

2023 SUSTAINABILITY REPORT

**FOR A
SUSTAINABLE
FUTURE**

**CESARETLE
VARIZ**



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ABOUT THIS REPORT

As Beyçelik Gestamp, sustainability and green transition efforts, as part of our commitment to environmental and social responsibility, have been accelerated while delivering innovative and value-added products and technologies that meet the needs and expectations of customers with high-quality standards.

This first sustainability report, prepared **in accordance with GRI Standards**, has been transparently shared with valued stakeholders. The report covers Beyçelik Gestamp's sustainability practices, stakeholder-oriented solutions, and economic, environmental, and social performance for the period between January 1, 2023, and December 31, 2023. It also includes the UNGC (United Nations Global Compact) progress communications, as well as the Women's Empowerment Principles (UN WEPs), to which Beyçelik Gestamp has been a signatory since May 10, 2017.

The sustainability vision and green transition are regarded as the next-generation corporate governance approach, and all sustainability practices - not just the reporting components - are continuously developed with a fair, transparent, and accountable perspective.

The data in the report reflects all of Beyçelik Gestamp's legal entities and sectoral activities, both within Turkey and abroad. To accurately represent the company as a whole, the report also provides general information about Beyçelik Gestamp's legal entities.

This first sustainability report, which has not undergone an external audit process, was prepared with contributions from working groups under the leadership of the Beyçelik Gestamp Sustainability Committee. To demonstrate the effectiveness of the sustainability approach, environmental, social, and economic performance data and sustainability practices from the 2022 and 2023 fiscal years (unless otherwise stated) are consolidated in the report for **the five legal entities and 13 facilities**.

Beyçelik Gestamp works to create sustainable value in collaboration with its stakeholders.

The sustainability report is seen as an important tool for assessing stakeholders' sustainability priorities and providing solutions. Feedback from stakeholders serves as an effective means of communication for reviewing the environmental, social, and economic impacts of Beyçelik Gestamp's activities and improving the content of the report. You can send your comments and suggestions regarding the sustainability report from beycelikgestampcevre@beycelikgestamp.com.tr.

Please find out more about all of our sustainability practices and Beyçelik Gestamp's Sustainability Report, prepared in both Turkish and English, at <https://beycelikgestamp.com.tr/>.

Beyçelik Gestamp Legal Entities

1. Beyçelik Gestamp Otomotiv Sanayi A.Ş.
2. Beyçelik Gestamp Teknoloji ve Kalıp Sanayi A.Ş.
3. Çelikform Gestamp Otomotiv A.Ş.
4. Beyçelik Gestamp Şasi Otomotiv A.Ş.
5. Beyçelik Gestamp Romania S.R.L.

MESSAGE FROM CHAIRMAN



Baran ÇELİK
Chairman

Dear Stakeholders,

Globally and locally, 2023 was not an easy year due to economic uncertainties and geopolitical events. Our country experienced a tragedy that deeply affected us all in 2023. After the earthquake on February 6, 2023, which impacted 11 of our provinces, we worked tirelessly from the first day to ensure that all forms of aid could reach the earthquake regions. As Beyçelik Gestamp, making a positive impact on the society we live in has always been at the core of our sustainability approach. We will continue to stand by our country and our people in the future.

One of the guiding principles of Mustafa Kemal Atatürk, the founder of our Republic, in the foundation of the Turkish Republic was the belief that “Industrialization is among our greatest national issues.” This idea has always been a guiding principle for us. For this reason, 2023, the year in which we celebrated the 100th anniversary of our Republic, held special significance for us. In 2023, we aimed to realize the production facility investments we had been pursuing since 2021. We are proud to have achieved this goal. We brought into operation our Beyçelik Gestamp TEKNOSAB (Karacabey-Bursa), Beyçelik Gestamp Yeniköy (Başiskele-Kocaeli), Çelikform Gestamp TEKNOSAB (Karacabey-Bursa), and Beyçelik Gestamp Chassis (Çayırova-Kocaeli) plants. In addition, we completed our second plant investment in Romania. As of 2023, Beyçelik Gestamp operates in six locations, including Bursa, Kocaeli,

and Romania, with a total of 13 plants and 350,000 square meters of production area. With our strong technological infrastructure, production capacity, four R&D and Design Centers, and industry-leading innovative products, we have always aimed to be the preferred partner of primary industries.

In addition to our direct product exports, we achieved an export volume of 140 million dollars in 2023, with a 28% increase compared to the previous year, by exporting sheet metal forming tool and dies, and equipment produced on a project basis to over 30 countries across five continents. While continuing to enhance our production capacity, we managed our economic, environmental, and social impacts in line with our vision of being a company that contributes to society and the environment. With the Green Transition we initiated in 2023, we aimed to embed sustainability principles throughout our corporate culture and value chain, forming the foundation of our sustainable development vision to become a leading company in the automotive sector. Within this vision, we aimed to protect our competitive strength in global markets by quickly adapting to new mechanisms arising in international trade, particularly due to the climate crisis.

We have established our sustainability strategy in alignment with our Green Transition vision, focusing on five main areas. We carry out all our business processes with a commitment to “Continuous Improvement,” aiming to maintain the highest levels of customer satisfaction through the achievements gained from R&D, digitalization, and innovation efforts. With our focus on the “Value Chain,” we aim to integrate our principles of business ethics, quality, efficiency, and sustainability into our value chain, thereby expanding the sustainable value we create. In our focus on “Combating Climate Change,” we consider every potential risk and opportunity arising from our environmental impacts in our investment decisions and business strategies.

As Beyçelik Gestamp, we believe that our employees are the core element of our success. In line with this belief, under our “Work Life” focus, we have established fair, transparent, and inclusive corporate governance, respectful of human rights, and an employee-centered approach. This enables us to create equitable, inclusive, healthy, and safe workplaces where our employees can develop their competencies.

“Contribution to the Social Development” has always been an important part of our corporate culture. We have implemented and will continue to implement projects that contribute to the society we live in, particularly in areas that touch people’s lives, such as education.

We believe that the phrase that best defines Beyçelik Gestamp is “Cesaretle Varız (With Courage)”. This statement motivates us to produce more, adapt to innovations, be dynamic, and build trust. We continue our sustainability journey with the same courage. I would like to extend our gratitude to all our stakeholders, especially our colleagues, who accompany us on this journey.

Best Regards,

Baran ÇELİK
Chairman

MESSAGE FROM GENERAL MANAGER



Engin MEYDAN
General Manager

Dear Stakeholders,

The global and local challenges we face have shown that no institution or individual is exempt from working towards creating a sustainable future. The urgency of environmental issues, in particular, has brought sustainability to the forefront in the business world. As a socially responsible corporation, we have always been aware of our responsibilities in this area. For Beyçelik Gestamp, 2023 was a year in which efforts to institutionalize sustainability within our operations were increasingly implemented. In line with our vision to be a preferred company for OEMs in the ever-evolving automotive industry by offering safer, lighter, autonomous products powered by new energy sources, we established a sustainable growth-focused management model in 2023, shaped by global, national, and sectoral trends. We also set our Sustainability Strategy in alignment with our Green Transition vision.

As part of integrating sustainability into our corporate governance structure, we enacted new policy documents and established our Sustainability Management Organization. We aligned our business processes with the United Nations Sustainable Development Goals and their relevant sub-targets, identifying sustainability-related risks and opportunities. We have defined our short, medium, and long-term sustainability targets in line with Turkey's

2053 net-zero emission and green development targets, as well as our vision of sustainable growth.

To maintain our competitive strength in the global, national, and sectoral markets and to emphasize continuous development and improvement in all our operational processes, we prioritized R&D, innovation, and digitalization efforts. We focused on the commercialization of products developed through R&D and innovation, resulting in over 1 billion TL in revenue and 2 million TL in savings on production lines. We invested 4 million Euros in R&D and innovation and 1,250,000 Euros in digital transformation. As a result of the efforts led by our Digital Transformation Committee, a significant portion of our business processes has been digitalized. Under the scope of Industry 4.0 applications, we continued our efforts to expand the Energy Management and Monitoring Systems.

To promote sustainability throughout our value chain, we accelerated our training and audits that support supplier development, starting with our supply chain. In supplier selection, we prioritized local suppliers, except for those producing patented materials. Out of our total 1,790 suppliers, we selected 1,528 from local suppliers. By doing so, we reduced the supply time of our production inputs while contributing to the development of the local economy. We worked to maximize customer satisfaction with our products and services that meet international quality standards and launched new Six Sigma projects. We placed product quality and safety at the center of our production activities. With a "responsible product" approach, we adopted integrated management systems (ISO 9001, ISO 14001, ISO 45001, ISO 50001, IATF 16949, ISO/IEC 27001, etc.) and sustainability principles in all our production and supply processes, as well as in our products, services, and technologies.

We have adopted the principle of responsible production and environmentally conscious management in all our activities. We calculated our corporate greenhouse gas inventory (Scope 1, 2, 3) in accordance with international protocols and successfully completed the data verification process for four legal entities based on the ISO 14064-1:2018 standard. In line with the Carbon Reduction Plan Roadmap, we created in 2023, we aim to reduce the carbon footprint of our activities and reach net-zero

carbon emissions by 2035. By participating in the CDP (Carbon Disclosure Project) reporting for the first time, we were awarded a C+ score for our climate action efforts. We completed the rooftop solar energy systems (GES) installations at our two plants (Beyçelik Gestamp Demirtaş and Beyçelik Gestamp Yeniköy) and made them operational. We plan to commission the rooftop GES project at our Beyçelik Gestamp TEKNOSAB Plant in 2024. We have implemented significant projects aimed at reducing energy consumption at our plants. By achieving a first in the industry, we successfully expanded the Zero Waste Certificate we obtained in 2020 to 11 facilities in 2023. In the 2024-2025 period, we aim to reduce water consumption through a rainwater collection and storage project on the roof of our Beyçelik Gestamp TEKNOSAB Plant.

We continue our efforts to be a company where everyone wants to work and takes pride in working, with a human-centered approach, respect for employees, and processes that enhance the personal and professional knowledge, skills, and competencies of our employees, aiming to achieve employee satisfaction. While providing opportunities for the development of our employees, we ensure the integration of young people into our sector through special internship programs such as the Young Friend Program. As signatories of the United Nations Women's Empowerment Principles (UN WEPs), we continue to implement practices that support women's employment. We invested 811,589 Euros in Occupational Health and Safety (OHS) to ensure that our employees can work in a safe and healthy environment, and we have set the goal of "Zero Workplace Accidents."

With our investments, we aim to create added value not only for the economy but also for the society. With the understanding of creating value for all our stakeholders, we have long been carrying out and will continue to carry out social responsibility projects and sponsorships with stability.

I am presenting our first Sustainability Report, prepared in accordance with international standards (UN Global Compact, UN WEPs, Greenhouse Gas Protocol, ISO 14064-1, UN SDGs) and the "GRI Standards 2021," along with our current performance, transparently for the evaluation of our valuable business partners and all stakeholders. While

I cannot share all the details here, you will find many of the projects we have implemented in our report. On this occasion, I would like to express my thanks to all the stakeholders who have accompanied us and contributed to our success in our sustainability journey, which we continue to progress and develop every day.

