, 540 books for ages 6-11 were donated to the school.

#### Bursa Misi Village Forest Area Cleaning Project

Within the scope of 18 September World Cleanup Day, we organized an activity together with our employees and their families to clean the forest area of Bursa Misi Village.

#### Aid Campaign for Manavgat Region Affected by Forest Fires

We organized an aid campaign for the citizens who were affected by forest fires in Antalya's Manavgat district. With the campaign, we provided necessary materials for the Manavgat region via Antalya Municipality.

#### New Year Ornament Making Project for the Benefit of LÖSEV

Beyçelik Volunteers made new year decorations to be sold at the LÖSEV souvenir stands set up in the facilities of Beyçelik Group companies in December. The income from the sale of the products was donated to LÖSEV.



## CONTRIBUTION TO SOCIAL DEVELOPMENT

### Beyçelik Holding

After the forest fires that took place in various regions of Turkey in July 2021, we supported the sapling campaign carried out by the TEMA Foundation with the slogan "We Will Re-grow" in order to regenerate many forest areas. We donated 10 thousand saplings to the campaign, on behalf of the Group company employees. We also provided assistance to the fire areas under the leadership of Bursa Metropolitan Municipality and under the coordination of Bursa Chamber of Commerce and Industry.

### Beyçelik Gestamp

Beyçelik Gestamp collected 360 kg of bottle caps for the plastic cap collection campaign organized to support the Turkish Spinal Cord Paralysis Association.

Beyçelik Gestamp Running Community participated in the run organized for the benefit of the Village Schools Exchange Network (Köy Okulları Değişim Ağı - KODA).

Employees donated stem cells and blood to Kızılay.

### Beyçelik Gestamp Yenilenebilir Enerji

Beyçelik Gestamp Yenilenebilir Enerji made financial donations to Milas Municipality to support the fight against major forest fires.

Beyçelik Gestamp Yenilenebilir Enerji supported the renovation of the toilet of the primary school in Kayseri.

Financial support was given to İzmir's Selçuk District Çamlık Mahallesi Girls Sports Club to support the uniforms of the team.

Financial donations were made for the purchase of 5 desktop computers for the İzmir Governorship Provincial Directorate of Environment and Urbanization.

### Warmhaus

Warmhaus contributed to Don't Throw, Donate (Atma Bağışla) campaign, the electronic waste projects launched in 2017 in order to create an alternative fundraising activity to support more children's quality education, with the cooperation of the Education Volunteers Foundation of Turkey (TEGV) and the Informatics Industrialists' Association (TÜBİSAD).

### Gesbey

Within the scope of the cooperation with the Gönen Directorate of National Education, Gesbey organized applied trainings and seminars on technical and vocational subjects and field trips for the students of Vocational High School and Vocational High Schools in the region.

Within the cooperation with the Kızılay Balıkesir Provincial Directorate, Gesbey employees donate blood to Kızılay since 2014.

Gesbey provided tent and sleeping bag support to Bandırma 911 Search and Rescue Association.

Gesbey donated books to the "Gönen is Reading" project carried out within the scope of Balıkesir Education Quality Improvement and Monitoring Project.

## PERFORMANCE TABLES



102-8

### SOCIAL PERFORMANCE INDICATORS

Employee Demographics		2021
<b>Total Number of Employees</b>		<b>4,228</b>
	Female	267
	Male	3,961
<b>Total Number of Employees by Category</b>		
<b>White-Collar</b>		
	Female	188
	Male	717
<b>Blue-Collar</b>		
	Female	79
	Male	3,244
<b>Total Number of Employees by Contract Type</b>		
<b>Permanent</b>		
	Female	265
	Male	3,956
<b>Temporary</b>		
	Female	2
	Male	5
<b>Total Number of Employees by Employment Type</b>		
<b>Full-Time</b>		
	Female	267
	Male	3,960
<b>Part-Time</b>		
	Female	0
	Male	1

