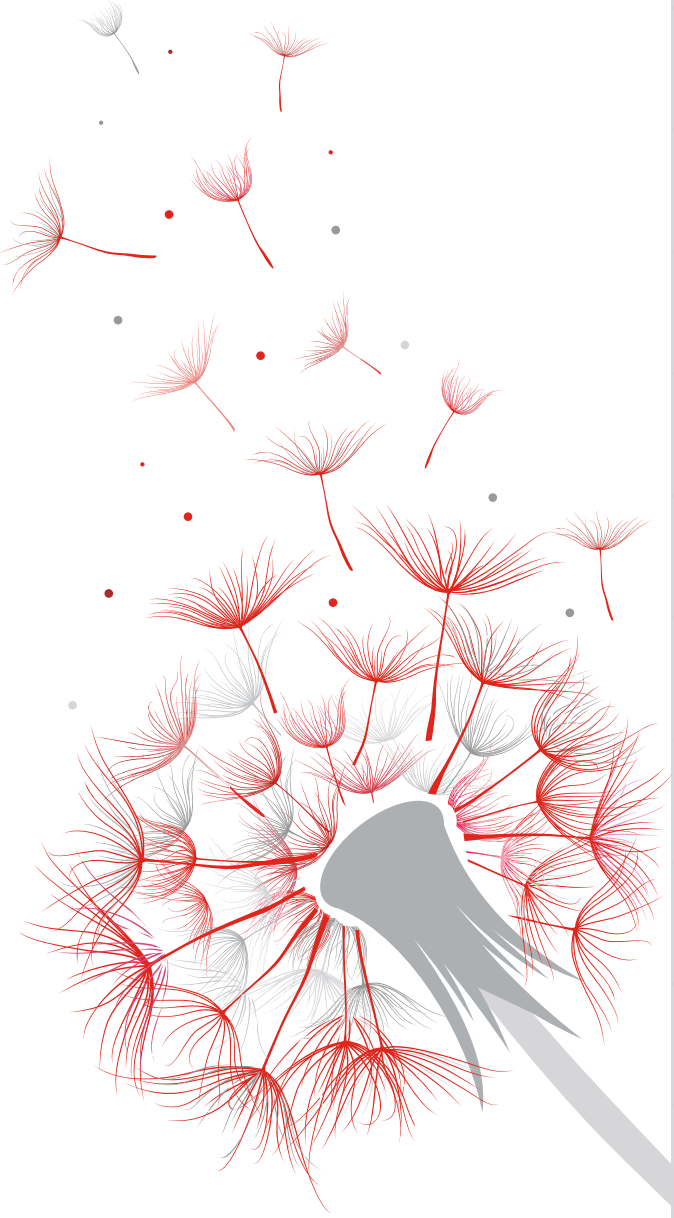


2022
SUSTAINABILITY REPORT



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ABOUT THE REPORT

Beyçelik Holding's second sustainability report, Beyçelik Holding 2022 Sustainability Report, was created to share the holding's performance in relation to sustainability goals set with the help of stakeholders to minimize the negative social, economic, and environmental effects of its operations.

This report has been prepared to include the activities of Beyçelik Gestamp Otomotiv A. Ş., Warmhaus Isıtma ve Soğutma Sistemleri San. A. Ş., Beyçelik Gestamp Yenilenebilir Enerji Üretim A. Ş. and Gesbey Enerji Türbini Kule Üretim Sanayi ve Ticaret A. Ş. operating under Beyçelik Holding between the dates of 1 January 2022 and 31 December 2022. The "About Beyçelik Holding" section provides information on all holding companies and their subsidiaries in order to provide an overview of the holding.

This report has been prepared in Turkish and English in conformance with GRI Standards and posted on the website of Beyçelik Holding. 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



Baran Çelik
Vice Chairman of the Board of
Directors / CEO

Dear Stakeholders,

With more than 40 years of experience, we are diligently working in the automotive, energy, air conditioning, and insurance industries to contribute to the economic growth of our country. As Beyçelik Holding, we are aware of its obligations not only to the nation but also to the rest of the world.

After the establishment of the Sustainable Development Goals by the United Nations, the only indicator of a company's success is the importance it places on sustainability, not financial growth. With the goal of creating value for all of our stakeholders, we conduct sustainability-focused actions in our group companies beginning in 2021 by making our ongoing efforts more systematic and objective-oriented.

In 2022, we continued to rapidly expand our production capacity by investing in new factories, while managing the economic, environmental, and social impacts of our ongoing activities in accordance with the sustainability strategy we established with the goal of becoming a group that contributes to society and the environment.

In 2022, we continued to manage our material sustainability issues with Employees, Innovation, Value Chain, and Environment as our primary focuses. With our main focus on Employees, we aimed to increase employee satisfaction and provide them with an equitable and developmental working environment; with our "Innovation" focus, we continued our R&D, digitalization, and innovation efforts to maximize customer satisfaction; with our "Value Chain" focus, we endeavored to expand the sustainable value chain; and with our "Environment" focus, we advanced our group companies' goals of combating climate change and co-creating a sustainable society.

In 2022, we exercised the utmost care across all of our group entities in order to achieve the short- and medium-term sustainability objectives we established in 2021. This report details our sustainability performance in 2022.

Do not forget that companies of today can only progress into the future to the extent that they place a high value on sustainability, and they can only achieve success if they collaborate with the value chains in which they participate. At this point in time, I would like to express my sincere appreciation to all of our stakeholders, notably our employees, for their contribution and support throughout our journey toward sustainability.

ABOUT BEYÇELİK HOLDING

Beyçelik, founded in 1976, provides world-class service to a diverse clientele, including subsidiaries and multinational corporations as well as individuals in the fields of automotive, energy, air conditioning, and insurance. Today, Beyçelik continues its activities with a total of 12

production facilities, 23 companies and 5 thousand 500 employees. The head office of the holding is in Bursa and the management office is in Istanbul.



Vision

To be a reputable global company known for its entrepreneurship and reliability in every sector of its operations.



Mission

To grow a profitable business by continually improving operational and financial performance without ever 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 respond to each of them to them in a timely manner providing them with added value developing our business.

We are open minded and positive

We conduct our business with passion and strive for successful results, maintaining a positive approach in our relations with others. We recognize everyone's contribution and opinion.

We improve our business ourselves and the environment

We continuously look for ways to facilitate business and improve both ourselves and our business partners. We ensure quality with a systematic approach to business, making the necessary changes to any work job when required and implementing different methods and Technologies

We are fair and reliable and our intentions are reflected in our actions

We base all of the decisions made for the company on objective data. We provide equal opportunities to everyone and consider justice above all.

HOLDING COMPANIES

Beyçelik Gestamp

Beyçelik Gestamp, which designs, develops, and manufactures molds, 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. The Beyçelik Gestamp, with its 5 legal companies, continues its activities in 6 different locations, Bursa, Gebze and Romania, on a total area of 242 thousand square meters. In addition to direct product exports, Beyçelik Gestamp exports project-based sheet metal forming molds and equipment to over 30 countries on 5 continents. There are a total of four R&D Centers at Beyçelik Gestamp, which conducts studies to create new products and technologies.



Warmhaus

Warmhaus, which was founded in 1996, produces panel radiators, combi boilers, water heaters, and wall-hung condensing boilers. Warmhaus manufactures its products in the Bursa Nilüfer Organized Industrial Zone, where its 27000 m² panel radiator and 8000 m² device production facilities are outfitted with modernized systems. Products produced with 100% domestic capital are exported to more than 40 countries. The company's 2017 overseas investments included the opening of a sales office and warehouse in the United Kingdom, one of the largest markets in Europe. As a result of its extensive service and sales network throughout Turkey, it is able to swiftly and efficiently meet the heating requirements of consumers.



HOLDING COMPANIES

Gesbey

Gesbey Enerji Türbini Kule Üretim Sanayi ve Ticaret A.Ş. was founded in 2010 through the collaboration of Beyçelik Holding and Spanish Gestamp Wind Steel. It continues its wind turbine tower production operations in a 94,500-square-meter facility in the Bandırma Organized Industrial Zone. Gesbey, which has the highest production capacity for wind turbine towers in Turkey, has an annual production capacity of 320 towers. It has produced 95 distinct varieties of wind turbine towers with a power range of 1.6 MW to 4.5 MW and a height range of 76 m to 120 m since it began mass production in August 2011. Gesbey exports its products to 15 countries. It has been working on the tower design in the R&D Center established in 2019. With this capability, it is one of the few turbine tower manufacturing companies in Turkey and the world that can design wind turbine towers.



Beyçelik Gestamp Renewable Energy

The subsidiaries of Beyçelik Gestamp Renewable Energy, which was established in August 2009 as a joint venture of Gestamp Wind and Beyçelik Holding, to operate in the fields of electricity generation and trade using wind energy and renewable energy resources; are BAK Enerji Üretimi A.Ş., SABAŞ Elektrik Üretim A.Ş. and YGT Elektrik Üretim A.Ş. Beyçelik Gestamp Renewable Energy has three wind energy facilities with a total capacity of 128.5 megawatts, located in Turguttepe, Yahyalı, and Adares. The 4th project, which is still under construction, is located in Karacabey district of Bursa.

As a result of a change in the company's shareholding structure in 2023, Beyçelik Elawan Renewables Yenilenebilir Enerji Üretim became the company's official name.



BEYÇELİK IN NUMBERS



AWARDS / ACHIEVEMENTS

AWARDS



LISTS

Beyçelik Holding's 3 Group Companies are included In The List Of "500 Largest Industrial Enterprises Of Turkey 2021" By Istanbul Chamber Of Industry (ISO):

Beyçelik Gestamp Otomotiv was included in the list as Turkey's **176th** largest industrial enterprise.

Beyçelik Gestamp Şasi was included in the list as Turkey's **396th** largest industrial enterprise.

Warmhaus is Turkey's **487th** largest industrial establishment.

2 Group Companies are included in TIM Turkey's "The Top 1,000 Exporters" List:

Beyçelik Gestamp Otomotiv, ranks **54th** on the automotive industry ranking, while Beyçelik Gestamp Şasi is in **82nd** position.

Beyçelik Gestamp Otomotiv, ranks **520th** in the general ranking, while Beyçelik Gestamp Şasi is in **657th** position.

2021 (Bursa Chamber Of Commerce And Industry) 2 Group Companies are included in the " BTSO 250" list:

Beyçelik Gestamp Otomotiv ranks **3rd** in its sector, and is Bursa's **17th** largest industrial enterprise in the main list.

Warmhaus ranks **3rd** in its sector, and is Bursa's **50th** largest industrial enterprise.



CORPORATE GOVERNANCE

for the Holding and its group companies and a decline in demand for their products and services. The Department of Corporate Communications engages in continuous and effective stakeholder communication regarding reputational risks. The department has prepared a "Crisis Communication Document" for group companies that includes possible reputational damage scenarios and information on how to manage processes.

The ISO 27001 Information Security Management System has been implemented to minimize and ensure the continuity of information security risks, which have become one of the most significant risks to be managed in light of today's rapidly developing technologies. Within the framework of this system, an inventory list is maintained for risk analysis, which includes business processes and information technologies; the asset value is determined and categorized based on the confidentiality, integrity, and accessibility of the inventories. The risk score is determined by considering the severity and probability of potential asset-related risks. For those who exceed the permissible level of risk, actions are taken and adhered to.

INTERNAL AUDIT AND CONTROL

Beyçelik Holding's Internal Audit Directorate was established to create an effective internal audit mechanism and to evaluate all company processes and operations independently and objectively. The "Internal Audit Procedure" and "Abuse Procedure" define in writing the work flow, job description, and authorities of the Internal Audit Directorate.

Internal Audit Directorate; to safeguard the rights and interests of the holding and its group companies, it conducts four major audits: "Performance Audit", "Process Audit", "Financial Audit", and "Information Technology Systems Audit," in accordance with the Annual Audit Plan. Audits within the scope of International Internal Audit Standards are conducted with constructive, value-added, result-oriented, and process improvement reports, and improvement areas and suggestions identified during the audits are communicated to the Board of Directors with action plans taken from the business units, and the actions are tracked until completion. In addition to the internal audit, independent external audits

are also carried out. Internal Audit Directorate; provides advisory services to the holding and group companies by conducting independent and objective audits to ensure compliance with laws and regulations, corporate policies and strategies, and by developing recommendations against existing risks.

WORK ETHICS AND ANTI-CORRUPTION

All activities in Beyçelik Holding-affiliated group companies are conducted in accordance with the law, in accordance with ethical principles, and with an egalitarian and equitable approach. Activities are managed with an awareness of accountability, and a fair working environment is sought by requiring employees to adhere to the norms of business ethics. Beyçelik Holding Code of Business Ethics is an indispensable set of principles designed to systematize the relationships of all employees with one another, their customers, their suppliers, and other stakeholders. The newly developed Code of Business Ethics has been declared to all employees and is distributed as a booklet to newly hired personnel. In addition, employees receive anti-corruption and business ethics training to help them internalize the Code of Business Ethics and increase their awareness of the subject.