Best Regards,

Engin MEYDAN
General Manager



OVERVIEW

- **Beyçelik Gestamp At A Glance**
- **Mission, Vision and Values**
- **Sustainability Journey**
- **About Beyçelik Gestamp**
- **Governance Structure**
- **Committees**
- **2023 Highlights in Sustainability**

BEYÇELİK GESTAMP AT A GLANCE*

6 Locations

5 Corporate Entities

13 Production Facilities

350,000 m²

of Production Area

4,794 Employees

Export to over 30 Countries

Across 5 Continents

140 million Dollars in Export

4 R&D and Design Center

Across 4 Locations

(165 R&D Staff)

4 million Euros

R&D and Innovation Investment

2,793,000 Euros

Energy Investment

1,250,000 Euros

Digital Transformation Investment

811,589 Euros

OHS Investment

MISSION, VISION, AND VALUES



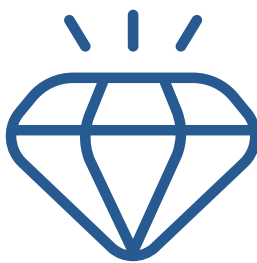
MISSION

To be a reliable, productive, and distinctive leader company in the automotive sector by ensuring the satisfaction of our customers, employees, community, and other stakeholders.



VISION

To be a preferred company in safer, lighter, autonomous product lines powered by new energy sources in the continuously developing automotive industry.



VALUES

Customer Focus
Reliability
Respect for Human
Respect for Environment
Continuous Improvement
Being Dynamic
Working with Team Spirit
Cooperation Focus
Innovation
Commitment to Ethical Values

*Includes data for the year 2023.

SUSTAINABILITY JOURNEY

1976

Establishment: The first atelier was established by Faik Çelik, initially producing molds for the stove industry, and then the automotive industry.

1983

Mass parts production in addition to die manufacturing in automotive industry was started.

1993

The first joint-stock company: Beyçelik Otomotiv A.Ş. was established by Faik Çelik.

1996

ISO 9001 Certification: After establishing a Quality Management System, the ISO 9001:2015 Certification was obtained.

2004

Industry-first: Ford Q1 Certification was received.

ISO 14001 Certification: After establishing an Environmental Management System, the ISO 14001:2015 Certification was obtained.

2005

The EFQM (European Foundation for Quality Management) Excellence Model Achievement Award was received in the locality.

2006

The companies within the Beyçelik Group are gathered under the roof of Faik Çelik Holding (currently known as Beyçelik Holding).

2007

Beyçelik Gestamp was established as a joint venture with Spanish firm "Gestamp Automocion".

2008

Assembly Plant was established with a closed area of 10,000 m² in the Demirtaş Organized Industrial Zone (OIZ).

Tofaş Quality and Performance Award was received.

2009

Industry-first: Beyçelik Gestamp established an R&D Center was established in the Demirtaş OIZ, as the first R&D center in this area.

Automotive Manufacturers Association (OSD) Best Supplier Award and Renault Subsidiary Industry Success Award were received.

2010

Turkey's First Hot Stamping Plant, G16Hemming Line, Assembly Plant and Chassis Plant were established.

2011

Ford Otosan Suppliers of the Year Golden Star Award was received.

IATF 16949 Certification: After establishing an Automotive Quality Management System, the IATF 16949:2016 Certification was obtained.

2013

Tofaş's Quality and Performance Prize was received.

2014

Steel Service Center was established.

2016

Çelikform Gestamp, established in 1998, was acquired by the joint venture of Gestamp and Beyçelik.

2017

The first international investment was made in Romania.

The industry's first Design Center was established.

ISO 45001 Certification: After establishing an Occupational Health and Safety Management System, the ISO 45001:2018 Certification was obtained.

2018

Ford Otosan Suppliers of the Year Golden Star Award (2017) was received.

The second Chassis Plant was established.

2019

InovaLig - The Second Prize in Turkey for Organization and Culture of Innovation was received.

ISO/IEC 27001 Certification: After establishing an Information Security Management System, the ISO/IEC 27001:2013 Certification was obtained.

2020

The company became the first in the sector to receive the Basic Level Zero Waste Certificate.

2021

The company was included in the Turquality Support Program.

Turkey's first R&D Center focused on chassis components has been opened. With this center, the number of R&D Centers within Beyçelik Gestamp has increased to four.

2022

Production was started at the Beyçelik Gestamp Tooling Plant (Karacabey-Bursa).

ISO 50001 Certification: After establishing an Energy Management System, the ISO 50001:2018 Certification was obtained.

2023

Production was started at the Beyçelik Gestamp TEKNOSAB Plant, Beyçelik Gestamp Yeniköy Plant, Çelikform Gestamp TEKNOSAB Plant, and Beyçelik Gestamp Chassis Plant.

The company participated for the first time in the Carbon Disclosure Project (CDP) process.

The rooftop solar energy systems (GES) were installed and activated at

the Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant and Beyçelik Gestamp Yeniköy Plant.

Efforts to embed sustainability into the corporate culture were initiated. The Sustainability Strategy and related Policy Documents were published.

The corporate greenhouse gas inventory was developed.

Second Plant in Romania: Investment has begun for the establishment of the second plant in Romania.

ABOUT BEYÇELİK GESTAMP

Beyçelik Gestamp, founded in December 1976, is celebrating its 47th anniversary. The company continues to move forward with a strong team spirit, aiming to become a leading and preferred brand.

Beyçelik Gestamp designs, develops, and manufactures tools and dies, equipment, and components for the metal industry of the automotive supplier industry. Through its innovative products, the company supports the design of safer and lighter vehicles, contributing to improved human safety, reduced energy consumption, and environmental protection.

Founded as the first company of Beyçelik Holding in 1976, Beyçelik Gestamp quickly became a leader in tools and dies designing and manufacturing, and sheet metal forming. In 2007, it has brought its success in Turkey to the world scale with a partnership with Gestamp Automocion, a leading international automotive metal company based in Spain, to bring its success in Turkey to the global scale.

Beyçelik Gestamp operates in 6 locations across Bursa, Kocaeli, and Romania with 5 legal entities, covering

350,000 m². The company focuses on sustainability, continuous development, and customer orientation, adding value to both its industry and Turkey.

As the owner of Turkey's first R&D center in sheet metal stamping and die, Beyçelik Gestamp is known for its innovative approach and state-of-the-art investments that align with the latest technology in the automotive sector. In addition to direct product exports, the company exports its project-based sheet metal tools and dies, and equipment to over 30 countries across 5 continents. It operates 4 R&D centers and continues to work on developing new products and technologies.

While continuing its operations, Beyçelik Gestamp progresses in alignment with the sustainability approach it has developed within the framework of its Sustainability Policy. In 2023, it created a sustainability strategy under the main headings of Sustainability in the Value Chain, Corporate Governance, Continuous Development and Improvement, Work Life and Contribution to the Social Development, and Combating Climate Change. The Green Development vision plays a significant role in this strategy.

PRODUCTS

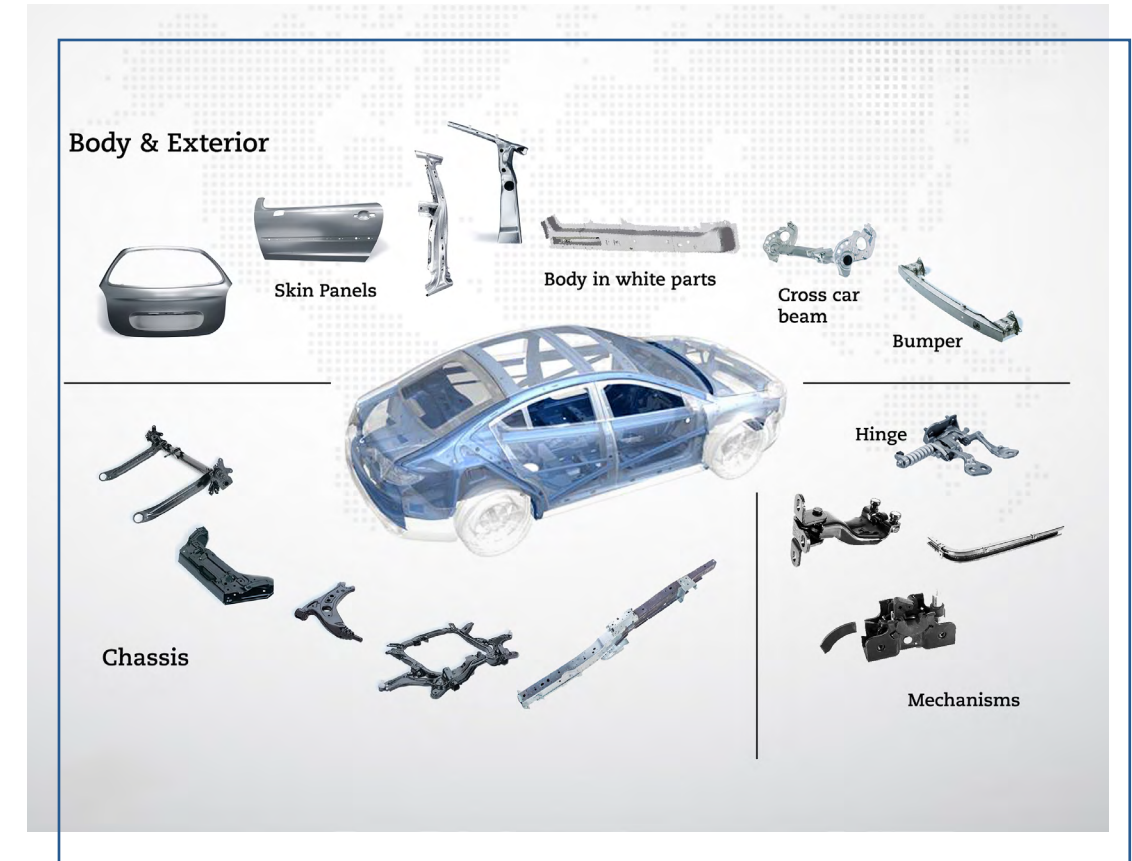
A wide range of products manufactured from steel sheets.