## PERFORMANCE TABLES

102-41

Employee Demographics		2021
<b>Total Number of Employees by Education Level</b>		
Primary Education		1,257
High School		1,783
Under-Graduate		374
Graduate		735
Post Graduate		77
Phd		2
<b>Total Number of Employees by Age</b>		
18-30		1,000
30-50		3,101
50+		127
<b>Senior Management Structure (Number)</b>		
Total		29
Female		1
Male		28
Local		29
18-30		0
30-50		18
50+		11
<b>Mid-Level Management Structure (Number)</b>		
Total		96
Female		15
Male		81
Local		96
18-30		1
30-50		90
50+		5
<b>Total Number of Employees Under Collective Agreement</b>		
White-Collar		0
Blue-Collar		2,942
<b>Total Number of Employees on Maternity and Paternity Leave</b>		
Female		11
Male		180
<b>Total Number of Employees Returning from Maternity and Paternity Leave</b>		
Female		6
Male		180

## PERFORMANCE TABLES

Turnover		2021
<b>Total Number of Newly Hired Employees</b>		
Female		71
Male		481
18-30		287
30-50		257
50+		8
<b>Total Number of Leaving Employees</b>		
Female		70
Male		768
18-30		311
30-50		503
50+		24
<b>Employee Development</b>		<b>2021</b>
<b>Employee Trainings - Number of Participants (person)</b>		<b>14,084</b>
White-Collar		5,275
Blue-Collar		8,809
<b>Employee Trainings - Total Hours (person*hour)</b>		74,601
White-Collar		27,154
Blue-Collar		47,447
<b>Employees Subject to Regular Performance and Career Development Evaluation</b>		
<b>White-Collar</b>		862
Female		178
Male		684
<b>Blue-Collar</b>		2,883
Female		73
Male		2,810

## PERFORMANCE TABLES

OHS	2021
<b>Committee of OHS</b>	
Number OHS Committees	6
Number of OHS Committee Members	88
Number of Employee Representatives at OHS Committee	19
<b>OHS Trainings - Number of Participants (person)</b>	
Direct Employment	24,909
<b>Occupational Disease Rate</b>	
<b>Direct Employment</b>	
Female	0
Male	0
<b>Contractor Employee</b>	
Female	0
Male	0
<b>Fatality</b>	
<b>Direct Employment</b>	
Female	0
Male	0
<b>Contractor Employee</b>	
Female	0
Male	0
<b>Number of people working in environments or tasks with a high risk of accident or occupational disease</b>	
Direct Employment	598
Contractor Employee	50

## PERFORMANCE TABLES

### ENVIRONMENTAL PERFORMANCE INDICATORS

	Beyçelik Gestamp	Beyçelik Gestamp Yenilenebilir Enerji	Gesbey	Warmhaus
<b>Hazardous Waste (ton)</b>				
Recovery	25.84	3.8	0.4	97.92
Landfill	0	0	2.25	0
Incineration	0	0.45	191.4	0
<b>Total</b>	<b>25.84</b>	<b>4.25</b>	<b>194.05</b>	<b>97.92</b>
<b>Non-Hazardous Waste (ton)</b>				
Recovery	151,665	0	41	2,373
Landfill	0	0	0	0
Incineration	0	0	0	0
<b>Total</b>	<b>151,665</b>	<b>0</b>	<b>41</b>	<b>2,373</b>
<b>Total Energy Consumption (GJ)</b>	<b>241,863</b>	<b>4,032</b>	<b>22,887</b>	<b>66,226</b>
<b>Total Water Consumption (m<sup>3</sup>)</b>	<b>56,238</b>	<b>10,095</b>	<b>248</b>	<b>18,349</b>



## GRI CONTENT INDEX

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Ethics and Integrity	
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102-17	Business Ethics and Anti-Corruption p.9-10
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102-19	Sustainability Management p.12
102-20	Sustainability Management p.12
102-21	Relations with Stakeholders p.16
102-29	Risk Management p.8 ; Sustainability Management p.12
102-30	Risk Management p.8 ; Sustainability Management p.12
102-31	Risk Management p.8 ; Sustainability Management p.12
102-32	Sustainability Management p.12
Stakeholder Engagement	
102-40	Relations with Stakeholders p.16
102-41	Social Performance Indicators p.42
102-42	Relations with Stakeholders p.16
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Reporting Practices	
102-45	About the Report p.1
102-46	About the Report p.1
102-47	Sustainability Management p.12
102-48	GRI Content Index: None
102-49	About the Report p.1
102-50	About the Report p.1
102-51	GRI Content Index: The report is Beyçelik Holding's first Sustainability Report.
102-52	GRI Content Index: Annual reporting
102-53	Contact: Inside Back Cover
102-54	About the Report p.1
102-55	GRI Content Index: p.46
102-56	GRI Content Index: No external audit was received.