A total of
757 person*hours
of ethics training was
provided in group companies.

01 CORPORATE GOVERNANCE

Beyçelik Holding adopts a corporate management approach that is respectful of human rights, open to innovations, constructive, fair and transparent. By incorporating the corporate governance approach into business operations, this creates an inclusive and equal business environment for everyone.

Beyçelik Holding Board of Directors is responsible for the management of the group at the highest level. Beyçelik Holding's CEO also serves as the Vice Chairman of the Board of Directors. The Board of Directors, which consists of 4 members, is responsible for determining the highest level strategic decisions of the group. Members of the Board of Directors hold board memberships in different companies of the group.

The Board of Directors is responsible for determining corporate and strategic objectives, as well as for managing risks. The chief executive officer of Beyçelik Holding is responsible for ensuring the strategic plan approved by the board of directors is implemented.

RISK MANAGEMENT

For Beyçelik Holding and its group companies, the director oversees the necessary efforts to manage the group's existence, brand

reputation, continuity of operational processes and development in line with business objectives, capital management, identification of potential risks and opportunities, and action-based management.

Beyçelik Holding Board of Directors is the body responsible for risk management at the highest level. The relevant departments of the group companies prepare reports containing current and potential risks and action plans for risks in annual and five-year projections, and these reports are submitted to the Beyçelik Holding Board of Directors for approval at varying intervals depending on their type and content. In line with risk management reports, the Board of Directors monitors the taking of necessary measures and actions.

In the context of risk management, compliance with the budget plans of the group companies is also monitored and managed. Group companies prepare and ratify annual budget plans in the last quarter of each year. Monthly and quarterly compliance audits of the prepared budget plans are performed on the group companies throughout the year.

The Corporate Communications Department of the Holding monitors and manages reputation risks that will result in a loss of social prestige

CORPORATE GOVERNANCE

Internal Audit examines the level of compliance with the internal business ethics principles. The process of complying with ethical rules is initially the responsibility of the employees, followed by the administrators who are expected to oversee compliance. The Beyçelik Ethics Committee and Internal Audit Directorate oversee, report on, and monitor the implementation of ethical standards and the fight against corruption.

The establishment of an Ethics Line enables employees to report unethical or unlawful conduct. Employees can send all their notifications directly to the Beyçelik Ethics Committee via the e-mail address "etik@beycelik.com.tr", phone number 0216 300 16 17.

In addition to employees, third parties can also report to the Beyçelik Holding Ethics Line. In accordance with the "Ethics Committee Working Principles", the Ethics Committee investigates reports with confidentiality and objectivity. Disciplinary procedures are used to identify situations that violate ethical guidelines.

To prevent corruption at Beyçelik Holding, the principle of "separation of duties" has been implemented in business processes, and the necessary control points have been established. Through internal audit processes, the Beyçelik Ethics Committee and the Internal Audit Directorate continuously monitor the operation

and functionality of business processes. In addition to internal auditing, independent audit teams annually examine the company's business processes and financial statements.

During audits, corruption and extortion risks are identified, control systems are evaluated in relation to the occurrence of these risks, and corrective actions are taken as required. During the period covered by this report, no corruption cases were confirmed.

STAKEHOLDER RELATIONS

Stakeholders have a great influence on the success of a company. Every individual, organization, and community that affects Beyçelik's activities and is affected by them is considered a Beyçelik stakeholder. Although the definitions of Beyçelik's key stakeholders differ depending on the sectors and functions in which they operate, they can be roughly categorized as internal and external.

Each stakeholder group's expectations and requirements are analyzed in depth, and the impact of stakeholders on Beyçelik Holding and their relationships with the company are determined. Contact is made with stakeholders at various times and on various platforms in order to provide them with detailed information about companies, 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

Balikesir Chamber of Industry (BSO)
 Bursa Business Women and Managers Association (BUIKAD)
 Bursa Chamber of Commerce and Industry (BTSO)
 Gönen Chamber of Commerce (GTO)
 Milas Chamber of Commerce and Industry (MITSO)
 TAYSAD Automotive Suppliers Association
 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 Mold Manufacturers Association (UKUB)
 Yahyalı Chamber of Commerce (YTO)

SUSTAINABILITY MANAGEMENT

Environmental, social, and governance risks are evaluated in Beyçelik Holding and its group companies, activities are conducted in accordance with the sustainability approach and policy, and the company seeks to continuously enhance the value chains in which it participates and the value it creates for its stakeholders.

To create sustainable value, the Holding and its affiliated group companies align their activities with the United Nations Sustainable Development Goals, with the aim of ensuring fundamental human rights, equality, and social welfare, and reducing our impact on climate change, under the direction of the Sustainability Committee.

The works carried out in accordance with the sustainability approach and goals of the holding

and group companies are followed up by the Sustainability Committee. The Committee chaired by Beyçelik CEO; consists of relevant function directors and company general managers.

In order to monitor and report the sustainability efforts of the group companies in a comprehensive manner, the Corporate Communications Manager has established four different working groups, namely "Employees", "Innovation", "Value Chain", and "Environment", in accordance with the sustainability priorities and current needs. The administrators of the holding and group companies' Human Resources, Purchasing, Quality, Logistics, Data Processing, Corporate Communications, Sales and Marketing, and Research and Development are included in the created working groups.

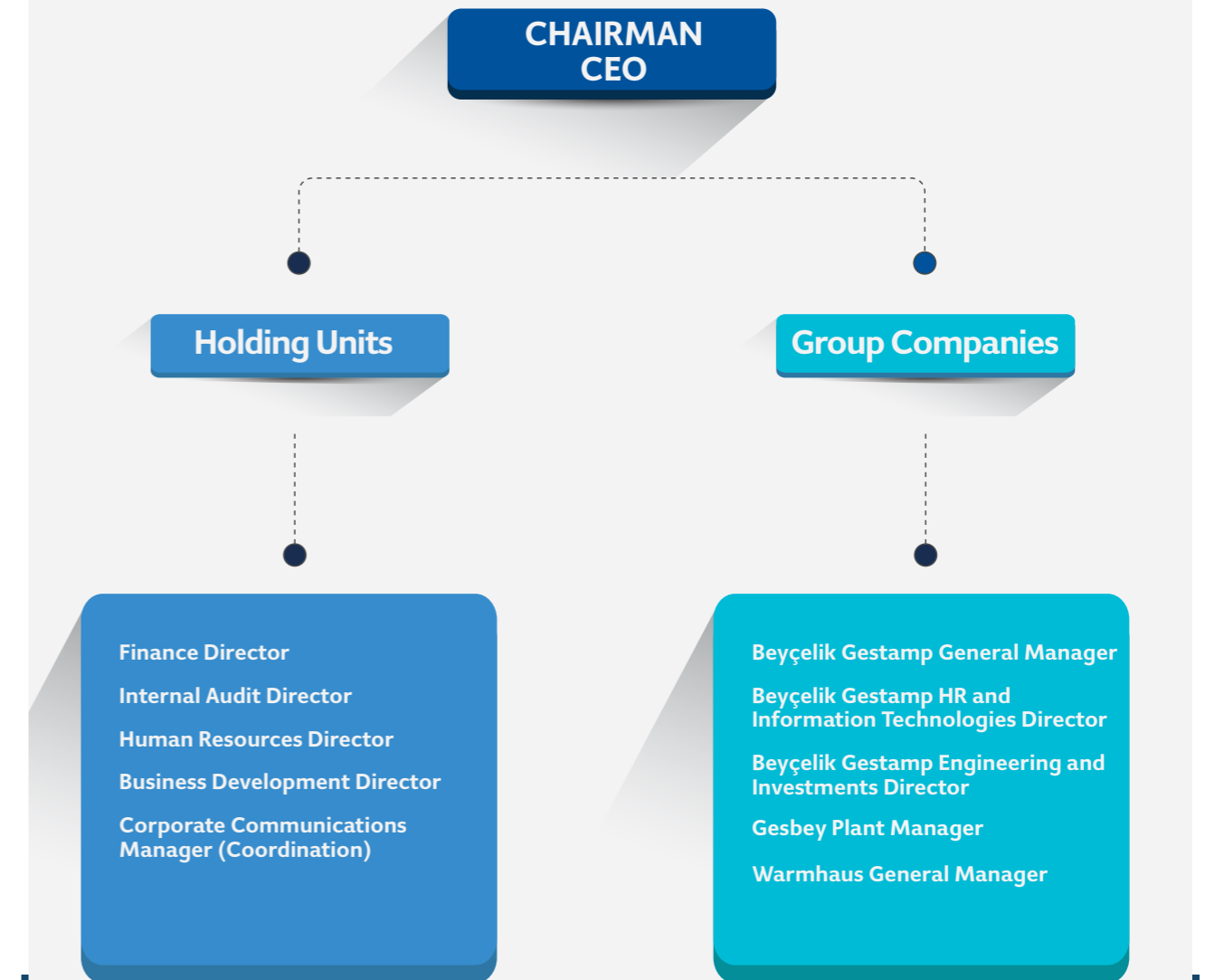
CORPORATE GOVERNANCE

SUSTAINABILITY COMMUNICATION

The concept of the desk calendars distributed to desk-based employees in 2022 is based on sustainability principles. In this calendar, a special day created by the United Nations within the ambit of Sustainability Principles to raise awareness is included, and its purpose is to raise the employees'

awareness of the subject. In addition to this labor, all employees were provided with the month-specific visuals via the intranet system Beyçelik Communication Platform (BIP). An article series on sustainability was also published in the magazine Potential, the corporate publication of Beyçelik, which is published quarterly.

SUSTAINABILITY COMMITTEE



CORPORATE GOVERNANCE

SUSTAINABILITY POLICY AND STRATEGY

With the participation of internal and external stakeholders, a comprehensive study was conducted to determine the 2021 sustainability strategies and objectives. Taking into account the findings of this study, the Sustainability Committee determined current sustainability issues and

objectives. Future plans will continue to be evaluated together with stakeholders. In this context, it is planned to take the opinions of the stakeholders every two years. The prioritization study of sustainability issues will be revised in 2023 to include both employees and the stakeholders with whom they interact.

The sustainability priorities determined as a result of all these processes in 2021 are as follows:



CORPORATE GOVERNANCE

WITH THE BEYÇELİK GROUP OF COMPANIES SUSTAINABILITY POLICY;

- Developing sustainable products and services with high quality and safety standards to maintain the highest level of consumer satisfaction by exceeding their expectations.
- To manage operations and stakeholder relations with an approach to corporate governance based on transparency and accountability, and to observe business ethics at all times.
- To take the necessary precautions by continually evaluating the risks related to the priorities with a proactive mindset and a pro-active stance.
- Implement practices that will broaden the business ethics, quality, and sustainability approach throughout the entire value chain, particularly the supply chain.
- Developing 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.
- Carry out uninterrupted efficiency and development projects that reduce/minimize environmental impact in the context of combating climate change.
- Uninterruptedly implementing operational excellence projects to guarantee efficient resource utilization
- Improving the efficacy of Occupational Health and Safety in consideration of national and international standards
- To continuously diversify contemporary human resources practices so as to be the employer of choice among employees.
- Providing employees with opportunities for continuous improvement and equal working conditions
- To oppose all forms of discrimination, forced and compulsory labor, and child labor in accordance with international human rights principles.
- It is committed to implementing social responsibility initiatives that contribute to the development and welfare of society.

CORPORATE GOVERNANCE

Under the Main Sustainability Policy, the approach to sustainability determined in light of material issues is comprised of five major headings.

Work Life

By organizing business life with "employee" as the primary focus, the company aims to provide a safe, egalitarian, and inclusive workplace where employees can grow professionally while working in serenity and happiness.

Responsible Working Group: Employees



Continuous Development and Improvement

By integrating R&D, innovation, and digitalization into its operations, it intends to develop products that meet the sector's requirements, have a high level of product quality and variety, and increase its competitiveness.

Responsible Working Group: Innovation



Sustainability at the Value Chain

It seeks to disseminate responsible production and consumption behaviors and establish long-term cooperation by demonstrating a commitment to business ethics, quality, and sustainability in all value chains it influences, particularly the supply chain.

Responsible Working Group: Value Chain



SUSTAINABILITY POLICY

Contribution to Social Development

In order to fulfill its responsibilities to society, it seeks to create lasting value by supporting social welfare through social responsibility projects in diverse disciplines, including culture, art, education, health, and the environment.

Responsible Working Group: Employees



Combating Climate Change

By placing the understanding of combating climate change at the center of operations, it manages each phase of extant business processes in a manner that minimizes their environmental impact. It intends to make the incorporation of risk and opportunity analyses of the financial effects of climate change a group-wide priority.

Responsible Working Group: Environment



CORPORATE GOVERNANCE

SUSTAINABILITY GOALS

The sustainability priorities, which were determined in 2021 with the active participation of

internal and external stakeholders and approved by the Sustainability Committee, were accepted in the same manner this year, and the necessary work to achieve the goals was initiated.