- Metal components for vehicle body
- Chassis and mechanisms

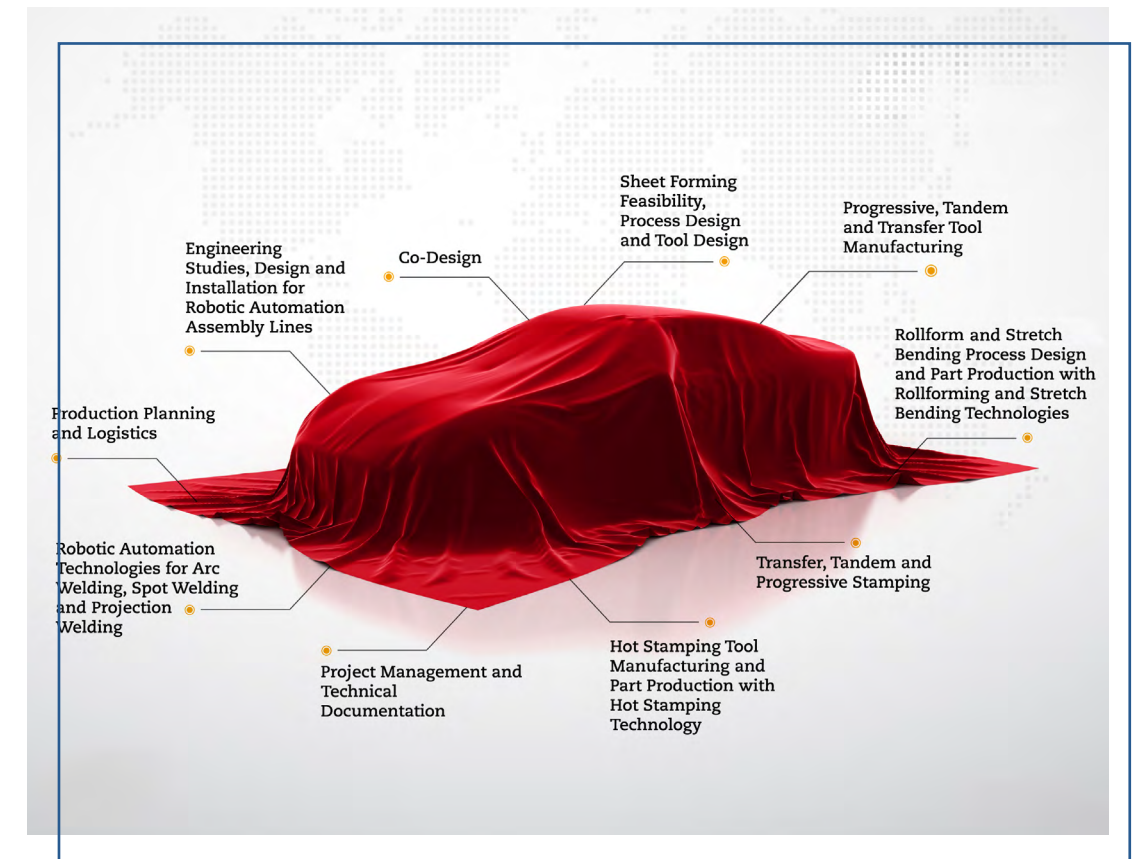
TECHNOLOGIES

- Sheet metal preparation (Slitting, Cutting to length stringer)
- Transfer and G1 line
- Welding (Spot welding robots, Inert-gas Arc welding robots, Projection)
- Hot Stamping (Press Hardening)
- Tool and Dies Manufacturing (Tandem, Progressive, Transfer, Group)
- Laser Cutting Technology
- Roll Form & Stretch Bending

PRODUCTS



TECHNOLOGIES



BEYÇELİK GESTAMP LEGAL ENTITIES



Beyçelik Gestamp Otomotiv Sanayi A.Ş.

As founded in 1976, Beyçelik established Beyçelik Gestamp in 2007 through a partnership with Gestamp Automocion, a leading Spanish-based company in the global automotive metal sector. Beyçelik Gestamp A.Ş. is an international company that designs, develops, and manufactures tools and dies, equipment, and components in the automotive parts metal sector. By designing especially innovative products, Beyçelik Gestamp supports the design of safer and lighter vehicles, contributing to the key principles of increasing human safety, reducing energy consumption, and protecting the environment. Beyçelik Gestamp A.Ş. is the owner of Turkey's first R&D center in sheet metal stamping and die manufacturing. With its innovative approach and investments in the latest technologies parallel to the automotive sector, the company is a preferred supplier for major manufacturers.



Beyçelik Gestamp Şasi Otomotiv A.Ş.

In August 2007, Gebze facility was established as part of ThyssenKrupp Tallent (UK) under the name ThyssenKrupp Tallent Gebze Facility at TAYSAD Organized Industrial Zone (OIZ), operating under

ThyssenKrupp Automotive Parts. In September 2011, all ThyssenKrupp companies were sold to Gestamp Automoción, and Gebze facility was renamed Gestamp Metal Forming Otomotiv Parçaları Ltd. Şti. In April 2012, the facility was acquired by Beyçelik Gestamp Kalıp ve Oto Yan Sanayi Pazarlama ve Tic. AŞ., and since then, Gebze facility has been operating under Beyçelik Gestamp name. In December 2013, the company's title was changed to Beyçelik Gestamp Şasi Otomotiv San. Ltd. Şti. In 2017, Faik Çelik Holding changed its name to Beyçelik Holding. In 2018, the company's name was further updated to Beyçelik Gestamp Şasi Otomotiv A.Ş. In 2018, Gebze facility expanded by establishing a second production center at TAYSAD OIZ, and in September 2018, the company's management offices moved to a new building. In October 2018, with the activation of the Toyota lines and the Press Shop, mass production began at the new plant. In 2023, with the addition of a third production center at TAYSAD OIZ, the company currently ships products from all three facilities.



Çelikform Gestamp Otomotiv A.Ş.

The company started its operations in 1998 under the name Emarc-Beyçelik as a joint venture between Emarc Spa (Italy) and Beyçelik. After the transfer of Beyçelik's shares to a private individual, this organizational structure continued until October 2004. In February 2003, the company's name was changed to Emarc Automotive Components, and in October 2004, following a General Assembly decision, the private individual's shares were transferred back to Beyçelik, and the company's name was changed to Emarc-Çelik Automotive Components A.Ş. In 2013, the name was further shortened to Emarc-Çelik Otomotiv A.Ş. In 2015, with Faik Çelik Holding acquiring Emarc Spa's shares, the company was renamed Çelikform. With its new organizational structure, Çelikform Otomotiv A.Ş. accelerated its investments and efforts aimed at increasing capacity, quality, and efficiency, utilizing the expertise and technological strength of Beyçelik Gestamp. The company aimed to produce products that meet customer needs and expectations with minimal cost, continuous and reliable quality, while protecting the environment. Following the partnership with the Spanish company Gestamp, the company's name was changed to Çelikform Gestamp, and the partnership expanded the company's opportunities through Gestamp's strength in the global market.



Beyçelik Gestamp Teknoloji ve Kalıp San. A.Ş.

Beyçelik tool and dies manufacturing unit, which began operations in 1977, accelerated its investments in capacity-building, quality, and efficiency with the experience gained in the repair, maintenance, and control of both existing and newly produced tool and dies. Following Gestamp partnership in 2007, the plant continued its operations in the Demirtaş Organized Industrial Zone (OIZ) as a Tooling Plant. The plant's purpose is to produce products that meet customer needs and expectations at the lowest cost, while maintaining continuous and reliable quality and protecting the environment. In late 2021, Beyçelik Gestamp Teknoloji ve Kalıp San. A.Ş. relocated to its new production site in Bursa TEKNOSAB. The plant operates in a 10,000 m² closed area, conducting R&D, design, feasibility studies, and manufacturing activities related to hot and cold sheet metal stamping and die manufacturing technologies on an international scale.



Beyçelik Gestamp Romania S.R.L.

Beyçelik Gestamp began its global investments in Romania by acquiring MPO in 2017. The facility is located 5 km from the Dacia Romania plant in Arges and 136 km from Ford Craiova. In May 2020, the company's name was changed from MPO to Beyçelik Gestamp Romania. Today, the portfolio includes two customers: Dacia Renault and Ford. Main goal is to expand the market in Romania and become the first-choice supplier in the pressed and welded sheet metal market.

BEYÇELİK GESTAMP PRODUCTION FACILITIES*

Legal Entity	Facility Name	Year of Operation	Facility Location	Production Area (m²)	Closed Area (m²)	Field of Activity
Beyçelik Gestamp Otomotiv Sanayi A.Ş.	BGO-Central	1993	Bursa OIZ, Nilüfer/ Bursa	37,140	35,003	At Beyçelik Gestamp Sheet Metal Forming and Assembly Plant, production is carried out using the World Class Manufacturing (WCM) model, with robotic tandem, progressive, transfer press lines, and robotic welding cells.
	BGO-TEKNOSAB	2023	Bursa TEKNOSAB, Karacabey/ Bursa	76,018	35,680	In Beyçelik Gestamp’s Sheet Metal Forming and Assembly Plant, production is done through eccentric cutting presses, robotic tandem, progressive, transfer press lines, and robotic welding cells under the WCM model.
	Branch 2-BGD	2012	Demirtaş OIZ, Osmangazi/ Bursa	25,386	9,551	Beyçelik Gestamp’s Hot Stamping and G1 Plant was established as Turkey’s first hot stamping plant. High-strength sheet metal parts are produced using hot stamping lines, cooling units, and robotic automation technologies. The G1 & Hemming Line is equipped with a 2,000-ton capacity press line and assembly cells with robotic automation for pressing outer surface panel sheets for the automotive industry and performing upper assembly.
	Branch 3-BGA	2012	Bursa OIZ, Nilüfer/ Bursa	20,000	14,700	At Beyçelik Gestamp Assembly Plant, production involves resistance welding, gas metal arc welding, and five-axis laser cutting processes for sheets of varying thicknesses and strengths, formed by hot and cold methods. Beyçelik Gestamp Steel Service Center processes sheets with thicknesses ranging from 0.40 to 7 mm and has a capacity to store 2,000 tons of sheet metal. Annually, 200,000 tons of sheet material are prepared according to production schedules and sent to the press department for forming.
	Branch 4-BGS	1993	Bursa OIZ, Nilüfer/ Bursa	9,595	7,381	
	BGY-Yeniköy	2023	Başiskele/ Kocaeli	24,023	20,187	At Beyçelik Gestamp Yeniköy Plant, production is conducted with 160 robots, incorporating the latest technologies for assembly production.
Beyçelik Gestamp Teknoloji ve Kalıp San. A.Ş	BGT-TEKNOSAB	2022	Bursa TEKNOSAB, Karacabey/ Bursa	15,000	10,762	At Beyçelik Gestamp Technology and Tooling Plant, activities related to the design, feasibility, and manufacturing of hot and cold sheet metal stamping and dies manufacturing technologies are carried out on an international scale.
Çelikform Gestamp Otomotiv A.Ş.	CEF-Central	1998	Bursa OIZ, Nilüfer/ Bursa	8,500	7,500	At Çelikform Gestamp Roll Form & Mechanism Plant, forming of standard and high-strength sheet metal, as well as pipe and aluminum forming, is carried out. The plant produces profile door window frames, sliding door rails and mechanisms, lock mechanisms, and vehicle impact safety crossmembers using special processes and machinery designed and manufactured by Çelikform Gestamp.
	CEF-TEKNOSAB	2023	Bursa TEKNOSAB, Karacabey/ Bursa	10,240	10,240	
Beyçelik Gestamp Şasi Otomotiv A.Ş.	BGC-1	2018	TOSB, Çayırova/ Kocaeli	15,001	10,147	At Beyçelik Gestamp Chassis Plant, production includes high-tech, robot-automated cold forming, robotic MIG/MAG welding, cataphoresis, post-paint machining, and bushing processes. The facility manufactures control arms, engine cradles, rear axles, chassis carrier arms, and fuel tank cover mechanisms, all designed by Beyçelik Gestamp Chassis.
	BGC-2	2007	TOSB, Çayırova/ Kocaeli	24,300	15,000	
	BGC-3	2023	TOSB, Çayırova/ Kocaeli	71,701	45,000	
Beyçelik Gestamp Romania S.R.L.	BGR-1	2017	Pitești/ Romania	-	21,979	At Beyçelik Gestamp Romania Plant, pressed and welded sheet metal parts and components are produced.
	BGR-2	2024	Pitești/ Romania	-	23,375	At Beyçelik Gestamp Romania Plant, pressed and welded sheet metal parts and components are produced. Additionally, Aluminum Battery Trays are manufactured using welded assembly, hybrid joining, and coating processes.

*Includes data for the year 2024.