102-10; 102-46



Disclosures	Descriptions and Page Numbers
<b>GRI 101: Foundation 2016</b>	
<b>GRI 102: General Disclosures 2016</b>	
<b>Corporate Profile</b>	
102-1	About the Report p.1
102-2	About Beyçelik Holding p.3
102-3	Contact: Inside Back Cover
102-4	About Beyçelik Holding p.3
102-5	About Beyçelik Holding p.3
102-6	About Beyçelik Holding p.3
102-7	About Beyçelik Holding p.3
102-8	Social Performance Indicators p.41
102-9	Sustainability at the Value Chain p.34
102-10	GRI Content Index: There were no significant changes.
102-11	Risk Management p.8
102-12	Corporate Memberships p.17
102-13	Corporate Memberships p.17

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

## GRI CONTENT INDEX

Material Issues		
Standard	Disclosures	Descriptions and Page Numbers
<b>Corporate Reputation</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Corporate Governance p.10-12
	103-2 The Management Approach and its Components	Corporate Governance p.10-12
	103-3 Evaluation of the Management Approach	Corporate Governance p.10-12
<b>Corporate Governance</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Corporate Governance p.10-12
	103-2 The Management Approach and its Components	Corporate Governance p.10-12
	103-3 Evaluation of the Management Approach	Corporate Governance p.10-12
<b>Risk Management</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Risk Management p.8-9
	103-2 The Management Approach and its Components	Risk Management p.8-9
	103-3 Evaluation of the Management Approach	Risk Management p.8-9
<b>Business Ethics</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Business Ethics and Anti-Corruption p.9-10
	103-2 The Management Approach and its Components	Business Ethics and Anti-Corruption p.9-10
	103-3 Evaluation of the Management Approach	Business Ethics and Anti-Corruption p.9-10
GRI 205: Anti-Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Anti-Corruption p.10
<b>Sustainability at the Value Chain</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Sustainability at the Value Chain p.34-35
	103-2 The Management Approach and its Components	Sustainability at the Value Chain p.34-35
	103-3 Evaluation of the Management Approach	Sustainability at the Value Chain p.34-35
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability at the Value Chain p.35
<b>Contribution to Social Development</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Social Development p.38-40
	103-2 The Management Approach and its Components	Social Development p.38-40
	103-3 Evaluation of the Management Approach	Social Development p.38-40
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Social Development p.38

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Customer Expectations and Satisfaction		
Standard	Disclosures	Descriptions and Page Numbers
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Customer Expectations and Satisfaction p.33
	103-2 The Management Approach and its Components	Customer Expectations and Satisfaction p.33
	103-3 Evaluation of the Management Approach	Customer Expectations and Satisfaction p.33
<b>Continuous Development and Improvement</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Continuous Development and Improvement p.29-32
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	103-3 Evaluation of the Management Approach	Continuous Development and Improvement p.29-32
<b>Combating Climate Change</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Combating Climate Change p.36
	103-2 The Management Approach and its Components	Combating Climate Change p.36
	103-3 Evaluation of the Management Approach	Combating Climate Change p.36
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Emissions Management p.37
GRI 303:Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management p.37
	303-5 Water Consumption	Water Management p.37
<b>Reducing Environmental Impacts</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Combating Climate Change p.36
	103-2 The Management Approach and its Components	Combating Climate Change p.36
	103-3 Evaluation of the Management Approach	Combating Climate Change p.36
GRI 306: Waste 2020	306-3 Waste Generated	Waste Management p.37
<b>Employee Rights, Development</b>		
GRI 103: Management Approach 2016	103-1 Explanation of the Material Topic and its Boundary	Work Life p.18
	103-2 The Management Approach and its Components	Work Life p.18
	103-3 Evaluation of the Management Approach	Work Life p.18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Social Performance Indicators p.43
	401-3 Parental leave	Social Performance Indicators p.44
	404-1 Average hours of training per year per employee	Work Life p.21
GRI 404:Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators p.43
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Corporate Governance p.11
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Corporate Governance p.11

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GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety p.27
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Equality and Diversity at Work		
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	103-2 The Management Approach and its Components	Work Life p.18
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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance Indicators p.41-42
	405-2 Ratio of basic salary and remuneration of women to men	Work Life p.18



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