Employee Main Focus Goals	Performance Indicators	Time			SDGs
		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Employee Development					
Providing Leadership Development Trainings	Training hour / person*hour	●			4, 12
Improving Talent Management Indicators	Critical position backup rate- Employee turnover rate- Talent pool promotion rate- Talent pool development plan realization rate- Backup of all administrative level rate	●	●	●	12
Developing an Interdepartmental Rotation Process to Promote Career Development in Group Companies	Rotation rate		●		12
Dissemination of Young Talent Programs in Group Companies	Candidate-departmental job fit satisfaction Ratio of young talents included in the program among promotions		●		4
Employee Engagement and Satisfaction					
Increasing Employee Engagement and Satisfaction	Employee engagement survey score	●	●	●	8
Recognition and Reward Renewal of the System, Making it Work	Budget compliance rate-Survey results	●			8
Employer Brand	Employer branding studies	●			8, 10
Occupational Health and Safety					
Reaching the Zero Accident Goal	Zero accident	●	●	●	3, 8
Increasing OHS Trainings	OHS training hour / person*hour	●	●	●	4
Diversity and Inclusion					
Considering Different Needs for the Creation of Working Spaces on Equal Conditions	Female employee satisfaction rate-Diversity indicators	●			5, 10
Creating Awareness of Gender Equality and Conducting Awareness Studies	Training hour / person*hour	●			5
Establishing Mechanisms for Combating Violence	Training hour / person*hour	●			5
Implementation of Practices That Increase Equal Opportunities in Recruitment	Female employment in new recruitment- Return to work rate after birth	●			5, 10
Increasing the Ratio of Women at Management Level			●		5, 10

CORPORATE GOVERNANCE

Continuous Development and Improvement Goals	Performance Indicators	Time			SDGs
		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Digitalization		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing the Savings Provided by Digitization	TL saving Energy saving Person*hour saving		●		
Increase in Digitization Rate	Digitization rate		●		
R&D		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing Savings Through R&D	TL savings Energy savings Person*hour savings Raw material savings		●		
Increasing Cooperation with Universities	Number of universities	●	●	●	
Innovation		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing the Savings Provided by Innovation Applications	TL savings Energy savings Person*hour savings Raw material savings	●	●	●	
Industry 4.0.		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing the Number of Projects in the Scope of Industry 4.0.	Number of projects		●	●	

Value Chain Main Focus Goals	Performance Indicators	Time			SDGs
		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Supplier Development, Audit and Performance		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Supplier Performance Development	Supplier training person*hour Number of supplier audits Supplier classification Supplier delivery performance	●	●	●	
Customer Satisfaction		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing and Sustaining Customer Satisfaction	Customer satisfaction rate	●	●	●	
Local Supply		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing the Locality Rate	Locality rate		●	●	
Product and Service Security		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Standards Subject to and Ensuring Legal Compliance	Full compliance	●	●	●	

CORPORATE GOVERNANCE

Environment Main Focus Goals	Performance Indicators	Time			SDGs
		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Environmental Management Systems		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Environment in Group Companies Increasing Certifications	Number of certifications		●		
Energy and Emission Management		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Scope 1-2-3 Emissions Calculation	Emission values		●		
Energy Efficiency Projects Dissemination	Number of projects Energy savings achieved through projects		●		
Use of Renewable Energy Increase	Increase in total energy consumption (%)			●	
Reducing the Amount of Energy Use	GJ decrease	●	●	●	
Water Management		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Increasing the Efficient Use of Water	Decrease in the amount of water used (%)	●	●	●	
Waste Management		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Making the Practices Required by "Zero Waste" Certification Sustainable	"Zero Waste" certificate rate	●	●	●	
Organizing Employee Trainings on Separation of Wastes at Source	Training hour / person*hour	●			

Contribution to Social Development	Performance Indicators	Time			SDGs
		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Beyçelik Volunteer		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Volunteer Activities	Number of project Voluntary participants	●	●	●	
Support Education		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Scholarship	Allocated budget	●	●	●	
Financial Support For Educational Institutions	Allocated budget	●	●	●	

WORK LIFE

SUSTAINABILITY GOALS WITH MAIN EMPLOYEE FOCUS

Employee Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1year)	Medium Term (<1year-3year)	Long Term (>3+year)	
Employee Development					
Providing Leadership Development Trainings	Training hour / person*hour	●			Leadership development trainings are planned to be given in 2023.
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	●	●	●	The employee turnover rate in all companies is 19%.
Developing an Interdepartmental Rotation Process to Promote Career Development in Group Companies	Rotation rate		●		A special program to support the rotation process between group companies is planned to be put into use in 2023.
Dissemination of Young Talent Programs in Group Companies	Candidate-departmental job fit satisfaction Ratio of young talents included in the program among promotions		●		- A total of 341 young talents benefited from the internship program implemented in Beyçelik Gestamp and Warmhaus. - 20 university students participated in the Beyçelik Gestamp Young Friend Program. -The internship programs implemented for the development of young talents are planned to be implemented in all group companies in 2023.
Employee Engagement and Satisfaction					
Increasing Employee Engagement and Satisfaction	Employee engagement survey score	●	●	●	Beyçelik Gestamp Employee Engagement Survey result is 56.47%. The result of the Gesbey Employee Engagement Survey is 63.6%. Beyçelik Gestamp will conduct Employee Engagement Surveys every year, and Gesbey every 2 years. Warmhaus Employee Engagement Survey is planned to be conducted in 2023.
Recognition and Reward Renewal of the System, Making it Work	Budget compliance rate-Survey results	●			Seniority Award Ceremonies were held at Beyçelik Gestamp, Warmhaus and Gesbey. The awards distributed at the Seniority Award Ceremonies at Beyçelik Gestamp were 3% more than the determined budget.
Employer Brand	Employer branding studies	●			Research and development studies have been completed in Beyçelik Gestamp and Warmhaus to develop the employer brand, and these studies are planned to be implemented in 2023.



02 WORK LIFE

One of the most important factors in the success of an institution is its employees. Beyçelik Holding and its affiliated group companies, by organizing business life with “**employee**” as the central focus, the company is committed to providing its employees with an egalitarian and inclusive workplace where they can grow professionally while working in serenity and happiness, and continues to work in this direction.

With an employee-oriented approach, holding and affiliated companies view employees as owners, not as part of the production chain, and strive for employees to develop themselves and contribute to the organization in a manner that strikes a balance between company objectives, organizational requirements, and individual objectives. The **OKR-based Performance Management System** implemented throughout the Group also supports this approach.

The Human Resources Directorate of Beyçelik Holding develops various human resources practices to ensure workplace order and seeks to implement, expand, and standardize these practices across group companies.

In the **Human Rights Policy** created by the Human Resources Department of Beyçelik Holding, which was guided by the Universal Declaration of Human Rights, ILO Conventions, and the United Nations Global Compact;

- Respect for People, Equal Opportunity
- Working Hours and Wages
- Occupational Health and Safety
- Training and Development
- Forced Labor and Child Labor
- Forced Labor and Child Labor
- The Right to Form a Union and Collective Bargaining
- Environment
- Data Privacy

was prepared and put into effect. It is aimed that this policy be adopted by all employees including senior management, in all group companies.

WORK LIFE

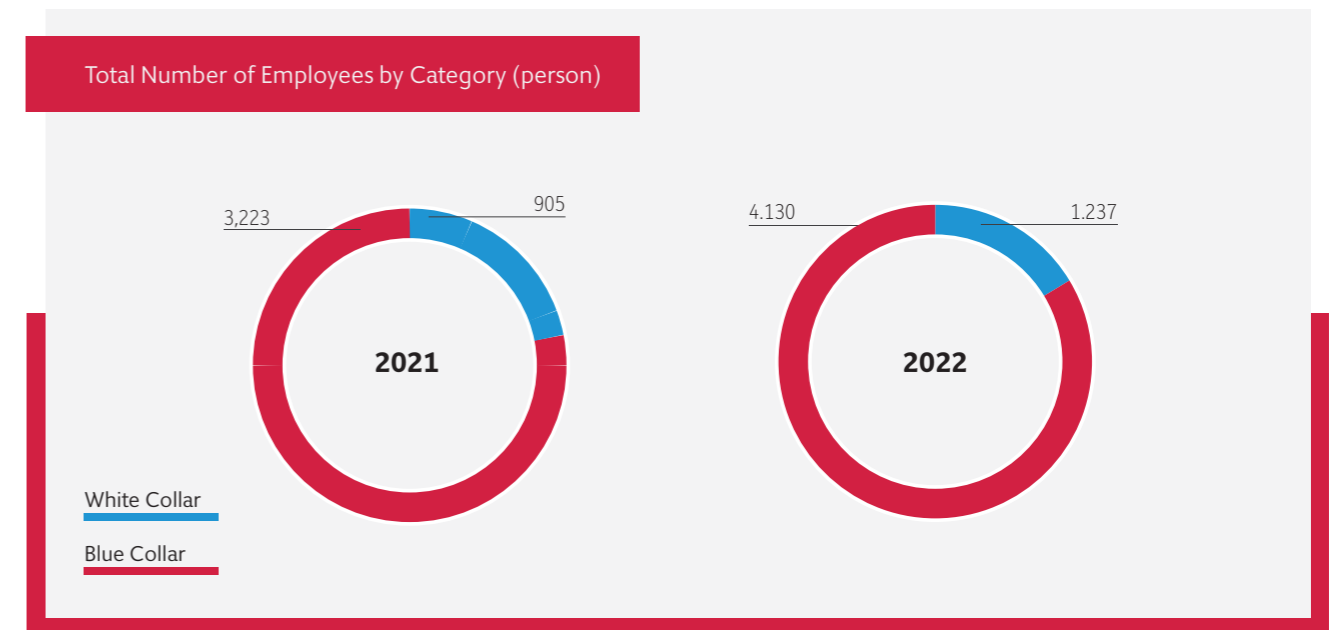
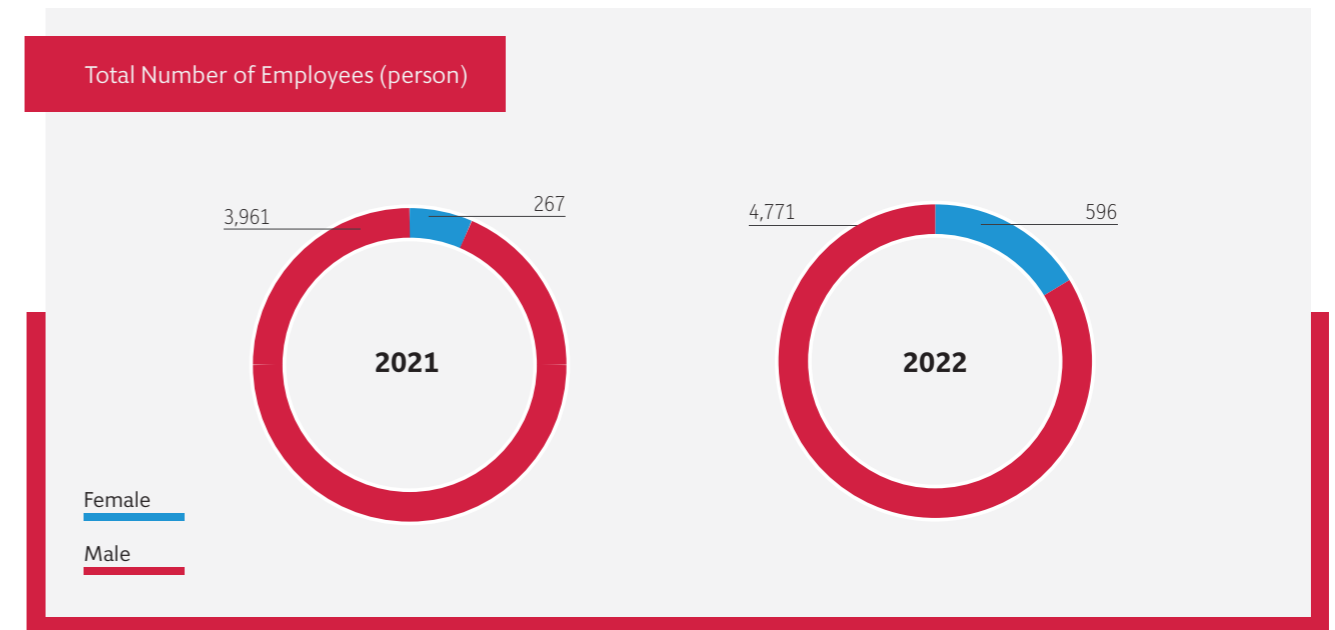
SUSTAINABILITY GOALS WITH MAIN EMPLOYEE FOCUS

Employee Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1year)	Medium Term (<1year-3year)	Long Term (>3+year)	
Occupational Health and Safety					
Reaching the Zero Accident Goals	Zero accident	●	●	●	Beyçelik Gestamp Renewable Energy, one of the group companies, reached the goals of zero work accidents during the year.
Increasing OHS Trainings	OHS training hour / person*hour	●	●	●	OHS trainings have been increased by 28% compared to 2021. A total of 32,100 person*hours of OHS training was provided to the employees of the group companies.
Diversity and Inclusion					
Considering Different Needs for the Creation of Working Spaces on Equal Conditions	Female employee satisfaction rate- Diversity indicators	●			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	●			At Beyçelik Gestamp, 10,800 person*hours of "Equality in Language" and 2,200person*hours of "The Role of Parents in Child Care" training were given.
Establishing Mechanisms for Combating Violence	Training hour / person*hour	●			At Beyçelik Gestamp, 10,800 person*hours of "Equality in Language" training was given.
Implementation of Practices That Increase Equal Opportunities in Recruitment	Female employment in new recruitment- Return to work rate after birth	●			In 2022, the rate of female employees increased from 6% to 11%. In group companies, the rate of returning to work after birth is 100%.
Increasing the Ratio of Women at Management Level			●		A plan has been initiated to increase the proportion of women in management positions.