BGO: Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant; BGO TEKNOSAB: Beyçelik Gestamp TEKNOSAB Plant; BGD: Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant; BGA: Beyçelik Gestamp Assembly Plant; BGS: Beyçelik Gestamp Steel Service Center; BGY: Beyçelik Gestamp Yeniköy Plant; BGT-TEKNOSAB: Beyçelik Gestamp Tooling Plant; CEF: Çelikform Gestamp Roll Form & Mechanism Plant; TEKNOCF: Çelikform Gestamp TEKNOSAB Plant; BGC: Beyçelik Gestamp Chassis Plant; BGR: Beyçelik Gestamp Romania Plant

GOVERNANCE STRUCTURE

BOARD OF DIRECTORS

The Board of Directors of Beyçelik Gestamp consists of a total of six members, including the Chairman of the Board.

The Chairman of the Board of Beyçelik Gestamp also serves as the CEO of Beyçelik Holding.

Beyçelik Gestamp Board of Directors*		
Title	Name-Surname	Responsibility
Chairman	Baran Çelik	Authorized for Individual Representation
Vice Chairman	Francisco Jose Riberas Mera	Authorized for Individual Representation (Joint Representatives: Cihan Çelik, Faik Çelik)
Board Member	Faik Çelik	Authorized for Individual Representation (Joint Representatives: Francisco Jose Riberas Mera, Francisco Lopez Pena, Juan Maria Riberas Mera)
Board Member	Cihan Çelik	Authorized for Individual Representation (Joint Representatives: Francisco Jose Riberas Mera, Francisco Lopez Pena, Juan Maria Riberas Mera)
Board Member	Francisco Lopez Pena	Authorized for Individual Representation (Joint Representatives: Cihan Çelik, Faik Çelik)
Board Member	Juan Maria Riberas Mera	Authorized for Individual Representation (Joint Representatives: Cihan Çelik, Faik Çelik)

* Includes changes for 2024.

TOP AND MID-LEVEL MANAGEMENT

The Top Management of Beyçelik Gestamp oversees the progress of company activities in compliance with legal regulations, internal arrangements, and committed policies. By making strategic decisions, they consider the company’s environmental, social, economic, and corporate governance risks and opportunities, managing and representing the company under fair competitive conditions while protecting long-term interests. The Top Management consists of the Chairman and General Manager.

In Beyçelik Gestamp, the Chairman and the General Manager have distinct roles and responsibilities. Thanks to the separation of powers and authority at the Top Management level, boundaries are defined in decision-making processes within corporate governance, ensuring a balance is maintained.

TOP MANAGEMENT*		
Title	Name-Surname	Responsibility
Chairman	Baran Çelik	Human Resources, Environment, Operations, Supply Chain & Purchasing, Engineering, Plant Management, Business Development
General Manager	Engin Meydan	Human Resources, Environment, Operations, Supply Chain & Purchasing, Engineering, Plant Management, Business Development

* Includes changes for 2024.

MID-LEVEL MANAGEMENT

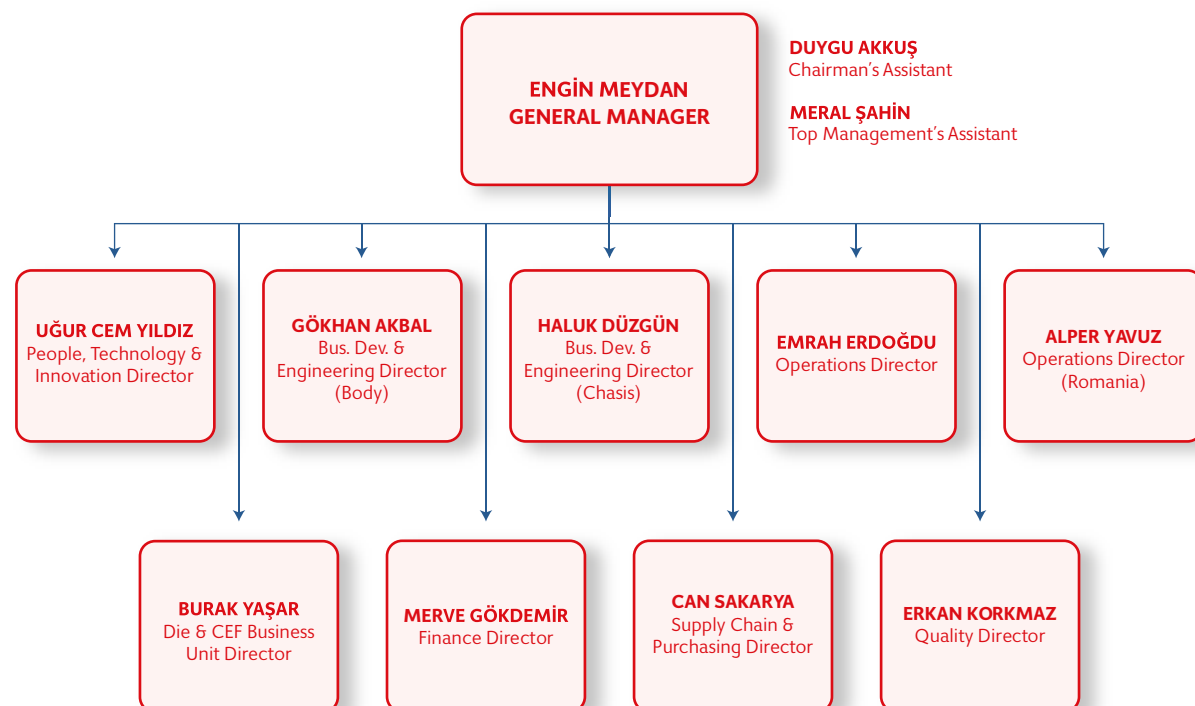
Title	Name-Surname	Affiliated Directorates
People, Technology & Innovation Director	Uğur Cem Yıldız	Organizational Development and Academy, Talent Management and Human Resources Operations, Industrial Relations, Environment and Occupational Safety, R&D and Innovation, Information Technologies, Health Unit
Finance Director	Merve Gökdemir	Cost Accounting, Accounting, Finance, Budget Planning and Control, Financial Reporting
Director of Supply Chain and Purchasing	Can Sakarya	Foreign Logistics, Planning, Supply Chain & Optimization, Purchasing, Material Procurement
Quality Director	Erkan Korkmaz	Quality Management Systems, Customer Quality
Business Development and Engineering Director (Body)	Gökhan Akbal	Business Development, Engineering, Investments, Production Technologies
Business Development and Engineering Director (Chassis)	Haluk Düzgün	Business Development, Engineering, Investments, Production Technologies
Operations Director	Emrah Erdoğan	Plant Management (Production, Production Engineering, Maintenance, Process & Project Quality, Domestic Logistics)
Die Business Unit Director	Burak Yaşar	Die Manufacturing, Die Engineering (Design, Process, and Feasibility), Quality-Method-Planning, BGTS, Projects, Business Development, Purchasing
Operations Director (Romania)	Alper Yavuz	Human Resources, Environment, Quality System & Customer Quality, Maintenance, Business Development, Financial Reporting, Engineering, Supply Chain, Purchasing & Foreign Relations, Finance & Accounting, Plant Management BGR1-BGR2 (Process & Project Quality, Production, Production Engineering, Maintenance, Domestic Logistics)

* Includes changes for 2024.

The job descriptions of the directors in Mid-Level Management and the affiliated departments, as well as any amendments, transfers, establishments, and cancellations of these positions, are determined by Top Management's decision. Regarding the job descriptions of other titles, the General Manager has the authority to make any

adjustments and arrangements within the limits of the annual budget. Decisions made within the framework of sustainability and green development-based operational activities are evaluated by the General Manager, and performance and monitoring processes are followed.

BEYÇELİK GESTAMP ORGANIZATIONAL STRUCTURE*



* Includes changes for 2024.

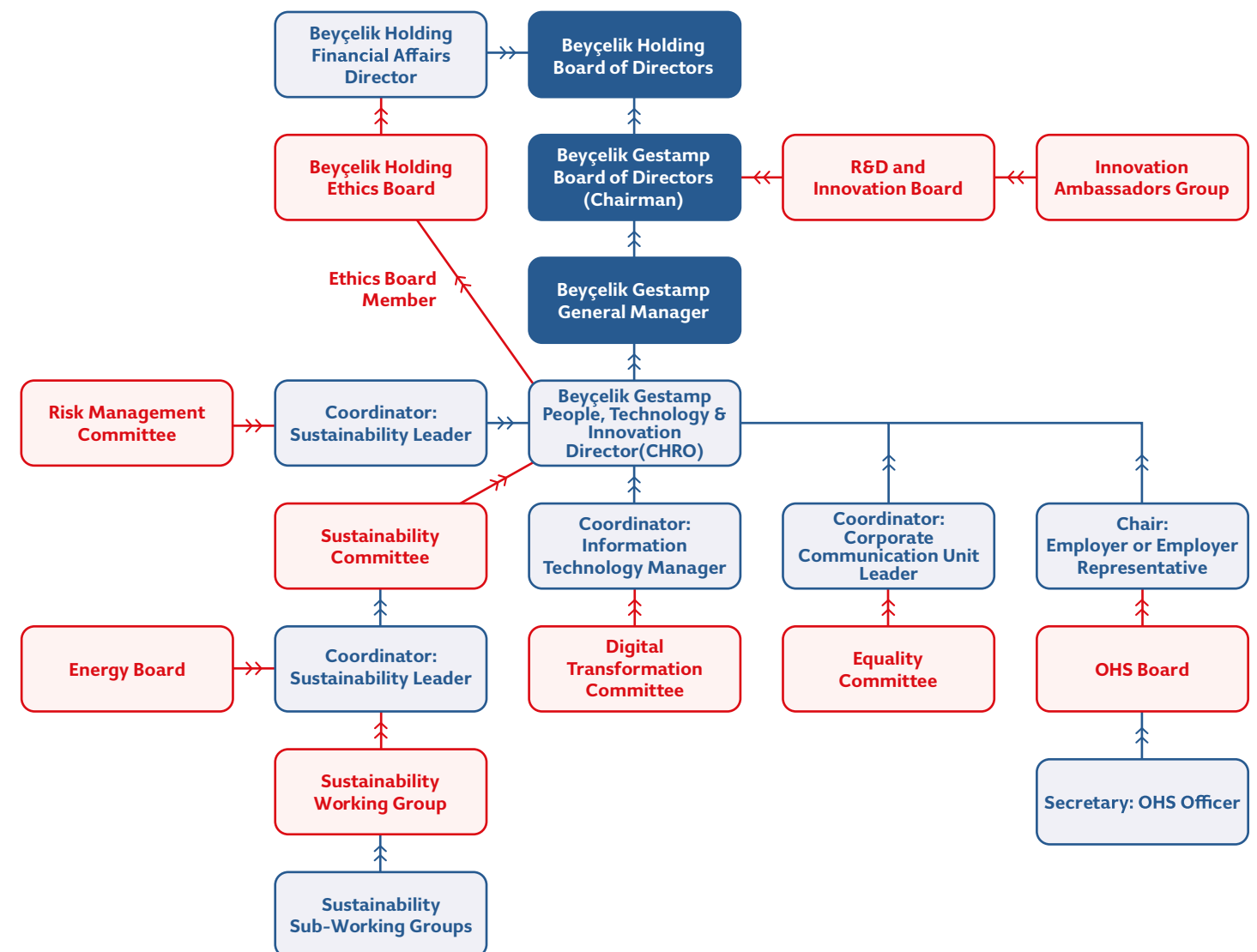
COMMITTEES

Beçelik Gestamp has a total of 10 boards/committees operating under the Top Management, responsible for achieving the company's vision, mission, and strategic objectives. These include the Ethics Board, R&D and Innovation Board, Innovation Ambassadors Group, Digital Transformation Committee, Equality Committee, Occupational Health and Safety (OHS) Board, and the Sustainability Management Organization established in 2023 (which includes the Sustainability Committee, Sustainability Working Group and Sub-Working Groups,

Energy Board, and Risk Management Committee).