WORK LIFE

The comprehension of "We are Fair and Trustworthy, Our Essence is One," one of Beyçelik's core values, is one of the fundamental pillars of the executed activities. With this understanding, employees are provided with equal opportunities, justice is prioritized, employees are not discriminated against in any way, including on the basis of language, religion, race, gender, sexual orientation, personal characteristics, and political views, and diversity within the organization is regarded as an acquired value.

Beyçelik believes that women's employment should be provided without sector discrimination. Female employees are not segregated from male employees during recruitment processes, and competency-based interviews are conducted. The rate of return to work after maternity leave is monitored as an indicator of gender equality within group companies.



WORK LIFE

MATERNITY LEAVE STATISTICS

Number of Employees Benefiting from Maternity/Parental Leave	Beyçelik Gestamp				Beyçelik Gestamp Renewable Energy				Warmhaus				Gesbey			
	Employee taking leave		Employee returning to work after leave ends		Employee taking leave		Employee returning to work after leave ends		Employee taking leave		Employee returning to work after leave ends		Employee taking leave		Employee returning to work after leave ends	
	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	36	0	36	0	18	0	18
2022	7	133	7	133	0	0	0	0	4	16	4	16	1	21	1	20

GENDER EQUALITY STUDIES

In 2022, the first breastfeeding room was opened in the **Beyçelik Gestamp** factory in Bursa in order to support women in business life. An expert trainer gave a presentation titled "The Role of Parents in Child Care" and engaged the employees in a discussion about fatherhood and egalitarian parenting during the online seminar held as part of the event organized expressly for the opening of the breastfeeding room.

International Day for the Elimination of Violence against Women

Between 25 November and 10 December, the Beyçelik Gestamp Equality Committee and the Mor Salkım Women's Solidarity Association conducted a study to raise awareness for the International Day for the Elimination of Violence Against Women. On November 25, the International Day for the Elimination of Violence Against Women, all Beyçelik Gestamp cafeterias utilized American services on which mechanisms against domestic violence and the KADES application of the Ministry of Interior Security General Directorate are accessible. As part of the activities for the International Day for the Elimination of Violence Against Women,

the Beyçelik Gestamp Equality Committee asked employees what sexist/discriminatory words they heard in the workplace. The responses were then posted on the bulletin boards in the common areas of the Beyçelik Gestamp Automotive and Beyçelik Gestamp Assembly factories. As a factor to reinforce this work, "Equality in Language" training was organized in group companies.



It is planned to build a breastfeeding room in the new factory, which will start production in 2023, in order to show the support it gives to women in working life at **Warmhaus** and to ensure the satisfaction of female employees.

WORK LIFE

TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT

At Beyçelik, the talent and career development of employees is supported. In accordance with the vision, mission, values, and ethical principles of the holding and group companies, it conducts its processes using a transparent, efficient, and development-oriented approach to Human Resources Management that seeks to change and add value. Human Resources processes are handled in 3 main axes: Talent Acquisition, Talent Identification and Evaluation, Talent Development and Retention.

TALENT ACQUISITION

Pre-interview, competency-based interview, departmental interviews, foreign language exam, and position-based development center applications are used in the Talent Acquisition process to evaluate potential employees under equal conditions and in accordance with the measurable criteria determined to recruit the best and most suitable talent for the needs of the holding and group companies. In addition, 5 core competencies, such as quality orientation, cooperation, and continuous improvement, are used to evaluate candidates.

TALENT IDENTIFICATION AND EVALUATION

Talent Identification and Evaluation process includes Performance Management, Career Planning and Wages and Benefits Management to support practices.

- Performance Management System is a system in which company performance and individual performance are measured. The objective of the Performance Management process is to construct a measurable system with an original and holistic perspective, to measure success in a fair and realistic manner, and to promote growth. Results of Performance Management; supports development planning, salary administration, and career planning processes.

- OKR Performance System Project Implemented in 2021 at the holding and Warmhaus, the OKR (Objectives Key Results) Performance System is a work discipline and

business performance management approach that supports what must be done for the future and keeps internal communication strong by allowing all employees to concentrate their efforts on the main purpose and strategy. Planning and infrastructure work for the 2022 implementation of the OKR Performance System in group companies have been completed. The OKR Performance System is intended to be implemented in all businesses except Gesbey by 2023.

- Career Planning and Development Management within the framework of Career Planning and Development Management, each employee's career and development is planned, taking into consideration his or her potential and performance in a manner that will be evaluated fairly and provide equal opportunities. Using this procedure, which is followed throughout the year, effective fallback, potential pool creation, promotion, and rotation processes are carried out for critical positions.

- Wage and Benefits Management The objective of Wage and Benefits Management is to increase employee motivation, productivity, and quality, to ensure the fair distribution of the budget allocated for the workforce among the personnel, to ensure the sustainable and balanced growth of companies and enterprises, and to encourage the improvement of employee performance.

When determining the wage, a fair evaluation is conducted based on the scope of the work and the structure of the industry, without discrimination between men and women, and wage systems are constructed based on the determined job levels. Individual-based fees; at the end of each year, wage studies are conducted in accordance with individual performance results, wage surveys, economic indicators, the company's capacity to pay, and the balance within the organization.

It is desired to demonstrate to employees that they are not alone in experiencing the material and moral side benefits associated with birth and mortality. In accordance with the principle of equality implemented when providing fringe benefits to employees, the social and monetary benefits provided by the unions to which some employees belong are also applied without discrimination to employees outside the group.

WORK LIFE

TALENT DEVELOPMENT AND RETENTION

The primary objective of the Talent Development and Retention process is to contribute to the development of employees by organizing training programs to increase the technical and behavioral competencies of employees hired in accordance with company needs and by creating opportunities for rotation within holding companies. Beyçelik regularly organizes an Employee Engagement Survey, creating action plans in line with the opinions and suggestions of its employees, and aims to keep employee turnover high.

Within the ambit of Talent Development and Retention, training content was organized in 2022 and leadership development trainings were planned to support the personal professional

development of employees; these trainings are scheduled to be implemented in January 2023. In 2022, planning studies on personnel management across the holding and group companies commenced, and studies in this area will be implemented in the near future.



In 2022, A Total Of
48.567 People*Hours Of
Employee Development Trainings
Have Been Given To Employees In
Group Companies.



Internal Coaching Program

The Internal Coaching Program was implemented in the holding and all group companies in 2021 in order to increase the performance of the employees and the organization, to improve the talent within the company by increasing the effective communication of the employees and the manager in the talent pool, and to establish an internal leadership culture.

In the process of implementing the Internal Coaching Program, intermediate and senior managers of group companies volunteered to serve as Internal Coaches. Volunteer Internal Coaches received training from a company authorized by the International Coaching Federation (ICF) in order to communicate effectively with their talent pool clients. Upon completion of the training, the Internal Coaches were awarded a Coaching Certificate. Meetings with Internal Coaches on topics such as career, personal development, and interpersonal relations support employees' development objectives.

Since the day it was established, **9 Internal Coaches** and **30 employees in the talent pool have participated in the Internal Coaching Program**, and the development of employees has been supported by the program.

WORK LIFE

Beyçelik Gestamp Academy

Beyçelik Gestamp Academy was established in 2015 to provide company employees with the ability to use and apply theoretical knowledge.

A total of 39,626 person*hours of training was provided in 2022 at the Academy, which was digitized and moved to the online platform in 2021.

One of the best practices of the Academy is the **Team Leader Development Program**. Within the scope of the program, the outputs of the Lean Team Leaders, which are comprised of production, quality, supply chain, method, and maintenance teams, are monitored monthly on 38 different topics that vary by department, and teams that meet their monthly targets are rewarded twice a year. Lean Team Leaders and their teams who are unable to meet their monthly goals are analyzed, and action plans are developed and implemented based on this evaluation.

Beyçelik Gestamp Young Friend Program

In 2021, Beyçelik Gestamp launched the Young Friend Program with the motto "Leave a mark on your career". Young Friend Program is for senior university students studying at the Faculty of Engineering, Faculty of FEAS and Educational Technologies Departments. In the Young Friend Program, which is an internship program, students had the opportunity to put the theoretical knowledge they gained at Beyçelik Gestamp into practice for ten months, and they were able to actively participate in a variety of initiatives. During their internships, students were also provided with training opportunities that contributed to their development. In 2022, 20 university students participated in the Young Friend Program.

Programs for the Development of Young Talents

As an indicator of the importance it attaches to education, Beyçelik offers internship opportunities to high school and university students and attaches importance to contributing to the professional development and working lives of students. During the reporting period, a total of 310 students, including 21 high school and 289 university students, benefited from the internship program at Beyçelik Gestamp, while 31 students, 12 of which were from vocational high schools and 19 from universities, benefited from the internship program of Warmhaus. It is planned that Warmhaus will create a Young Talent Program together with the R&D department, to be launched after it moves to its new factory in 2023.

Human Resources conducted planning studies in 2022 in order to expand internship programs for the development of youthful talent in all group companies by 2023.

WORK LIFE

EMPLOYEE ENGAGEMENT

Beyçelik Holding recognizes that a successful and participative corporate culture can only be established by fostering employee satisfaction and loyalty. To increase employee satisfaction in the holding and group companies, seminars are held on current issues, employees are encouraged to participate in athletics, cultural, and artistic activities, and fringe benefits and reward systems are established.

During the process of determining the sustainability objectives, the employees were the primary focus, and it was intended to increase employee satisfaction. In accordance with this objective, Beyçelik Gestamp has planned to conduct Employee Engagement Surveys annually and Gesbey will conduct 2-year periods, and action plans to increase employee loyalty by surveying **4.745 employees** in 2022 have been developed. In contrast, Warmhaus intends to administer the Employee Engagement Surveys in 2023. In addition, in 2022, the Human Resources Directorate of Beyçelik Holding intended to conduct annual surveys across the entire group in order to measure employee engagement in each company and implement measures to ensure employee satisfaction and loyalty.

Through the suggestion system and sharing meetings, Beyçelik encourages employees to share their ideas and suggestions and contribute to decision-making processes. Employees' feedback and suggestions are carefully evaluated, and it is aimed to improve working conditions in this direction.

Methods for receiving employee opinions and suggestions in the group companies differ by company. At Beyçelik Gestamp, the suggestion system is integrated with the Academy Platform, and the Human Resources department reviews the suggestions. In 2022, the Human Resources department at Warmhaus evaluated and resolved two of the three employee feedbacks received.

Beyçelik Gestamp Renewable Energy places suggestion and complaint boxes at various locations within its wind power facilities to collect employee feedback. In Gesbey, on the other hand, 34 of the 54 suggestions received from

the employees during the reporting period were implemented.

Seniority Award Ceremonies

Beyçelik Gestamp reorganized the recognition-appreciation procedure in 2022, and commissioned the awarding process periodically. 1,335 people in total in 2022; were awarded in the categories of Continuity, Kaizen, YTL-Operator Performance, Suggestion, OHS, Social Activity and R&D. Award ceremonies are held 4 times a year at all locations.

The immediate reward system has been implemented on a directorate-wide scale, encompassing all personnel. The motivation budgets for the departments were outlined, and the reward system was supported. 772 individuals received awards at the Seniority Award Ceremonies conducted at Beyçelik Gestamp.



At Warmhaus, 35 employees were presented with Seniority Awards in 2022.

Gesbey continued the Seniority Awards application, which it started in 2021, in 2022 as well, and presented Seniority Awards to 31 employees in 2022.

Warmhaus- "Tea Time with Human Resources"

Warmhaus brings the Human Resources department and employees together during Tea Time Meetings in an effort to increase company-wide transparency, productivity, and communication speed. In order to seize the opportunity for development, the employees' evaluations, opinions, and suggestions regarding the current work environment are considered in the meetings. In 2022, there were 19 Tea Time Meetings.

WORK LIFE

EMPLOYEE EVENTS

As a further measure to ensure employee loyalty, various social and cultural events were held throughout the year to increase interaction between employees and managers within the organization and to improve communication between employees.

Beyçelik Holding; celebrates significant days and weeks, such as International Women's Day, Mother's Day, New Year's Day, Environment Week, April 23rd National Sovereignty, and Children's Day, by organizing joint company events.

8 March International Women's Day

A joint study was arranged with the Foundation for the Evaluation of Women's Work (KEDV) as part of the International Women's Day festivities on March 8th. The online event provided information about KEDV's projects in the areas of individual and group capacity building, cooperatives, economic empowerment, and disaster/migration, as well as what individuals can do individually on these topics. Gifts provided to female employees in honor of International Women's Day were also chosen from the foundation's store in order to support KEDV's efforts.



Beyçelik Gestamp

Beyçelik Gestamp organizes social and cultural programs for its employees. Football, basketball, table tennis, cycling, running, and chess teams conduct events and represent the corporation in numerous contests at Beyçelik Gestamp. In 2022, a football competition was held with employees from several Beyçelik Gestamp locations taking part. This tournament drew 46 teams and 552 participants. Following the event, a ceremony was held with the involvement of Beyçelik Gestamp General Manager and senior management, and champion and finalist teams were handed cups and gift vouchers.

In addition to sport teams, there is a Theater Club and Nature Club. The Theater group reaches out to art enthusiasts with the plays they present throughout the year, whereas the Nature Club organizes walks that allow people to enjoy the unique beauty of nature. The physical and mental health of employees at Beyçelik Gestamp is also supported. In this context, employees are provided with free online dietician service with the Fit Broccoli Program. In addition, in accordance with the protocol signed with Mor Salkım Women's Solidarity Association, all employees are provided with the opportunity to use the violence hotline 24/7 and receive free legal and psychological support.

Beyçelik Gestamp held a Short Film Contest with the theme "Recycling" as part of the National Sovereignty and Children's Day festivities on April 23rd, in order to ensure that employees and their children have fun while working together and that youngsters are aware of environmental challenges. Children in two distinct age ranges, 6-9 and 10-12 years old, competed in this competition by shooting short films with the theme of recycling. Short films made by children were evaluated and rewarded by the Beyçelik Gestamp Environment Department team.

WORK LIFE

Warmhaus

Warmhaus attempts to provide its workers with opportunities to socialize outside of work by providing trainings and activities for both personal and professional development. One of his works in this context has been to design workshops where employees may use their handicrafts and have fun by demonstrating their cooking talents. Brownie, hamburger, candle, runner seminars, and dart games were conducted in this context in 2022 to make the staff had a nice time.

The painting competition, which was routinely held for the children of its employees on June 5, World Environment Day, was also held in 2022, and children ages 6-12 competed under the theme "My Colorful World."



Gesbey

An Interdepartmental Football Tournament was organized throughout the plant in order to strengthen the intra-company interaction at Gesbey. The event included 14 teams from various departments. At the end of the tournament, Gesbey Plant Manager delivered the trophy to the winning team, and the first three teams ranked in the tournament were given presents for their participation.



WORK LIFE

COMMUNICATION CHANNELS

Beyçelik employs a variety of communication techniques to improve internal communication and spread company culture among employees.

Potential

For 14 years, the holding Potential's corporate publication has been published. The first section of the magazine, which is divided into two sections, offers news about the group firms' commercial activities, while the second section includes news about social activities and staff trainings. There are further articles for staff development under the areas "personal development," "health," "technology," and "sustainability."

The magazine, which is published 3 times a year, can be accessed both in print and on the website and intranet system.

Beyçelik Communication Platform (BIP) Mobile Application

Beyçelik Communication Platform (BIP) is a corporate intranet system that is used for internal communication and collaboration. In 2022, the platform will also be available on mobile devices. Employees can rapidly access company announcements, applications, and news from their mobile phones, and participate in frequent surveys on various themes, thanks to the mobile application, which gives the fastest and most accurate means to obtain corporate information. In 2022, the Payroll monitoring system has also been integrated into the BIP platform.



WORK LIFE

OCCUPATIONAL HEALTH AND SAFETY

Protecting the health and safety of its employees is one of Beyçelik’s key concerns. While carrying out Occupational Health and Safety processes at the Holding and group companies, a **risk-based process approach** is used to prevent potential work accidents and occupational diseases, all relevant laws and regulations are followed, and “**Zero Occupational Accident**” is the goal. The rules and commitments that employees of the Holding and group companies must follow regarding Occupational Health and Safety issues are outlined in the Business Ethics Rules, Human Rights Policy, and Sustainability Policy, emphasizing the importance of the subject and communicating it to stakeholders.

In accordance with the relevant regulations, OHS Committees are established in group companies; these committees meet on a regular basis in accordance with the hazard classes of the companies; what needs to be done to ensure Occupational Health and Safety is discussed at the meetings; and the responsible persons in this process are determined and actions are implemented. As of 2022, 66 employees and 16 employee representatives take part in 11 OHS Boards operating in group companies. Holding and group companies fulfill their responsibilities in ensuring occupational health and safety, and in order to prevent potential occupational accidents, it provides training to employees on various OHS issues such as work accidents, occupational diseases, the importance of personal protective equipment, and by organizing exercises to keep employees’ awareness



In 2022, Occupational Health And Safety Trainings Organized For Employees In Group Companies Were Increased By 28% And A Total Of **32.100 Person*Hour** Training Was Provided.

of the subject alive. When employees who have had a work accident and are resting at Warmhaus return to work, they get **OHS return to work training**.



In 2022, A Total Of **32.100 Person*Hour** Of OHS Training Given To The Employees In The Group Companies.

Accident frequency and severity rates are evaluated in group firms to monitor Occupational Health and Safety performance, and development programs are developed to lower these rates. There were no workplace accidents at Beyçelik Gestamp Renewable Energy during the reporting period, and there were no occupational diseases or accidents that resulted in death in the group enterprises during the reporting period.

Warmhaus has placed hazard notice and near miss boxes around the factory to reduce the possibility of work accidents and occupational diseases. The data from the notification boxes located throughout the factory, as well as any occupational accidents that occur, are evaluated on-site. Root cause analysis is performed, necessary actions for potential occupational accidents are defined, and the responsible units are notified about the situation. Employees are given return-to-work training on the reasons of the accidents, and adjustments are implemented to prevent such incidents in the future.

WORK LIFE

2022 OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE (%)

Accident Frequency Rate (%)

Beyçelik Gestamp	0,92
Beyçelik Gestamp RenewableEnergy	0
Warmhaus	39.04
Gesbey	9.41

Accident Weight Rate (%)

Beyçelik Gestamp	-
Beyçelik Gestamp Renewable Energy	0
Warmhaus	139.14
Gesbey	0.12

Beyçelik Gestamp Reset and Restart Accidents Reduction Project

Beyçelik Gestamp has created a concept to decrease the danger of occupational accidents in robotic production cells, which are widely utilized in the metal industry. The goal of this endeavor is to find the blind spots in the intracellular field of vision that are at the root of the risk. The research resulted in the development of a system for scanning blind regions using microwave beams, and as a result of this scanning, the danger level was decreased to an acceptable level.

Gesbey LOTO Application

By implementing Black Box, which improves crane operation, and LOTO applications to improve maintenance operations, processes such as how many times the cranes are overloaded, how long they work at which load intervals, and how many temperature errors the motors give are monitored; thanks to the application, it is ensured that the cranes’ heavy maintenance periods are carried out on a regular basis, and work accidents caused by machine equipment malfunction are avoided.



03 CONTINUOUS DEVELOPMENT AND IMPROVEMENT

Beyçelik Holding carries out its processes with the focus of “**Innovation**” and with the understanding of continuous development and improvement on this path, which it started with the vision of “Being a reputable global company known for its entrepreneurship and reputation in the sectors it focuses on”. The holding and group firms aspire to develop products with high product quality and diversity, in line with industry needs, and to strengthen their competitiveness by incorporating R&D, innovation, and digitalization into their activities.

SUSTAINABILITY GOALS WITH THE MAIN FOCUS OF INNOVATION

Continuous Development and Improvement Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1year)	Medium Term (<1year-3year)	Long Term (>3+year)	
Digitalization					
Increasing the Savings Provided by Digitization	TL saving Energy saving Person*hour saving		●		Digitalization projects were planned in group companies and these projects were implemented.
Increase in Digitization Rate	Digitization rate		●		6 new digitalization projects were carried out in group companies.
R&D					
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 112 million TL of savings was achieved.
Increasing Cooperation with Universities	Number of universities	●	●	●	In 2022, cooperation was made with 4 new universities. The number of collaborating universities is 7.
Innovation					
Increasing the Savings Provided by Innovation Applications	TL savings Energy savings Person*hour savings Raw material savings	●	●	●	With the R&D and innovation studies carried out in group companies, approximately 112 million TL of savings was achieved. With the innovation studies carried out, 504 person*hours were saved from the work done.
Industry 4.0.					
Increasing the Number of Projects in the Scope of Industry 4.0.	Number of projects		●	●	3 new Industry 4.0 projects were realized in group companies.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

R&D AND INNOVATION

The understanding of “We Improve Our Business, Ourselves and Our Environment”, one of the main values of Beyçelik Holding, forms the basis of innovation processes. In this regard, holding and group companies manage their R&D processes with the philosophy of continuous development and improvement, modifying their business processes as needed, and introducing various methods and technologies.

Beyçelik Holding aspires to retain its competitiveness and customer satisfaction in the long term by investing in R&D and innovation while ensuring the sustainability of the work and product quality in the group companies’ initiatives.

Beyçelik Gestamp

Beyçelik Gestamp has an R&D and Innovation Department, which develops projects focused on design, safety, quality, and reducing environmental impact in engineering and serial product projects with a total of 150 R&D engineers in 4 R&D centers in 4 different locations.

In 2022, 37 R&D projects were created in R&D facilities, 5 new patent applications were filed, and 4 new patent registrations were received. R&D centers have formed 41 collaborations with universities and suppliers, particularly with major companies, and 13 collaborations with internal units. He has also contributed to the scientific literature by publishing 10 academic works, six of which were academic presentations. 18 different internal and external innovation and technology seminars were attended. Beyçelik Gestamp ensures that its innovative efforts are carried out in collaboration with all sections. Innovation research is carried out at the R&D Centers, the Continuous Improvement Unit, the Beyçelik Gestamp Academy, and the (BRAIN Beyçelik Innovation Platform) platform, which was launched in 2021. Every project proposal submitted to the BEYİN platform is nurtured by Innovation Ambassadors, and the approval processes are advanced by the Innovation Board.

In keeping with R&D and innovation activities in 2022, investigations on new materials and new manufacturing methods were conducted in addition to projects with digital content. Studies have been conducted to reduce foreign dependency by



In 2022,
72 Million TL
Of Investment Has Been Made In
R&D And Innovation In
Group Companies.

increasing domestic production using Quality Control and Predictive Maintenance Systems; additive manufacturing, mechanical joining methods, and producing B columns from thermoplastic composite material.

The Creative Thinking Workshop was created for the first time in 2022, and 9 various innovation trainings were delivered by qualified trainers at this workshop to improve the engineers’ creative thinking abilities at the R&D center. Furthermore, the Technology and Innovation Days hosted for employees provided an opportunity for individuals from many sectors to get together and voice their new ideas.

Beyçelik Gestamp İnovalİG was among **the top 5 companies** in Turkey in the field of “**Innovation Strategy**” in 2022.

Warmhaus

Warmhaus R&D department has 10 R&D engineers; it continues to concentrate on minimizing environmental footprints, boosting energy efficiency, enhancing customer comfort, and improving product quality and safety in keeping with sectoral trends.

Gesbey

Gesbey R&D Center, Turkey’s first R&D Center in the wind turbine tower production sector, forms the wind turbine tower manufacturing procedures, as well as the design and assembly of the equipment required for the assembly processes, with a total of 21 R&D professionals, 14

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

researchers, and 7 technicians. manufacturing, lean manufacturing process design, industry transformation projects, and research into new technology integration. Gesbey R&D Center created four new goods and filed for patents in 2022, registered two products, created two new useful products, and registered one utility model. As a result, the center has now received ten registrations since its inception.

With the innovative design it developed over the year, Gesbey was able to produce a lighter, lower-cost tower section, resulting in considerable cost and time savings in all phases from labor to manufacture, logistics to installation. Gesbey converted the R&D Project, which accounted for 12% of total production, into an order in 2022 with this work.

University-Industry Collaborations

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 contribute greatly to the society. In this direction, it thinks that its sectoral knowledge will be included in literature studies, and it will shed light on research and development studies for future generations, and in this context, it aims to increase university collaborations.

- **Beyçelik Gestamp** aims to both realize new technology studies and sponsor academic studies by establishing new collaborations with Sabancı University, Yıldız Technical University and Gedik University in 2022. Beyçelik Gestamp R&D employees take part in university boards and commissions to develop industry-university collaborations and academy studies. In addition to Bursa Technical University TÜBİTAK 2244 Industry Doctorate Program and the Faculty of Engineering and Natural Sciences, Advisory and Commission Boards at Uludağ University Technology Transfer Office and Beyçelik Gestamp R&D employees are among the institutions.
- **Gesbey**; Balıkesir University makes an agreement with Bandırma University and Bahçeşehir University to support a total of 7 studies, including 3 students' master's thesis, 3 university students' TÜBİTAK project and 1 doctoral research project.
- **Warmhaus** has started 3 university-industry cooperation in 2021 by making agreements with Uludağ University, Sakarya University and Fatih Sultan Mehmet University, 2 of which are state-sponsored. Two of the projects initiated in cooperation with the university were completed in 2021 and one in 2022.