For detailed information about the **Sustainability Management Organization**, please refer to the “Sustainable Governance Approach” section; for details about the **R&D and Innovation Board and Innovation Ambassadors Group**, please refer to the “R&D, Innovation, and Technology” section; and for information about the **Ethics Board**, please refer to the “Business Ethics and Compliance” section.

CORPORATE GOVERNANCE ORGANIZATIONAL STRUCTURE



OCCUPATIONAL HEALTH AND SAFETY (OHS) BOARD

The Occupational Health and Safety (OHS) Board consists of the employer or the employer's representative (an authorized person appointed by the company), an OHS specialist, the Personnel and Administrative Affairs Officer, the workplace physician, the chief foreman or foreman (and their deputy), and a Worker Representative. The Chair of the OHS Board is the employer or the employer's

representative, while the Secretary is the OHS Officer. All board members, except for the chief foreman or foreman (and their deputy), are appointed by the employer. The chief foreman or foreman (and their deputy) is elected by the foremen at the workplace. The Worker Representative is elected from among the workers at the workplace.

RESPONSIBILITIES OF THE OHS BOARD

- To guide employees on occupational health and safety (OHS) matters, identify OHS measures in the workplace, make proposals to the employer or employer's representative, prepare a draft internal regulation suitable for the nature of the workplace, and present it for approval by the employer or representative, and to monitor the implementation of the internal regulation
- To make proposals to the employer or employer's representative for establishing a system that ensures OHS in the workplace concerning the safe placement of necessary guards on machines and equipment, the working methods applied, the materials used, personal protective equipment, and workplace cleanliness
- To conduct necessary research, inspections, and investigations in the event of any work accident or occupational disease resulting in death or permanent incapacity, or in the case of an OHS-related hazard, and to identify the necessary measures in a report and provide it to the employer or representative
- To plan OHS training at the workplace, prepare programs related to this topic and rules, present them for approval by the employer or employer's representative, and monitor their implementation
- To carry out activities such as publications and organizing conferences to establish and enhance the OHS culture in the workplace
- To plan and control necessary safety measures in the maintenance and repair of facilities,
- To monitor whether periodic health examinations and checks for workers are conducted according to the characteristics of the workplace
- To monitor the adequacy of fire safety measures and the activities of teams in the workplace and make proposals to the employer or employer's representative regarding this matter
- To keep track of innovations regarding health and safety, collect and evaluate information, and propose necessary measures
- To prepare an annual report on the health and safety status of the workplace, evaluate activities, identify issues to be included in the working program for the following year, and make proposals to the employer.

OPERATING PRINCIPLES OF THE OHS BOARD

- The OHS Board meets at least once a month. The meeting agenda, location, date, and time are communicated to board members by the board chair, or the secretary in the absence of the chair, at least 48 hours before the meeting using the "Correspondence Format."
- In cases of serious work accidents or important situations requiring special measures, any board member can call for an extraordinary meeting of the board
- The duration of regular board meetings cannot exceed a total of 24 hours per month
- The board convenes with the majority of its members, and decisions are made by the majority vote of those present at the meeting. In the event of a tie, the chair's vote determines the outcome
- If a quorum is not achieved or the meeting cannot be held for any other reason, a record of the situation is prepared
- The topics discussed in each meeting are recorded in the "Meeting Minutes" and signed by the participants
- Decisions made in the meeting are communicated to the relevant parties for action. Additionally, issues that should be communicated to workers are posted at the workplace.

DIGITAL TRANSFORMATION COMMITTEE

The **Digital Transformation Committee** was established in 2020 to regularly coordinate and implement digital transformation, information technologies, robotic process automation (RPA), digital workforce, Internet of Things (IoT), artificial intelligence, and machine learning initiatives within Beyçelik Gestamp, as part of all processes' business plans and applications.

CRITERIA FOR PRIORITIZING DIGITAL TRANSFORMATION PROJECTS

- Alignment with Strategy
- Priority/Urgency
- Occupational Health and Safety (OHS) Gains
- Reduction of Human Dependency
- Total Cost of Ownership (TCO)
- Return on Investment (ROI)
- Person/Year (FTE)
- Timeline

The Digital Transformation Committee consists of the following positions: Committee Chair, Coordinator, and Members.

- People, Technology & Innovation Director** - Committee Chair
- Information Technology Manager** - Coordination
- Plant Manager
- R&D and Innovation Manager
- Purchasing Group Manager
- Business Development Manager
- Production Managers
- Maintenance Manager
- Method Manager
- Corporate Communication Manager
- Human Resources Field Group Manager
- Maintenance Manager

RESPONSIBILITIES OF THE DIGITAL TRANSFORMATION COMMITTEE

- Ensure effective communication across all roles and responsibilities in alignment with the digital vision and roadmap
- Monitor the progress of digital transformation programs and projects in accordance with the roadmap
- Be a pioneer in digital transformation within the organization and ensure coordination
- Define the digital strategy and vision
- Collect, prioritize, and track new project ideas and requests
- Identify program/project managers
- Establish and monitor digital transformation KPIs
- Determine and approve resource needs (budget, personnel, and time)
- Identify development needs for the organization's digital competencies and create and track a development plan
- Promote implemented projects both internally and externally in line with the company's vision
- Research projects conducted in private institutions, NGOs, or public institutions that can serve as examples and work on their adaptation for the company
- Take ownership of program implementation and guide teams
- Track projects under the program and direct project managers
- Ensure the management of projects and resources in accordance with the project

OPERATING PRINCIPLES OF THE DIGITAL TRANSFORMATION COMMITTEE

- The Digital Transformation Committee meets as frequently as required by its assigned tasks
- The Committee Chair can call the committee to a meeting during the year if deemed necessary or upon the request of a member. Managers and/or employees from different business units may also be invited to the meetings
- Meeting invitations are coordinated with the agenda content by the Information Technologies Manager
- The meeting is held with the participation of at least half of the members of the Digital Transformation Committee
- Committee decisions are made by a simple majority. In case of a tie, the vote of the Chair of the Digital Transformation Committee is counted as two votes
- The secretariat of the Digital Transformation Committee is managed by the Information Technologies Manager. The secretariat is responsible for keeping the minutes of the decisions taken during the committee meeting, circulating them to the committee members, and maintaining them
- Decisions made by the Digital Transformation Committee are advisory in nature to The Top Management. The final decision-making authority rests with Top Management.

EQUALITY COMMITTEE

The Equality Committee, established in 2019, consists of voluntary members from different departments and roles within the company. The General Manager of Beyçelik Gestamp presides over the committee, while coordination is provided by the Corporate Communication Unit Leader.

RISK MANAGEMENT COMMITTEE

The Risk Management Committee was established in November 2023 to monitor the risk management system created for the early detection of risks and their effective management within decision-making mechanisms, as well as the internal control systems. The Committee aims to provide information and recommendations to Top Management regarding these matters.

The Risk Management Committee works in coordination with the Sustainability Committee to identify and audit environmental, social, and economic risks and opportunities, including climate change, related to operational activities and to report on their impact dimensions.

The Risk Management Committee is structured under Beyçelik Gestamp General Manager, Beyçelik Gestamp People, Technology & Innovation Director, and Beyçelik Gestamp Board of Directors. Beyçelik Gestamp Board of Directors is ultimately responsible for the management of risks and opportunities within the company.

To effectively provide the necessary support and leadership for risk management, Top Management is responsible for monitoring and concluding process risk assessments, while the **People, Technology & Innovation Director** is accountable for this process. Each **process owner** is responsible for evaluating, identifying, and ensuring necessary actions for the risks and opportunities related to their process, continuously updating process risks, and reporting them to the relevant quality management system.

The Risk Management Committee consists of 17 members, including the Committee Chair. The Committee Members are composed of individuals holding the following positions:

- **People, Technology & Innovation Director - Committee Chair**
- **Sustainability Leader - Coordination**

The **Beyçelik Gestamp Equality Committee** conducts activities aimed at promoting human-focused initiatives related to gender equality within the company and collaborates with **expert consultants** in the field.

- **Administrative Process Owners**
 - Strategic Management Process Owner - Member
 - Occupational Safety Process Owner - Member
 - Environmental Management Process Owner - Member
 - Energy Management Process Owner - Member
- **Customer-Focused Process Owners**
 - Quality Management Process Owner - Member
 - New Product Launch and R&D Process Owner - Member
 - Business Development Process Owner - Member
 - Supply Chain Process Owner - Member
- **Operational Process Owners**
 - Series Production Process Owner - Member
- **Support Process Owners**
 - Production Planning Process Owner - Member
 - Maintenance Management Process Owner - Member
 - Improvement Process Owner - Member
 - HR and Corporate Communication Process Owner - Member
 - Purchasing Process Owner - Member
 - Information Technology Process Owner - Member



RESPONSIBILITIES OF THE RISK MANAGEMENT COMMITTEE

- Identify existing and potential risk factors that could affect Beyçelik Gestamp's strategic goals and objectives, defining them based on the 15 processes outlined in the Process Handbook, evaluating them in terms of impact and likelihood, prioritizing them, recording them in the corporate risk inventory, creating action plans, monitoring, reporting, and reviewing the Enterprise Risk Management (ERM) system at least once a year
- Ensure the integration of corporate risk management into company strategies and corporate culture, enabling employees to focus not only on their performance in daily activities or the business processes they are responsible for but also on compliance with risks, opportunities, and obligations; thus, contributing to the sustainable growth of the company
- Identify and ensure that necessary actions are taken regarding opportunities that can increase Beyçelik Gestamp's profitability and operational efficiency
- Evaluate risk reports prepared based on the defined risk measurement criteria for Beyçelik Gestamp
- Effectively assess risk management and internal control systems and processes
- Contribute to adherence to and implementation of strategies and policies approved by Top Management
- Define the responsibilities of each risk process owner regarding risk management and carry out activities to increase stakeholder awareness
- Evaluate issues related to risks and opportunities communicated by other Committees, and collaboratively form and share the Risk Management Committee's opinion

OPERATING PRINCIPLES OF THE RISK MANAGEMENT COMMITTEE

- The Risk Management Committee meets as frequently as required by its responsibilities
- The Committee Chair can call a meeting during the year if deemed necessary or upon the request of a member. Managers and/or employees from different business units can also be invited to meetings
- Meeting invitations are coordinated with the Sustainability Leader and include the agenda content
- The meeting is conducted with the participation of at least half of the Risk Management Committee members
- Decisions of the Risk Management Committee are made by a simple majority. In the case of a tie, the vote of the Committee Chair counts as two votes
- The Secretariat of the Risk Management Committee is managed by the Sustainability Leader. The Secretariat is responsible for keeping the minutes of decisions made during committee meetings, circulating them to committee members, and maintaining them
- Decisions of the Risk Management Committee are advisory to Top Management. The final decision-making authority is with Top Management
- All necessary resources and support for the Risk Management Committee to fulfill its duties are provided by Top Management
- All risks and opportunities within the company are reviewed annually, and the risk analysis is added to the Risk Management Report
- The Risk Management Committee communicates its evaluations and recommendations regarding risk management processes to Top Management in writing or verbally.