DIGITALIZATION

Companies need to digitize their processes in order to catch up with the era in their production and management processes. Being aware of the importance of digital transformation, Beyçelik Holding and group companies closely follow the developments in this field, review the technologies applied by the sector and continue the integration processes of new technologies suitable for group companies.

In all these processes, ERP (Enterprise Resource Planning), MES (Production Management System),

BPM (Business Process Management); Industry 4.0 and new generation technologies such as IoT (Internet of Things), Machine Learning and cloud solutions are used.

At Beyçelik Gestamp, digital transformation works are carried out under the priority of the Digital Transformation Committee, and most of the business processes have been digitized. In 2022, the BPM process dissemination project, one of the existing digitalization studies at Beyçelik Gestamp, was developed and 15 new processes were put into use, and 11,800 workflow entries were completed

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

on BPM. Again, the FMEA Project was implemented for the digitalization of human resources and finance applications, robotic process automation (RPA), digitalization of mold commissioning processes and analysis of quality defect types in digital environments.

In addition, 4 new digitalization projects were started in 2022: SD-WAN and BİTEG Web Version, digitization of sales price parameters and HR Service Supply Management projects. In Beyçelik Gestamp, the digitalization of the production area within the scope of Industry 4.0 continued, and the projects for which PoC (Proof Of Concept) was carried out on 2 different subjects with 3 different companies were tested with model applications.

Within the scope of its End-to-End Digitization Strategy, **Warmhaus** started various digitalization efforts in 2022 by transferring the systems determined as critical for the company to the computer and internet environment.

Warmhaus continued to work on establishing individual-independent systems by accelerating the after-sales processes in order to increase customer satisfaction with the digitalization projects it carried out. **The B2B Dealer Portal**, which was started to be built in 2021, was completed in 2022 and the sales processes with the dealers were recorded. In this way, logistics performance was monitored by receiving all dealer orders through the portal, 100% digitalization of sales discount, discount and approval processes, and receiving all customer referral requests through the portal.

The C4C Sales CRM Project, which was started to be planned in 2020 in order to digitize customer relationship management, was completed and implemented in 2022. Thanks to this application, customer visits were planned through the application and the performance of the visit plan was monitored. In addition, thanks to the project, the rate of conversion of offers and potential customers to real customers can be monitored through the application.

In 2022, the digitalization of organizational processes continued at **Gesbey**, and in this context, the SAP MII module was integrated into the SAP program, where workflows are tracked, and notification processes with barcodes were

removed from the processes, and the transition to user-friendly screens was made; again, the use of paper originating from barcode transactions has become history. In addition, the Sygris system was used to monitor OHS and quality processes, thus facilitating the follow-up of OHS and quality documents by digitizing them. Preliminary and conceptual studies of the project of obtaining data from machines within the scope of Industry 4.0 at Gesbey continued, and at the same time, user-friendly touch screens were made widespread throughout the factory.

Information Security

Beyçelik Holding carries out its information security activities in accordance with international information technology standards and ISO 27001 Information Security Management System in order to protect the information of all its internal and external stakeholders against cyber security risks. In order to ensure information security in group companies, different backup methods are applied, and measures are taken against cyber security attacks with information security support software and antivirus programs. In order to test possible malware and security systems, penetration tests are carried out regularly to identify the vulnerabilities of the systems and then carry out the necessary improvement studies.

In 2022, **Beyçelik Gestamp**, one of the group companies, started to receive SOC (Security Operations Center) services. Thanks to this service, Beyçelik Gestamp has incorporated a service that enables a proactive approach by detecting cyber incidents in advance and showing appropriate response actions.

Warmhaus, on the other hand, provided cyber security measures by backing up 40% of its critical information to cloud systems in 2022, and also switched to Green IT applications for the storage of critical information.

For the security of the current system, **Gesbey** uses the Boldon James application to classify the existing information it has and backs up the classified information with the created time scenarios. In order to ensure information security, security systems are used and information security penetration – phishing applications are made.



04 SUSTAINABILITY AT THE VALUE CHAIN

Ensuring sustainability in the value chain is among the high priority issues of holding companies. It seeks to disseminate responsible production and consumption behaviors and establish long-term cooperation by demonstrating a commitment to business ethics, quality, and sustainability in all value chains it influences, particularly the supply chain.

The companies affiliated to the holding believe that they should create tangible value in products and activities in order to ensure the satisfaction of customers, who are one of the most important stakeholders of the value chain, and constantly develop their products with an understanding of innovation within the framework of international quality standards.

SUSTAINABILITY GOALS IN THE MAIN FOCUS OF THE VALUE CHAIN

Value Chain Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1year)	Medium Term (<1year-3year)	Long Term (>3+year)	
Supplier Development, Audit and Performance					
Supplier Performance Development	Supplier training person*hour Number of supplier audits Supplier classification Supplier delivery performance	●	●	●	Group companies classify their suppliers and evaluate their supplier performance.
Customer Satisfaction					
Increasing and Sustaining Customer Satisfaction	Customer Satisfaction rate	●	●	●	Survey application was started in Gesbey, customer satisfaction rate was 98% in the first survey.
Local Supply					
Increasing the Locality Rate	Native rate		●	●	The locality rate, which was 85% in Beyçelik Gestamp in 2021, increased to 93% in 2022, and from 83% to 94% in Warmhaus.
Product and Service Security					
Standards Subject to and Ensuring Legal Compliance	Full compliance	●	●	●	All companies affiliated to the holding fully comply with applicable laws and standards.

SUSTAINABILITY AT THE VALUE CHAIN

SUPPLIER MANAGEMENT

Beyçelik Holding and its subsidiaries aim to spread the concept of sustainability in the value chain that it affects through its group companies, while complying with the rules of business ethics in all of their relationships, they also expect their suppliers to act in accordance with the rules of business ethics and quality standards.

Relations with approved suppliers in group companies are carried out with the principle of continuous communication, and suppliers are provided with training on various subjects in order to support their development.

In terms of supplier selection in group companies, priority is given to local suppliers, excluding suppliers that produce patented materials. By choosing a local supplier, the delivery time of the product is shortened and it contributes to the development of the local economy. According to the figures of 2022, there are a **total of 2,829 suppliers in the group companies and 2,214 of these suppliers are local suppliers.**

At Beyçelik Gestamp, suppliers are classified as "raw material", "direct" and "indirect". The selection processes of the suppliers, which are divided into three groups, are carried out in the digital environment through the Supplier Tracking Portal. Here, information from current and potential suppliers, covering areas such as quality, purchasing,

human resources, environment and occupational safety, is requested to enter the portal, and the information on the portal is controlled by the Beyçelik Gestamp Purchasing Department. As a result of the information reviewed, a preliminary analysis score is generated based on the supplier's certificates, years of experience, distance from the firm, reference companies it works with, and whether it can be worked with. The Beyçelik Gestamp Quality Department visits suppliers who have been rated as "workable" through the portal, and the company's business operations are examined, and appropriate suppliers are added to the approved supplier list based on the audit results.

Supplier performance evaluation is done through the Merga system. In this system, the performance score of the suppliers consists of the combination of logistics, quality and purchasing scores, the suppliers are classified as A - B - C - D and the performance scores of the suppliers are followed up on a monthly basis. In the classification made, more audits are carried out on the suppliers in the risky supplier class, and these suppliers are included in the planned development process by Beyçelik Gestamp, and their development is supported by providing training activities for the needs of the supplier.

Beyçelik Gestamp has formed a working group that includes people from the purchasing department in order to ensure localization in the

Local Supply Rate (%)			
2021	(%)	2022	(%)
Beyçelik Gestamp	85	Beyçelik Gestamp	93
Warmhaus	83	Warmhaus	94
Beyçelik Gestamp	100	Beyçelik Gestamp	56
Renewable Energy		Renewable Energy	
Gesbey	23	Gesbey	6

SUSTAINABILITY AT THE VALUE CHAIN

supply chain, and supports the development of products by cooperating with local companies in product groups other than patented products used in products and customer-related products. In this context, there are 19 references whose localization work has been completed and 34 references are planned.

In Warmhaus, on the other hand, suppliers are evaluated in 5 categories according to the product quality and the effect of the products and services received from the suppliers on the production. These suppliers, which are divided into categories, are subject to various selection criteria according to the product and service to be purchased. The existence of ISO quality certificates, market awareness, and competition analysis are all considered during supplier selection, and agreements are created by selecting suppliers with a minimum B class as a result of supplier audits. Warmhaus prepares an audit plan for its current suppliers every year and inspects their suppliers and expects suppliers to take actions regarding risks by preparing risk analysis reports according to the audit results.

Beyçelik Gestamp Renewable Energy also provides its suppliers; turbine maintenance service, power plant maintenance service, energy

wholesale companies, EPIAŞ and other. Beyçelik Gestamp Renewable Energy evaluates its suppliers, from which it receives service and maintenance services, based on fast and reliable service, and notifies the relevant suppliers of the points it detects during monthly turbine controls, and follows up on taking the relevant actions based on these notifications.

In Gesbey, suppliers are classified as critical and non-critical suppliers. When Gesbey selects a new supplier, the class of the material to be acquired is decided first, the supplier is registered via the company's Fullstep site, and the documents requested based on the material family are expected to be uploaded by the supplier. The data uploaded by suppliers to the portal is examined by SQA according to GRI (Gestamp Renewable Industries) quality criteria, and if the supplier is critical according to the material group, it goes through the audit process; otherwise, it goes through the FPQ (First Piece Qualification) process; work begins with suppliers who pass this stage. Gesbey audits its suppliers every year according to ISO:9001 standards and the supplier is expected to take the desired actions in the audit as a result of the audit results. Gesbey evaluates 80% of its suppliers' performance with the "Supplier Continuous Evaluation" criteria such as the delivery time of the material, its quality, and opinion notes.



SUSTAINABILITY AT THE VALUE CHAIN

PRODUCT RESPONSIBILITY AND QUALITY MANAGEMENT

Beyçelik group companies, with the "responsible product" approach determined in accordance with the sustainability policies; aims and undertakes to produce products that are compatible with the laws of the country where it is produced and the country where it will be sold, in the light of international quality standards in products, and that will reduce its impact on the environment while protecting customer health.

With a responsible production and consumption approach, group firms conduct R&D research to lower the environmental impact of products and natural resource use in production. In 2022, many projects aimed at reducing the environmental impact of products were implemented in group companies.

Work on developing combi boiler projects that can operate with heat pump and natural gas mixed with hydrogen continued in Warmhaus in 2022. At Gesbey, chemicals are managed, laws and regulations are followed, and prohibited chemicals on the "black list" are not used.

In Beyçelik and its group companies, quality management processes are carried out gracefully at all stages, from raw material supply to after-sales services, by associating them with the entire value chain, thus aiming to ensure customer satisfaction.



Beyçelik Gestamp Romania Factory was registered as one of Ford's top suppliers in October 2022, by obtaining **the Ford Q1 Quality Certificate**, which is globally respected and given to the best suppliers in the world by Ford.

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

SUSTAINABILITY AT THE VALUE CHAIN

CUSTOMER EXPECTATIONS AND SATISFACTION

One of the most important topics in the sustainability priorities determined by Beyçelik Holding and group companies is "Customer Expectations and Satisfaction". Based on the motto "We Add Value to Our Customers", which is among the core values of Beyçelik, it is aimed to keep customer satisfaction at the highest level by

listening to the needs of customers and offering quick solutions to their problems at every step before and after sales.

Various customer satisfaction measurement studies are conducted in the group firms to assure customer satisfaction, and action plans are produced based on the results, and associated measures are made by reviewing customer complaints, suggestions, and comments.

Customer Feedback (%)			
Customer Complaint/Feedback	(%)	Complaint/Feedback Resolved	(%)
Warmhaus	1,179	Warmhaus	1,179
Gesbey	17	Gesbey	7
Beyçelik Gestamp	-	Beyçelik Gestamp	-
Beyçelik Gestamp	-	Beyçelik Gestamp	-
Renewable Energy	-	Renewable Energy	-

Beyçelik Gestamp, in order to ensure customer satisfaction; has adopted an approach that will produce quality products that will meet the basic needs of its customers, and will provide solutions in order not to repeat the problems by getting to the root of the problems. Beyçelik Gestamp ensures customer satisfaction by providing operational excellence with its customer-oriented methodology, 6-sigma studies. From 2021 to the end of 2022, a total of 4 6-sigma projects were carried out. Beyçelik Gestamp, which implemented "Migration Plan" in order to avoid similar problems by evaluating the problems of its customers with different suppliers in 2022, also prepared and started to implement action plans for processes that may cause faulty products with the "Top Supplier" process.

Warmhaus is in constant communication with its end customers through various channels such as

call centers, website and social media accounts. Warmhaus evaluates customer complaints and feedbacks using the SAP program, and the complaint/feedback records opened with this program are simultaneously sent to the customer services complaint resolution team and the regional manager, ensuring that complaints are quickly resolved in accordance with the principle of "responding to the customer within 24 hours." Warmhaus investigates the root cause of the complaints received by its customers and takes the necessary actions to eliminate this cause. In 2022, Warmhaus resolved all the complaints received at the customer contact center.