ENERGY BOARD

Energy is one of the main inputs of Beyçelik Gestamp’s production activities. The efficient use of energy and the reduction of energy consumption are among Beyçelik Gestamp’s sustainability priorities. Beyçelik Gestamp conducts its operational activities within the framework of the ISO 14001:2015 Environmental Management System and ISO 50001:2018 Energy Management System and regularly carries out certification activities. In line with the ISO 50001:2018 Energy Management System, the **Energy Board** was established as of November 2023.

The Energy Board is chaired by the Environmental and Occupational Safety Manager, who is also the Sustainability Leader. The members of the Energy Board consist of individuals holding the following positions:

- Environmental and Occupational Safety Manager (EHS Manager) (Chair, Coordinator, and Sustainability Leader)
- Facility Energy Managers - Member
- Environmental Experts - Member
- Facility Production Managers - Member
- Facility Maintenance Managers & Maintenance Unit Leaders - Member

RESPONSIBILITIES OF THE ENERGY BOARD

- Coordinate and implement the activities of the ISO 50001:2018 Energy Management System (EnMS) in accordance with the relevant standard and Beyçelik Gestamp’s Environment, Energy, and Water Policy
- Fulfill all legal and other obligations related to energy management
- Develop Quick Win Projects to reduce energy consumption and the environmental impacts arising from energy consumption, set measurable targets, and continuously improve and enhance energy management systems by tracking performance
- Ensure the efficient use of energy and the utilization of renewable energy sources (such as rooftop solar power) in accordance with EnMS, and conduct studies to reduce carbon footprint
- Conduct Energy Audits to identify energy improvement points on facilities and determine necessary energy efficiency projects, ensuring the implementation of investment plans for energy improvements based on audit results
- Monitor energy consumption data on facilities in real-time through Energy Monitoring Systems and prepare monthly reports
- Ensure the widespread use of equipment with high energy consumption efficiency in processes and lead the selection of new machinery and equipment in accordance with international efficiency standards in line with the **“Beyçelik Gestamp Green Purchasing General Terms”**
- Ensure the identification of energy-related risks and opportunities
- Prepare process-based content for EnMS review meetings and participate in them
- Ensure that all employees adopt and implement EnMS with a continuous development and improvement perspective
- Organize internal/external informational and awareness training to increase employee awareness under EnMS
- Implement awareness activities within the organization for energy conservation (such as energy-saving posters, Best Energy Saving Project programs, and competitions, etc.).

OPERATING PRINCIPLES OF THE ENERGY BOARD

- The Energy Board meets at least four times a year. The coordinator (Sustainability Leader) can call the Energy Board to a meeting during the year if deemed necessary or upon the request of a member
- Meeting invitations are made in coordination with the Sustainability Leader and include the agenda content
- Meetings are conducted with the participation of at least half of the Energy Board members
- Decisions of the Energy Board are made by a simple majority. In the event of a tie, the vote of the Sustainability Leader counts as two votes
- The Secretariat of the Energy Board is managed by the Sustainability Leader. The Secretariat is responsible for keeping the minutes of the decisions made during committee meetings, circulating them to committee members, and maintaining them.

2023 HIGHLIGHTS IN SUSTAINABILITY

CORPORATE GOVERNANCE

- Production has commenced at the Beyçelik Gestamp TEKNOSAB Plant, Beyçelik Gestamp Yeniköy Plant, Çelikform Gestamp TEKNOSAB Plant, and Beyçelik Gestamp Chassis Plant.
- An investment has been made for a second plant in Romania. It is planned to open in 2024.
- Exports to over 30 countries across 5 continents have been made.
- The export volume has reached a total of 140 million dollars, with a 28% increase compared to 2022.
- Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy has been published.
- For detailed information about the awards received and the lists entered in 2023, please refer to the “Awards/Achievements” section.

SUSTAINABILITY STRATEGY

- Beyçelik Gestamp has identified its material topics and conducted a Materiality Analysis.
- The Sustainability Strategy has been published.
- The Sustainability Management Organization (Sustainability Committee, Sustainability Working Group and Sub-Working Groups, Energy Board, Risk Management Committee) has been established.
- Sustainability-related risks and opportunities have been identified.
- Short, medium, and long-term sustainability targets have been established.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

- A total of 24 R&D projects have been developed (5 of which are supported by TÜBİTAK), with 8 new patent applications submitted and 4 new patents registered. There have been 22 collaborations with universities and suppliers, primarily in the main industries, and a total of 13 academic studies have been published, including 12 conference papers and 1 article. Ten R&D and Innovation Training sessions and 10 Innovation and Technology Days have been organized for employee development.
- An investment of 4 million Euros in the field of R&D and innovation and 1,250,000 Euros in the field of digital transformation have been made.
- Beyçelik Gestamp R&D and Innovation Directorate has started publishing a monthly R&D and Innovation Bulletin.
- For the first time, a “Creative Thinking Workshop” has been developed, and engineers working in Beyçelik Gestamp R&D Centers have received 10 different innovation trainings from expert trainers in their fields.
- Special attention has been paid to the commercialization of products developed as a result of R&D and innovation activities; in this context, over 1 billion TL in revenue has been achieved, along with savings of 2 million TL on production lines.
- As part of the digital transformation efforts, the latest version of the SAP data tracking system has been successfully implemented across all facilities without causing any interruptions. The transition to the BITEG IQM Web Version has been made, and the technology of the long-used production tracking system has been renewed. The transition to the Paperwork BPM HTML5 Version has also been completed. With the SAP Raw Material MRP Project, production planning processes have been optimized across all locations. Five new processes have been introduced in the RPA System, and the QDMS Chemical Waste Management Module has been launched. The Transportation Portal Project has developed special software to facilitate logistics management, optimize transportation processes, and reduce logistics costs.
- Many applications have been implemented in the fields of information security and cybersecurity. For detailed information, please refer to the “Digital Transformation Journey” section.

SUSTAINABILITY IN THE VALUE CHAIN

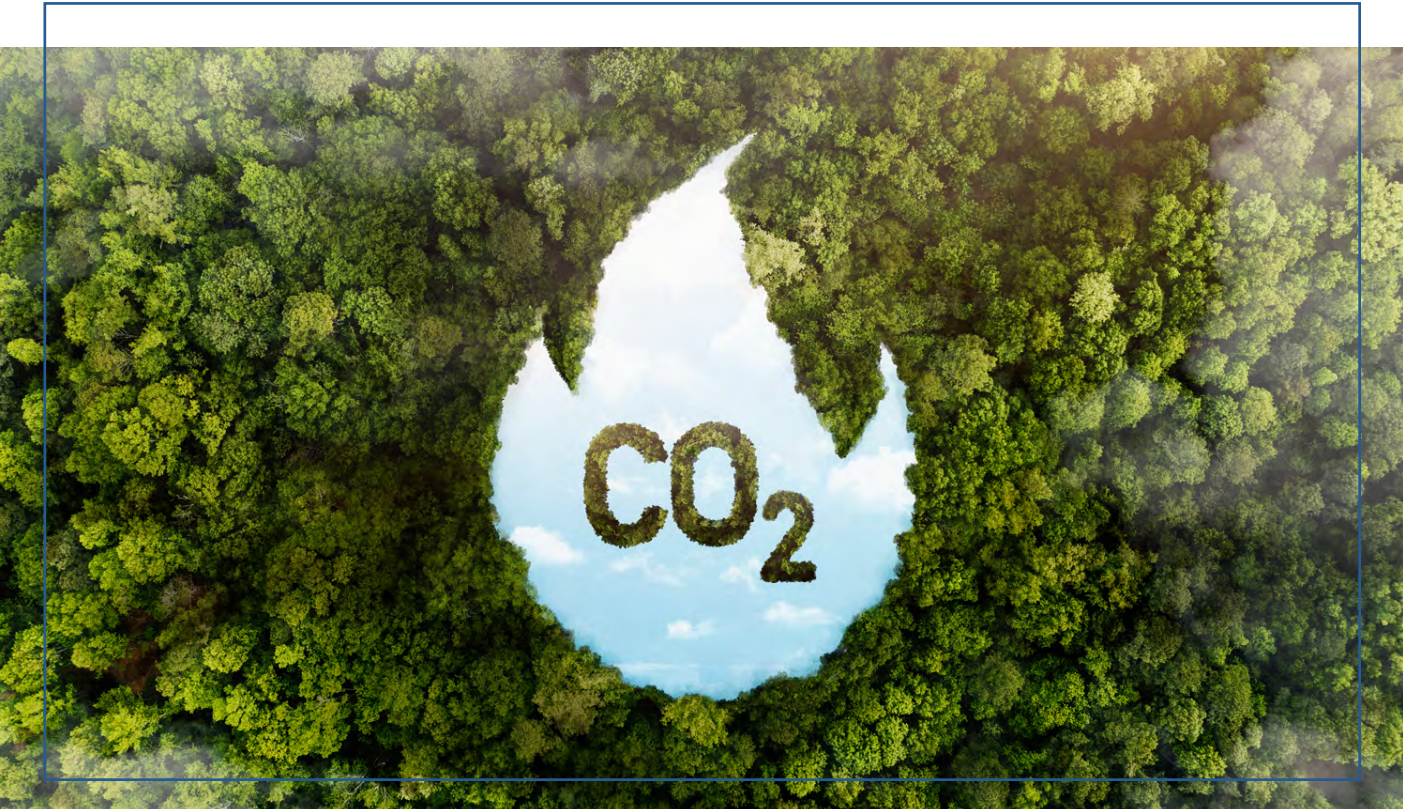
- According to procurement principles, purchases are not made from conflict-affected areas under any circumstances. In this context, Beyçelik Gestamp has published a Conflict Minerals Policy.
- As of 2023, Beyçelik Gestamp has a total of 1,790 suppliers, of which 1,528 are local suppliers.
- In 2023, a total of 560 suppliers were subjected to audits, and the supplier performance evaluation result was 99.3%.
- The launch of the employer brand to be used in Beyçelik Gestamp’s internal and external communications was held on January 30, 2023, within the company, under the slogan **#CesaretleVarız (#WithCourage)**.
- Operational excellence is achieved through the customer-focused methodology of Six Sigma, maintaining customer satisfaction at the highest level. A total of 6 Six Sigma projects have been implemented from 2021 until the end of 2023.
- In 2023, Beyçelik Gestamp won the “TMMT Zero World Supplier Award” from Toyota after receiving no product-related feedback for one year on 6 reference products out of 8 product groups provided to Toyota.
- In parallel with the increase in the number of customers and projects, there has been a rise in the number of complaints and feedback received from customers. Almost all of these complaints and feedback have been addressed and resolved.