Warmhaus- Partner Program

Warmhaus improved the application's usability in 2022 through the development of the loyalty program Partner, which its wholesale dealers and dedicated dealers who are also its customers

SUSTAINABILITY AT THE VALUE CHAIN

can sign up for and earn points for each combi boiler they buy. By planning various campaigns for businesses that are partners in the program throughout the year, relationships with business partners are strengthened.

The level of customer satisfaction at Gesbey

was tracked by the Customer Satisfaction Index based on product delivery performance, customer complaints, and non-compliance reports until 2022. The online Customer Satisfaction Survey, consisting of 19 questions, was launched at the end of 2022, allowing customers to provide impartial feedback. The first survey conducted resulted in a satisfaction rate of 98%. In addition to the Customer Satisfaction Survey, Gesbey integrates the complaints and feedback received from the customers after sales into the SAP program and evaluates them and takes the necessary actions to ensure customer satisfaction.



In the first customer satisfaction survey conducted at Gesbey, the result is **%98** satisfaction.





05 COMBATING CLIMATE CHANGE

Today, the increase in industrialization due to population and changing needs, the accumulation of greenhouse gases emitted by human activities such as deforestation and the use of fossil fuels in the atmosphere have brought global warming and climate problems. This situation will limit the use of natural resources by directly affecting natural life, ecosystems and business processes. By placing the understanding of combating climate change at the core of its operations, Beyçelik Holding manages existing business processes in a way that reduces their environmental impact and evaluates potential business processes.



Approximately **6 Million TL** Of Environmental Management And Investment Expenditures Made In 2022 By Group Companies.

Being aware of the fact that personal efforts are important as well as managing operational processes in combating climate change, Beyçelik Holding provides various trainings to its employees in all group companies in order to raise environmental awareness.



In 2022, **2,118 Person * Hour**, Of Environmental Training Was Given To The Employees In The Group Companies.

While determining the sustainability goals at Beyçelik, increasing environmental certifications in the group companies in the medium term (>1 year-3 years) has been prioritized under the main focus of the environment. In this direction, ISO 50001 Energy Management System certificate was obtained in all legal entities of Beyçelik Gestamp in Turkey in 2022. Beyçelik Holding and its group companies operate in accordance with all environmental legislation and regulations, and no environmental penalty was received from the authority in 2022.

COMBATING CLIMATE CHANGE

SUSTAINABILITY GOALS WITH MAIN FOCUS ON ENVIRONMENT

Environment Main Focus Goals	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1year)	Medium Term (<1year-3year)	Long Term (>3+year)	
Environmental Management Systems					
Environment in Group Companies Increasing Certifications	Number of certifications		●		Group companies received 6 new ISO 50001 energy management system certificates.
Energy and Emission Management					
Scope 1-2-3 Emissions Calculation	Emission values		●		Emission values are given under the title of "Emission and Energy Management".
Energy Efficiency Projects Dissemination	Number of projects Energy savings achieved through projects		●		One project was 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 (%)			●	In Beyçelik Gestamp, solar energy installation has been started in 2 facilities to be used in 2023.
Reducing the Amount of Energy Use	GJ decrease	●	●	●	The amount of energy use has not decreased due to the increase in the production capacities of the group companies and the realization of new production sites.
Water Management					
Increasing the Efficient Use of Water	Decrease in the amount of water used (%)	●	●	●	The amount of water use has not decreased due to the increase in the production capacities of the group companies and the realization of new production sites.
Waste Management					
Making the Practices Required by "Zero Waste" Certification Sustainable	"Zero Waste" certificate rate	●	●	●	Beyçelik Gestamp has applied for a Zero Waste Certificate for all its legal entities in Turkey.
Organizing Employee Trainings on Separation of Wastes at Source	Training hour / person*hour	●			Separating waste at source for employees in group companies 1,370 person*hour of training was provided on the subject.

COMBATING CLIMATE CHANGE

EMISSIONS AND ENERGY MANAGEMENT

One of the most important causes of climate change is the increase in greenhouse gas emissions as a result of human activities. In the Intergovernmental Panel on Climate Change (IPCC) Report, it is underlined that rapid and continuous reduction of global greenhouse gas emissions is required in order to prevent sudden and/or irreversible changes that may occur due to climate change. The European Union (EU) has set its goal of being the first climate-neutral (zero

emissions) continent in 2050 with the European Green Consensus it has announced. Beyçelik aimed to calculate Scope 1-2-3 emissions in the group companies in the medium term under the main focus of "Environment" in order to control greenhouse gas emissions and create action plans accordingly. Studies have started in this direction in group companies, and Scope-1 and Scope-2 emissions have been started to be monitored in **Beyçelik Gestamp** and **Gesbey** companies in 2021-2022. In addition, a pilot study was started in Beyçelik Gestamp to measure Scope-3 emissions and Scope 3 emissions for 2022 were calculated as 2,582 tons CO₂e/year.

Greenhouse Gas Emissions (ton CO ₂ e/year)	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2
2021	5,605	39,833	-	-	-	-	573	2,281
2022	4,687	44,147	-	-	-	-	751	3,426

Greenhouse Gas Density	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
Greenhouse Gas Emissions tons of CO ₂ e	47,714	52,235	391,925	375,480	-	-	2,854	4,177
Greenhouse Gas Density	0.14 ton CO ₂ e/ton	0.10 ton CO ₂ e/ton	254,751	244,062	-	-	11.74 ton CO ₂ e/ET	16.636 ton CO ₂ e/ET

While calculating the greenhouse gas density of Beyçelik Gestamp Renewable Energy, the amount of clean production is taken into account.

Air Emissions (kg/hour)	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
Particulate Matter (powder)	-	1.0467	-	-	-	-	1.0255	0.1568
NO _x	-	-	-	-	0.5922	-	0.38	0.13
SO _x	-	-	-	-	0.0236	-	0.0145	0
Uçucu Organik Bileşikler (VOC)	-	-	-	-	0.03055	-	0.6315	6.862

Related air emission measurements are made every 2 years in accordance with the Regulation on Control of Industrial Air Pollution, the next measurement will be carried out in 2023.

COMBATING CLIMATE CHANGE

According to the Energy and Climate Change Report of the European Environment Agency, global energy use represents by far the largest source of greenhouse gas emissions from human activities. As a company aware of this situation, Beyçelik Holding aimed to expand energy efficiency projects in the long term, to increase the use of renewable energy and to continuously reduce the amount of energy use in the field of energy management, while determining its sustainability goals, and implemented energy efficiency practices in its group companies throughout 2022.

were installed on the roof line at two different facility locations. In the SPP Project, which is planned to be completed in 2023, approximately **7,500 MWh** of renewable energy is produced annually and the energy obtained is planned to be used in the production phase.

In the case of Gesbey, a total of **182 MWh** of energy was saved by replacing exterior lighting with LEDs and renting electric models of forklifts and LNG saving practices. Total energy consumption in 2022 is 531,264 Gj

In 2022, in **Beyçelik Gestamp**, solar energy panels

Energy Density	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
Energy Consumption (Gj)	241,863	389,311	4,032	4,784	66,226	102,685	22,887	34,484
Energy Density	0.30 (MWh/ton)	0.20 (MWh/ton)	%1.02 (Energy spent/produced)	%1.27 (Energy spent/produced)	-	*	96 (m ³ /equivalent tower)	1,31 (m ³ /equivalent tower)

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

The reason why the energy consumed in Beyçelik Gestamp is higher than in 2021; It is to increase the total production capacity by realizing 2 new production sites. In Beyçelik Gestamp Renewable Energy, on the other hand, the reason for the increase in energy consumption is that 2022 will be relatively less windy compared to 2021 and the optimum wind speed required for energy production cannot be achieved.

BIODIVERSITY

Respecting the biological diversity in the fields in which it operates is among the basic values of Beyçelik Holding and group companies. Before choosing their fields of activity, Beyçelik Holding and group companies act sensitively in order to do business with respect to the environment they are in, and prefer not to operate on areas with high

biodiversity value by evaluating their impact on those areas.

In Beyçelik Gestamp Renewable Energy, before the installation of wind power plants, water resources, biodiversity, noise and shading effects of wind turbines were examined by entering the Environmental Impact Assessment process, and as a result of the EIA report, necessary permissions were obtained from the relevant ministry.

In Gesbey, one of the group companies; A sapling planting event was organized with the employees to plant 1 sapling for each tower produced in 2022, with the "My Forest Sapling Donation" Project implemented by the Gestamp Renewable Industry Group, of which Gesbey is also a part. With the Sapling Donation Project, 300 olive saplings were donated to be planted in the Manyas region.

COMBATING CLIMATE CHANGE

WATER CONSUMPTION

As a result of the world's limited supply of fresh water resources, pollution of existing water resources caused by human activities, and a decrease in the amount of accessible and usable water due to changes in the water cycle caused by climate change, the importance of using sustainable methods to preserve the quality of existing water resources has grown.

Beyçelik has adopted the principle of efficient use of water in order to ensure the sustainability of water resources in its operations. Due to operational processes in group companies, most of the water is used domestically. For this reason, improvement works are carried out in order to ensure the efficient use of water in the daily operations of the group companies.

In **Gesbey**, water leak detection and repair works were carried out in the fire hydrate company throughout the company, and as a result of this work, **4,000 m³** of water was saved.

Wastewater generated as a result of the activities of the group companies is discharged in accordance with the legal discharge limits.

In Beyçelik Gestamp Renewable Energy company, water is used only in 3 wind power plants that are in operation. In Beyçelik Gestamp Renewable Energy, **84% of the water used in 2022 was recovered and reused.**



TOTAL WATER CONSUMPTION IN THE REPORTING PERIOD WAS REALIZED AS **188,471 m³**

Water Consumption (m ³)	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
2021	56,238	10,095	25,694	248				
2022	132,798	327	49,349	5,997				

Water Consumption	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
Mains Water	56,238	132,798	10,095	327	25,694	45,820	248	5,997
Surface Waters	-	-	-	-	-	-	-	-
Ground Water	-	-	-	-	17,115	3,529	-	-
Rain water	-	-	-	-	-	-	-	-
Total Water Consumption	56,238	132,798	10,095	327	42,809	49,349	248	5,997
Water Usage Intensity	0.16 (m ³ /ton)	0.24 (m ³ /ton)	-	109.16 m ³ /wind power plant	*	1.31 (m ³ /equivalent tower)	24 (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, 0.025m³/mtul radiator

COMBATING CLIMATE CHANGE

WASTE MANAGEMENT

The rapid depletion of natural resources as a result of the limited natural resources in the world and the increase in global needs due to population growth reveals the importance of waste management in the production and consumption stages. 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 separates wastes at the source, transforms them with recycling and disposal methods specific to their species, and applies the circular economy model that aims to use resources efficiently. Following the Zero Waste Principle, the group companies prepare a Waste Management Plan for three-year periods, and within the framework of this plan, the company provides training to its employees about the benefits of waste separation

at the source and the best waste management practices in terms of the environment and the economy.

1,024 person*hour of Zero Waste training was provided to employees at Beyçelik Gestamp, one of the group companies of Beyçelik Holding, and 350 person*hours of Zero Waste training at Gesbey.

Group companies Beyçelik Gestamp and Gesbey have Zero Waste Certificate. In 2022, Zero Waste Certificate applications were made for all legal entities of Beyçelik Gestamp Turkey. It is aimed to obtain Zero Waste Certificate in all campuses in 2023.

Hazardous Waste Amount (tons)	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
To Landfill	0	0.107	0	1.2	0	0	2.25	234,252
Recovery	28.84	317.9	4.25	0	97.92	55.12	191.8	0
Reused	0	38	0	0	0	8.51	0	0
Total Hazardous Waste Amount	28.84	356.1	4.25	1.2	97.92	63.63	194.05	234,252

Amount of Non-Hazardous Waste (tonne)	Beyçelik Gestamp		Beyçelik Gestamp Renewable Energy		Warmhaus		Gesbey	
	2021	2022	2021	2022	2021	2022	2021	2022
To Landfill	0	218	0	0	-	0	-	0
Recovery	151,665	59,575	0	0	2,373	0	41	343,317
Recycle	0	0	0	0	0	1,804	0	0
Total Non Hazardous Waste Amount	151,665	59,793	0	0	2,373	1,804	41	343,317

Wastes generated during production in Warmhaus in 2022 were not sent to landfills, all non-hazardous wastes were recycled; some of the non-hazardous wastes are reused in the process and the rest* is recycled for energy purposes.

*The amount of medical waste is neglected.

CONTRIBUTION TO SOCIAL DEVELOPMENT

Beyçelik Holding also supported the cultural activities of students by supporting the school in 2011 and having the Rahime Çelik Sports and Conference Hall with a capacity of 250 people built for the school. Beyçelik Holding still provides scholarships to some of the students who have graduated from Faik Çelik Girls' Vocational High School and won the university.

Uludağ University Faik Çelik Automotive Engineering Department

Uludağ University Faik Çelik Automotive Engineering Department, whose construction was completed with the support of Beyçelik Holding, was opened in the 2011-2012 academic year with the aim of educating qualified engineers specializing in the automotive industry and supporting the industry with R&D and innovation activities, considering automotive as a department. Beyçelik Holding gives success scholarships to the first five students who win the Automotive Engineering Department, within the framework of the determined criteria.

Uludağ University Faculty of Theology Faik Çelik Campus

Uludağ University Faculty of Theology Faik Çelik Campus, which was renovated in 2012 with the support of Beyçelik Holding, has doubled the current student capacity on campus with classrooms equipped with the latest technology of the day, on an area of 10 thousand square meters.

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

Beyçelik Holding undertook the construction of the Medical Oncology and Chemotherapy Unit in the Uludağ University Health Practices and Research Center Hospital building during the renovation works of Uludağ University Faculty of Medicine Hospital and donated it 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.

MY MIND IS IN INNOVATION WITH BEYÇELİK

In June 2022, Beyçelik Holding implemented the social responsibility project "Innovation In My Mind", which it developed to encourage children to think creatively and innovatively, and to develop their brainstorming skills and different thinking abilities. In project scope; Innovation workshops on automotive, renewable energy and air conditioning for children aged 8-11 and an inspiring theater play for creative thinking were performed. Within the scope of the events held on 24-25-26 June at Merinos Atatürk Congress and Culture Center in Bursa, 350 participants had a pleasant time while learning at the workshops and theater play held for 3 days.

It is aimed to encourage children to innovation and invention in the innovation workshops on automotive, renewable energy and air conditioning. The goal is for children to learn to be open to alternatives when faced with new situations and solving complex problems. Children are also encouraged to think innovatively in the play "Magic Walking Stick", which was specially written and staged for the My Mind is in Innovation Project with Beyçelik.



06 CONTRIBUTION TO SOCIAL DEVELOPMENT

Beyçelik Holding proceeds with the principle of "sharing what it has earned" in order to make its contribution, being aware of the fact that all people and institutions in the society should work in cooperation and for a common purpose in order to ensure social development and welfare. Based on this idea, it seeks to produce long-term value by supporting social welfare through social responsibility programs in a variety of disciplines such as culture, art, education, health, and the environment in order to meet its societal responsibilities.

SOCIAL INVESTMENTS

Faik Çelik Vocational and Technical Anatolian High School

Faik Çelik Vocational and Technical Anatolian High School, which was established in the Yıldırım district of Bursa in 2006 to provide qualified vocational education, has not only prepared many high school students for university, but also paved the way for high school students to become qualified employees for the sector with the education it has provided.

SUSTAINABILITY GOALS WITH MAIN FOCUS ON CONTRIBUTION TO SOCIAL DEVELOPMENT

Contribution to Social Development	Performance Indicators	Goals Time			Goals Progress
		Short Term (<1 year)	Medium Term (>1 year-3 years)	Long Term (>3 + years)	
Beyçelik Volunteer					
Volunteer Activities	Number of project Voluntary participants	●	●	●	In 2022, Beyçelik Volunteers implemented 6 different projects.
Support Education					
Scholarship	Allocated budget	●	●	●	All studies related to the goals are explained in the following section.
Financial Support For Educational Institutions	Allocated budget	●	●	●	

CONTRIBUTION TO SOCIAL DEVELOPMENT

BEYÇELİK VOLUNTEER

The Beyçelik Volunteer Platform was established in 2017 in order to support the participation of company employees within Beyçelik and its group companies in social responsibility activities. Every year, Beyçelik Volunteer Platform implements various social responsibility projects on issues such as education, environment and health, in cooperation with foundations and associations working for the benefit of society, in order to increase social awareness among employees and to encourage employees to participate in voluntary activities.

Beyçelik Volunteer 2022 Activities

Book Exchange and Sharing Campaign for the Benefit of Bursa Doğanköy Primary School

As part of the 14 February International Book Exchange Day, a book donation campaign was organized for the Doğanköy Primary School Library in Bursa. As a result of the campaign organized, 300 novel and story type books suitable for 8-14 age groups were donated to Doğanköy Primary School.

Autism Awareness Webinar in collaboration with Tohum Autism Foundation

On April 2, Autism Awareness Day, the Tohum Autism Foundation organized the "What is Autism? in order to raise awareness of autism among Beyçelik employees. What are its features? What are the Causes of Autism? What Are the Misconceptions About Autism?" An online awareness training with answers to the questions was given.

Hut Construction Project for Stray Animals in Cooperation with HEPAD and NAK

In order to prevent stray animals from being affected by adverse weather conditions on cold

winter days, a shed construction project was implemented in cooperation with Nilüfer Search and Rescue (NAK) and the Association of a Paw for Every House (HEPAD). Beyçelik volunteers who worked together on the initiative made 12 huts out of unused pallets at the Warmhaus Factory, and these shelters were placed in various locations for the benefit of stray animals.

HEPAD Visit

Beyçelik volunteers visited the animal shelter established by the Her Eve Bir Pati Association in Bursa Başköy, donated food to the shelter and supported the adoption efforts with social media posts to accelerate the process of finding a suitable home for the animals in the shelter.

Reading Audio Books for the Visually Impaired in Collaboration with GETEM

Within the scope of World Children's Book Week, Beyçelik Volunteers realized a book reading project for visually impaired children in cooperation with Boğaziçi University Technology and Education Laboratory for the Visually Impaired. The books read within the scope of the project were selected and read appropriately for children aged 6-12, and the read books were added to GETEM's electronic library system.

Christmas Ornament Making Project for the Benefit of LÖSEV

Beyçelik Volunteers made a Christmas tree out of felt to be put up for sale at the LÖSEV souvenir stands established in Beyçelik group companies at the end of 2022, as they do in December every year. The products produced by the volunteers were offered for sale together with the products sold by LÖSEV at the LÖSEV souvenir stands opened in different locations of Beyçelik group companies, and the income from the sales was donated to LÖSEV.



CONTRIBUTION TO SOCIAL DEVELOPMENT

COMMUNITY CONTRIBUTION STUDIES OF GROUP COMPANIES

Beyçelik Holding and its group companies develop initiatives with the duty of giving value to the society in which they operate in all areas of life. Group companies continue to engage in the sphere of social responsibility to help people, nature, animals, art, and science, in short, any issue connected to societal progress.

Beyçelik Gestamp

- ▶ Beyçelik Gestamp Running Community participated in the Eker I RUN Run's donation run for the benefit of Tohum Autism Foundation.
- ▶ Stem cells and blood donations were made to the Red Crescent.
- ▶ Measuring instruments were donated to TAYSAD ADMOG Project.
- ▶ 1,100 kg of electronic waste from the company was donated within the scope of TEGV-TÜBSİAD Don't Discard Campaign.
- ▶ In the Koç University Anatolian Scholars

- ▶ Program, 2 students were awarded scholarships.
- ▶ Within the scope of the "Scholarship for 5,000 Students" Program organized by Bursa Metropolitan Municipality Burskoop, 300 students were given scholarships.
- ▶ Financial support was provided to Bursa Technical University Aerospace Club to be used in research and development projects.
- ▶ Product support was provided to Yıldız Technical University YTU Racing Club.
- ▶ Concert sponsorship support was given to Bursa Festival.

Warmhaus

- ▶ Concert supporter for one of the concerts organized within the scope of Bursa Philharmonic Association Project.

- ▶ 15 adult trees were donated to the Paw Garden established by the A Paw for Every House Association in Başköy, Bursa.

Beyçelik Gestamp Renewable Energy

- ▶ Financial support was provided to İzmir's Selçuk District Çamlık Mahallesi Girls Sports Club for uniform support.

- ▶ A donation was made to the Yahyalı Municipality of Kayseri for the purchase of water pumps.

Gesbey

- ▶ The repair and painting works of the administrative building, volleyball court and garden wall of Gönen Teacher's Secondary School were carried out by Gesbey employees.
- ▶ Initiated by GRI (Gestamp Renewable Industry Group), of which Gesbey is a part, initiated the donation of 300 olive saplings to the tree

- ▶ planting project planned in the Manyas district of Balıkesir as part of the "My Forest Sapling Donation" Campaign, which includes a sapling donation for each tower produced.
- ▶ Blood donation was made to the Red Crescent.

GRI Content Index

Beyçelik Holding has reported in accordance with GRI Standards for the period of 1 January 2022 - 31 December 2022.



2023

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the Turkish version of the report.

GRI Standard	Disclosure	Descriptions and Page Numbers
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
GRI 2: General Disclosures 2021	2-1 Organizational details	About Beyçelik Holding, s. 5
	2-2 Entities included in the organization's sustainability reporting	About The Report, s. 3
	2-3 Reporting period, frequency and contact point	About The Report, s. 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, s. 5 Holding Companies, s. 6-7
	2-7 Employees	Work Life, s. 25
	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, s. 10 Sustainability Management, s. 14-15
	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, s. 10
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management, s. 14-15
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, s. 14-15
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, s. 14-15
	2-15 Conflicts of interest	Internal Audit And Control, s. 11 Work Ethics And Anti-Corruption, s. 11-12
	2-16 Communication of critical concerns	Risk Management, s. 10-11
	2-17 Collective knowledge of the highest governance body	Sustainability Management, s. 14-15
	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, s. 27
	2-20 Process to determine remuneration	Talent Management And Employee Development, s. 27
	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, s. 16 Work Life, s.22 With The Beyçelik Group Of Companies Sustainability Policy, s.17-18
	2-23 Policy commitments	https://www.beycelik.com.tr/en/page/i%CC%87n-sari-haklari-politikasi Work Life, s.22 With The Beyçelik Group Of Companies Sustainability Policy, s.17
	2-24 Embedding policy commitments	Corporate Governance, s. 10 Work Life, s.22 With The Beyçelik Group Of Companies Sustainability Policy, s.17
	2-25 Processes to remediate negative impacts	Risk Management, s. 10-11 Internal Audit And Control, s. 11 Work Ethics And Anti-Corruption, s. 11-12 Stakeholder Relations, s. 12 Customer Expectations And Satisfaction, s. 44-45
	2-26 Mechanisms for seeking advice and raising concerns	Work Ethics And Anti-Corruption, s. 11-12
	2-27 Compliance with laws and regulations	Product Responsibility And Quality Management, s. 43
	2-28 Membership associations	Corporate Memberships, s. 14
	2-29 Approach to stakeholder engagement	Stakeholder Relations, s. 12-13
	2-30 Collective bargaining agreements	Beyçelik Holding does not have a workforce that works under a collective agreement.

GRI Content Index

Beyçelik Holding has reported in accordance with GRI Standards for the period of 1 January 2022 - 31 December 2022.

GRI Standard	Disclosure	Descriptions and Page Numbers
GRI 3: Material Issues		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Policy And Strategy, s. 16
	3-2 List of material topics	Sustainability Policy And Strategy, s. 16
	3-3 Management of material topics	Sustainability Policy And Strategy, s. 16-18 Sustainability Goals, s.19-21
Customer Expectations and Satisfaction		
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Expectations And Satisfaction, s. 44-45
Corporate Reputation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, s. 10
Business Ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	Work Ethics And Anti-Corruption, s. 11-12
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Work Ethics And Anti-Corruption, s. 11-12
Sustainability at the Value Chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability At The Value Chain, s. 40 Supplier Management, s.41-42 Product Responsibility And Quality Management, s. 43 Customer Expectations And Satisfaction, s. 44-45
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supplier Management, s.41-42
Continuous Development and Improvement		
GRI 3: Material Topics 2021	3-3 Management of material topics	Continuous Development And Improvement, s. 36 R&D And Innovation, s. 37-38 Digitalization, s. 38-3
Combating Climate Change		
GRI 3: Material Topics 2021	3-3 Management of material topics	Combating Climate Change, s. 46-47 Emissions And Energy Management, s. 48-49 Biodiversity, s. 49 Water Consumption, s. 50 Waste Management, s. 51
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Emissions And Energy Management, s. 48-49
	302-4 Reduction of energy consumption	Emissions And Energy Management, s. 48-49
	302-5 Reductions in energy requirements of products and services	Emissions And Energy Management, s. 48-49
GGRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions And Energy Management, s. 48-49
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions And Energy Management, s. 48-49
	305-4 GHG emissions intensity	Emissions And Energy Management, s. 48-49
	305-5 Reduction of GHG emissions	Emissions And Energy Management, s. 48-49
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, s. 51
	306-2 Management of significant waste-related impacts	Waste Management, s. 51
	306-3 Waste generated	Waste Management, s. 51
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Consumption, s. 50
	303-3 Water withdrawal	Water Consumption, s. 50
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity, s. 49
Corporate Governance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, s. 10 Risk Management, s. 10-11 Internal Audit And Control, s. 11 Work Ethics And Anti-Corruption, s. 11-12 Stakeholder Relations, s. 12-13 Sustainability Management, s. 14-15 Sustainability Policy And Strategy, s. 16-18 Sustainability Goals, s.19-21



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



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