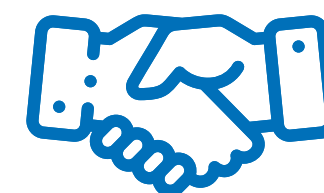
COMBATING CLIMATE CHANGE

- The corporate greenhouse gas inventory (Scope 1, 2, 3) has been determined in accordance with international protocols.
- The rooftop solar power system installations have been completed and made operational at the Beyçelik Gestamp Hot Stamping and G1 Plant and Beyçelik Gestamp Yeniköy Plant. The rooftop solar power project at the Beyçelik Gestamp TEKNOSAB Plant is planned to become operational in 2024. The total installed capacity at the two facilities is 7,500 MWh per year.
- An investment of 53,320 Euros in the field of environment and 2,793,000 Euros in the field of energy have been made.
- For the first time, participation in the Carbon Disclosure Project (CDP) process has been achieved.
- A Carbon Reduction Plan Roadmap has been established (with a net-zero emissions target for 2035).
- Risks and opportunities related to climate change and their financial impacts have been identified.
- The process of accredited third-party data verification for the carbon footprint reports of four legal entities for the year 2023 has been completed according to ISO 14064-1:2018 standard.
- ISO 50001:2018 Energy Management System certification has been implemented across all facilities.
- Energy audits have been conducted at the Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant, Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant, Beyçelik Gestamp Chassis Plant, and Beyçelik Gestamp TEKNOSAB Plant to identify energy improvement opportunities and necessary energy efficiency projects.
- The “Turkcell Energy & Inavitas Energy Monitoring System” has been activated at the Beyçelik Gestamp TEKNOSAB Plant and Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant.
- “Beyçelik Gestamp Green Procurement General Specifications” has been created.
- Energy consumption at the facilities has been reduced through Quick Win Projects (with small interventions).
- Corporate carbon footprint studies have been digitalized.
- Despite the automotive sector not being included in the EU CBAM, Beyçelik Gestamp has proactively started product-based carbon footprint calculations as of 2023 due to its importance placed on combating climate change and environmental sustainability.
- Awareness activities on energy saving have been conducted within the organization.
- Beyçelik Gestamp Water Policy has been created and published in an integrated manner with the Environment, Energy, and Water Policy.
- **The rainwater collection and storage project** to be implemented on the roof of the Beyçelik Gestamp TEKNOSAB Plant in the 2024-2025 period aims to reduce water consumption.
- The industry’s first **Zero Waste Certificate** was obtained in 2020 by Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant. In 2023, Zero Waste Certificates were obtained for the remaining 11 facilities, completing the Zero Waste Certification process for all domestic facilities.

WORK LIFE AND CONTRIBUTION TO THE SOCIAL DEVELOPMENT

- The proportion of female managers in Mid-Level and Top Management is 10.52%. The percentage of female employees has risen to 14.66%.
- As a signatory of the UN Women’s Empowerment Principles (UN WEPs), detailed information on the Gender Equality Practices conducted in 2023 can be found in the “Diversity, Inclusion, and Equal Opportunity” section.
- Beyçelik Gestamp Diversity and Inclusion Policy has been published.
- The Internal Coaching Program, initiated in 2021, has been replaced by the Mentoring Program in 2023. The program aims to ensure the sustainability of corporate knowledge by allowing experienced senior employees to share their knowledge with newly hired employees.
- In 2023, 22 university students participated in the Young Friends Program, which was launched in 2021. Seven successful and outstanding individuals were employed by Beyçelik Gestamp after their internships.
- A total of 396 students have benefited from short- and long-term internship programs.
- In 2023, a total of 27,168 person x hours of training were conducted at Beyçelik Gestamp Academy.
- The average training hours per employee were measured at 16.04 hours for men and 22.70 hours for women. The total training hours were determined to be 65,620 person x hours for men and 15,958 person x hours for women.
- An OKR-based Performance Management System has been implemented within Beyçelik Gestamp.
- In 2023, 1,943 individuals were rewarded in the categories of Continuity, Kaizen, YTL-Operator Performance, Suggestions, Occupational Health and Safety (OHS), Social Activities, and R&D.
- For detailed information about the social activities conducted within the organization in 2023 and the activities carried out under Beyçelik Gestamp Active, please refer to the “Employee Engagement” section.
- A total of 35,775 person-hours of OHS training have been provided to employees.
- An investment of 811,589 Euros in the field of Occupational Health and Safety (OHS) has been made.
- A zero-accident target has been established.
- For detailed information on the community contribution activities carried out in 2023, please refer to the "Investing in Society" section.





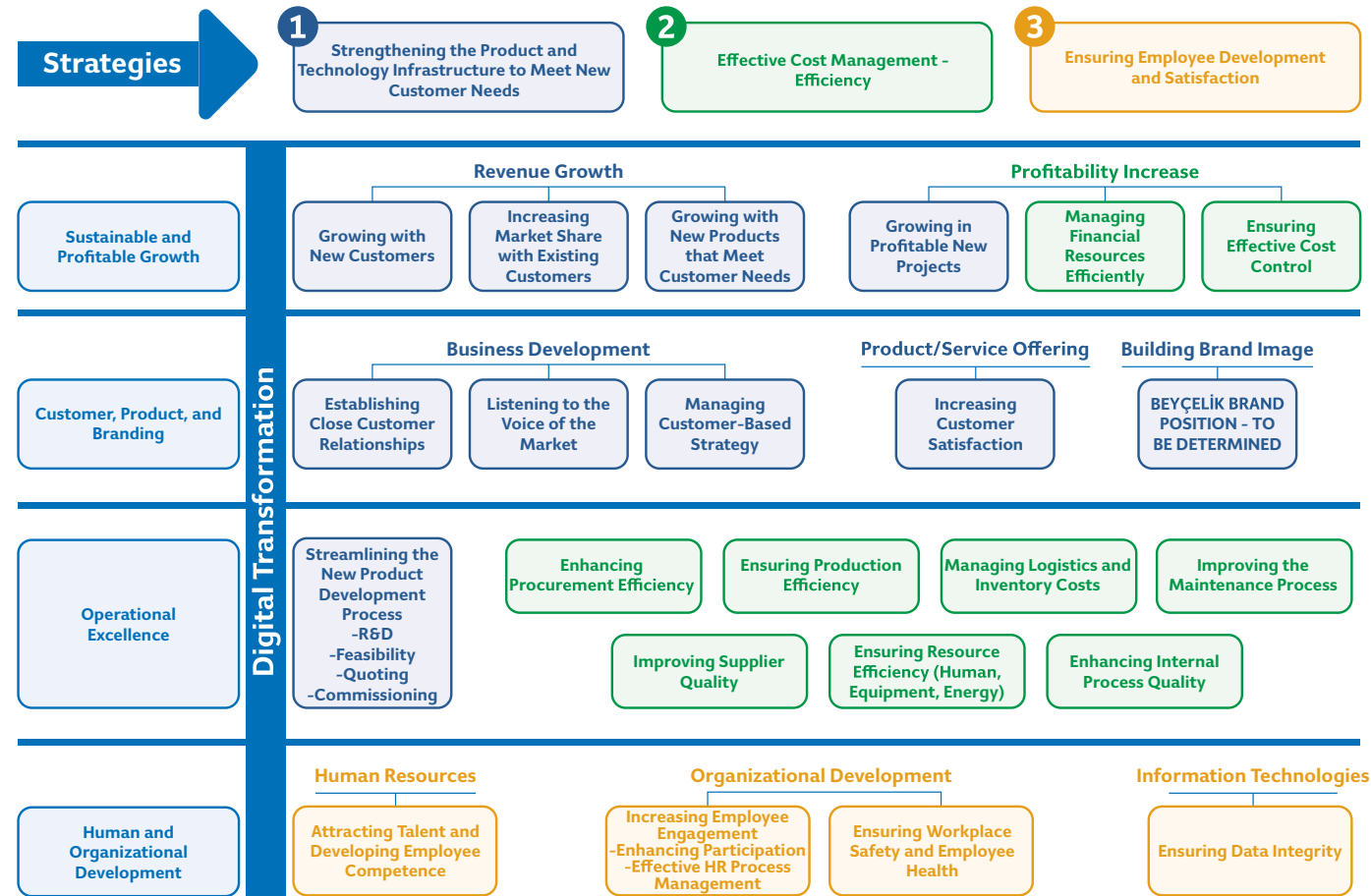
CORPORATE GOVERNANCE

- Corporate Governance Approach
- Business Ethics and Compliance
- Risk Management and Internal Audit
- Respecting Human Rights
- Anti-Bribery and Anti-Corruption
- Tax Governance
- Stakeholder Engagement
- Corporate Memberships
- Awards/Achievements

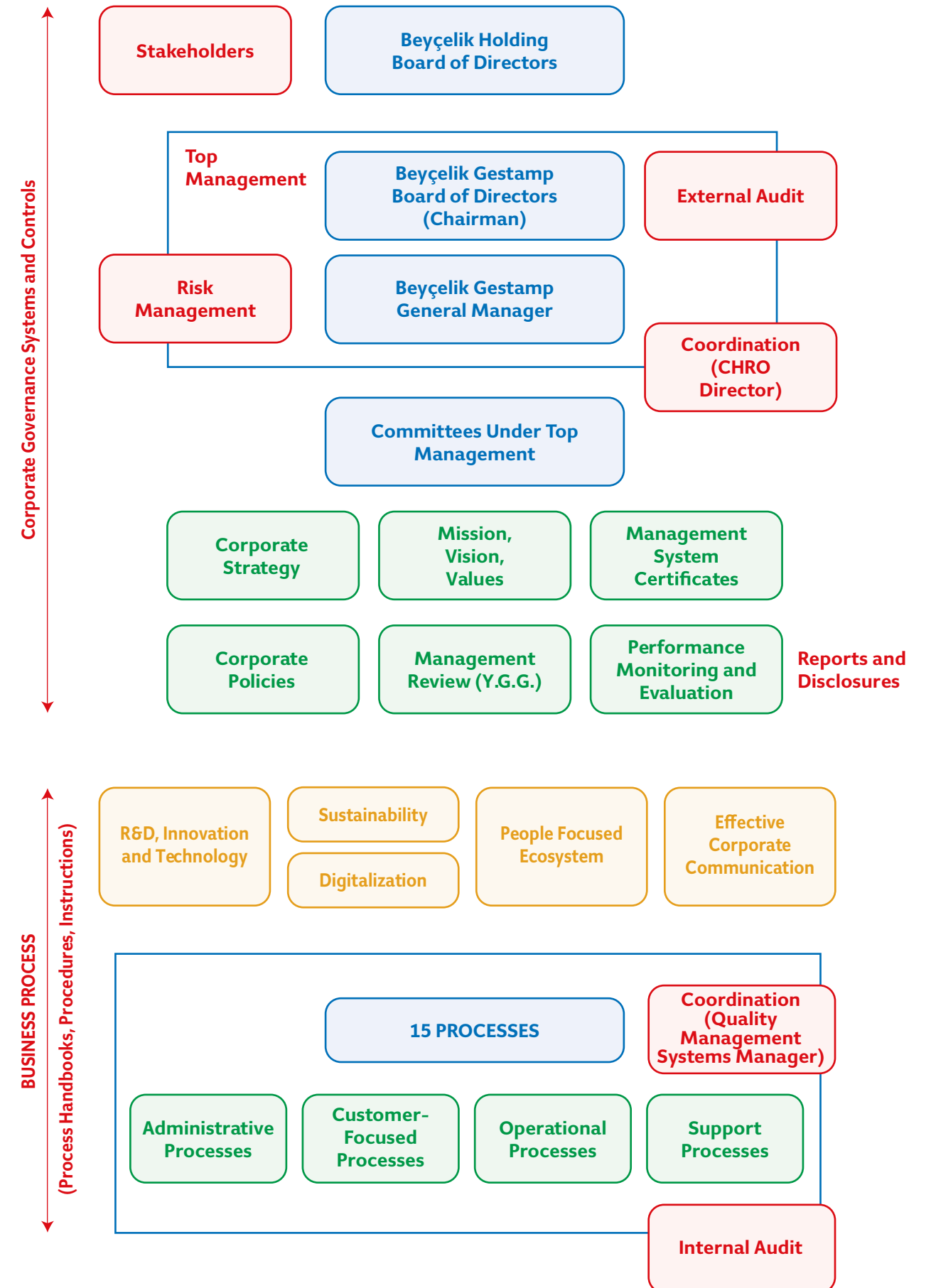
CORPORATE GOVERNANCE APPROACH

Beyçelik Gestamp adopts a corporate governance approach that is respectful of human rights, innovative, fair, and transparent. By integrating this governance approach into its business operations, the company aims to create an equal and inclusive working environment for everyone.

Beyçelik Gestamp creates value for all stakeholders in the long term by integrating sustainability into its corporate strategy.



BEYÇELİK GESTAMP CORPORATE GOVERNANCE STRUCTURE



Beyçelik Gestamp places great importance on corporate governance, sustainability principles, and ethical values through its responsible and sustainable production approach. The company implements various policies to regulate business relationships. This effort strengthens the relation between Top Management and the company, enhancing this structure with best governance practices and disseminating it throughout the organizational culture.

In 2023, Beyçelik Gestamp published its Anti-Bribery and Anti-Corruption Policy, Conflict Minerals Policy, and Diversity and Inclusion Policy. Detailed information about the policies implemented within Beyçelik Gestamp can be found on the corporate website and/or in the relevant sections of the report. There are also numerous procedures, instructions, and supporting documents prepared and published in collaboration with process/unit managers under the Quality Management Systems Directorate.

POLICIES IMPLEMENTED AT BEYÇELİK GESTAMP

- Beyçelik Holding Sustainability Policy
- Beyçelik Gestamp Business Code of Ethics
- Beyçelik Gestamp Quality Policy
- Beyçelik Gestamp Environment, Energy, and Water Policy
- Beyçelik Gestamp Occupational Health and Safety Policy
- Beyçelik Gestamp Human Resources Policy
- Beyçelik Gestamp Laboratory Policy
- Beyçelik Gestamp Information Security Management System Policy
- Beyçelik Gestamp Information Technology Service Management System Policy
- Beyçelik Gestamp Social Gender Equality Policy
- Beyçelik Gestamp Supply Chain Compliance Policy
- Beyçelik Holding Human Rights Policy
- Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy (2023-New)
- Beyçelik Gestamp Conflict Minerals Policy (2023-New)
- Beyçelik Gestamp Diversity and Inclusion Policy (2023-New)



BUSINESS ETHICS AND COMPLIANCE

Beyçelik Gestamp conducts all its activities in compliance with laws, in accordance with ethical principles, and with a fair and equal approach. It manages its operational activities with a sense of accountability and aims to create a fair working environment by expecting employees to adhere to business ethics.

The Business Code of Ethics that employees at Beyçelik Gestamp are required to follow was established by the Ethics Board of Beyçelik Holding in 2017. The Business Code of Ethics is a set of indispensable rules created to regulate internal company relations and systematize the relationships of all employees with one another, customers, suppliers, and other stakeholders.

The Business Code of Ethics includes topics such as Corporate Culture, Confidentiality, Compliance with Laws and Regulations, Customer Satisfaction, Responsibilities Toward Employees, Relationships with Suppliers, Subcontractors, Competitors, Subcontractors, and Business Partners, Occupational Health and Safety, Environmental and Social Responsibility, Employee Responsibilities, Accuracy in Internal Controls and Reporting. It can be accessed through the corporate website and intranet. Additionally, all employees are provided with the Business Code of Ethics document upon joining the company. To internalize the Code of Business Ethics and raise awareness, employees are given ethics training annually. For detailed information on Beyçelik Gestamp Business Code of Ethics, please see <https://beycelikgestamp.com.tr/en/corporate/business-code-of-ethics>.

In 2023, a total of 631 person x hours of business ethics training were provided

The management of ethical issues is carried out by the Ethics Board of Beyçelik Holding, which consists of five members, including one chair. The Ethics Board is responsible for investigating and resolving complaints and notifications regarding violations of ethical rules within the

scope of the “Beyçelik Holding Business Code of Ethics.” The committee works under the Leadership of Beyçelik Holding’s Chief Financial Officer and reports to the Vice Chairman/CEO of Beyçelik Holding A.Ş.

It has been determined that no complaints or notifications were made to the Ethics Board by employees or stakeholders in 2023.

Beyçelik Holding Ethics Board	
Title	Position
Chair	Beyçelik Holding A.Ş. Financial Affairs Director
Member	Beyçelik Holding A.Ş. People and Culture Director
Member	Beyçelik Holding A.Ş. Internal Audit Director
Member	Beyçelik Gestamp Otomotiv San. A.Ş. People, Technology & Innovation Director
Member	Warmhaus Isıtma ve Soğutma Sistemleri San. Tic. A.Ş. Factory Director

The level of compliance with internal business code of ethics is audited by the Internal Audit Directorate of Beyçelik Holding. Compliance with the business ethics rules is the responsibility of all employees, while managers are responsible for guiding adherence to these rules.

Violations of the business code of ethics are subject to various disciplinary actions, which may include requesting terminations. Disciplinary actions are also applicable to individuals who either endorse inappropriate behaviors or are aware of such behaviors but fail to report them appropriately.

If an employee has doubts about a violation of the business code of ethics, they must apply in writing to their Senior Manager and/or the Director of Human Resources, Technology, and Innovation, and/or the Ethics Board.

Notifications made by employees or third parties to Beyçelik Holding Ethics Board are kept confidential. Investigations and inquiries are conducted within the framework of the Ethics Board’s Operating Principles and in confidentiality.

In 2023, there have been no national or international financial penalties, major lawsuits, anti-competitive behaviors, or confirmed bribery-corruption cases reported against Beyçelik Gestamp.

Beyçelik Holding Ethics Board:
E-mail: etik@beycelik.com.tr
Mailing Address: Beyçelik Holding
Nida Kule Kuzey, Barbaros Mahallesi Begonya Sokak
No:3 Ataşehir 34746 İstanbul
Phone: +90 216 300 16 17

LEGAL RESPONSIBILITIES AND COMPLIANCE

All activities both domestically and internationally are conducted in accordance with the laws of the Republic of Turkey and international law. Accurate, complete, and clear information is provided in a timely manner to regulatory institutions and organizations. All financial reports, financial statements, or records prepared by the company are maintained in compliance with the relevant regulations and national and/or international accounting principles.

Responsible units have been designated for monitoring national/international legal requirements, maintaining them within the specified periods, and revising documents when necessary.

Legal Conditions/Standards	Responsible Unit
Standards related to Production, Production Engineering, Production Technologies, Process & Project Quality, (Tool and Dies/Machine) Maintenance, Facilities, and Technical Services	Engineering Group Management Operations Directorate
Standards related to Tool and Dies	Die Business Unit Management
Legal Conditions Related to Quality Management	Quality Management Systems Manager Customer Quality Management
Legal Conditions Related to Tax, Accounting, Finance, and Budget	Finance Directorate
Legal Conditions Related to Purchasing, Planning, Supply Chain, and (Domestic and Abroad) Logistics	Supply Chain and Purchasing Directorate
Legal Conditions Related to Investments	Investments Management
Legal Conditions Related to R&D, P&D, and Innovation	R&D and Innovation Management
Legal Conditions Related to Testing and Laboratories	R&D and Innovation Management
Legal Conditions Related to Labor Legislation	HR Area Group Management
Legal Conditions Related to Environment, Energy, and Green Transition	Environmental and Occupational Safety Management (Environment and Sustainability Unit)
Legal Conditions Related to Occupational Health and Safety	Environment and Occupational Safety Management (OHS Unit)
Legal Conditions Related to Business Development (Cost & Price Analysis)	Business Development Group Management
Legal Conditions Related to Information Technologies and Digital Transformation	Information Technologies Management
Customs Legislation	Foreign Trade Unit Leader

RISK MANAGEMENT AND INTERNAL AUDIT

The risk management system ensures the systematic management of existing and potential risks within a company, preventing them from escalating into dangers and reducing the impact of potential damages based on data.

At Beyçelik Gestamp, risk management is conducted on **a process** basis, with **a total of 15 process** structures categorized into four main categories: **management processes, customer-focused processes, operational processes, and support processes**. The inputs and outputs of each process are defined in the Process Handbook within the QDMS, including process flows, forms and instructions, reports, and performance indicators, among others.

The Top Management is responsible for providing effective support and leadership necessary for risk management, while the **Risk Management Committee (Committee Chair: People, Technology & Innovation Director; Coordination: Sustainability Leader)** is responsible for monitoring and concluding process risk assessments. Each process owner is responsible for assessing and identifying risks and opportunities related to their processes, taking necessary actions, continuously updating process risks, and reporting them to the relevant quality management system. Identified risks are continuously monitored based on measures taken to ensure that their probability and severity do not increase until they are reduced to acceptable levels.

When managing risks, not only internal company risks are considered, but also global issues, sectoral trends, and potential regulatory changes, alongside all external factors.

Through the Risk Management Committee, Beyçelik Gestamp aims to identify, evaluate, manage, and report existing and potential **corporate risks (financial risks, reputational risks, operational risks, strategic risks, and compliance risks)** that could jeopardize its existence, brand reputation, continuity of operational processes, development in line with business objectives, and capital management. The committee also aims to implement necessary measures and actions related to these risks and identify opportunities that could enhance Beyçelik Gestamp’s profitability and operational efficiency while maximizing the value created for stakeholders.

For detailed information about **the Risk Management Committee** established in November 2023, please refer to the “Committees” section.

Compliance with budget plans within the company is also controlled and managed under risk management. Annual budget plans are prepared and approved in the last quarter of each year. Regular compliance audits (monthly and quarterly) are conducted throughout the year for the prepared budget plans.

At Beyçelik Gestamp, risks are identified based on 15 different processes, and specific risks for each process have been defined.



Beyçelik Gestamp PROCESS-BASED RISK GROUPS		
Process Name	How Do We Manage Risks Based on the Relevant Process?	
Risks Related to Management Processes		
Strategic Management Process	Risks and opportunities related to all company processes and organization are evaluated.	Mission, Vision, Values, Strategic Plan Report, Y.G.G. Meeting Minutes, Board Presentation, budget, business plan, short-medium-long term strategic targets, and KPIs
Occupational Safety Process	Risks and opportunities related to occupational health and safety (OHS) are evaluated.	ISO 45001:2018 OHS Management System, OHS Board minutes, drill reports, risks and occupational accident information reports, “zero” accident and occupational disease target
Environmental Management Process	Risks and opportunities related to environmental management are evaluated.	ISO 14001:2015 Environmental Management System, compliance with environmental regulations, consulting processes related to the environment, identifying significant environmental aspects of processes, tracking natural resource usage, awareness training, emergency action plans
Energy Management Process	Risks and opportunities related to energy are evaluated.	ISO 50001:2018 Energy Management System, compliance with energy-related regulations
Risks Related to Customer-Focused Processes		
Quality Management Process	Risks and opportunities related to management system audits are evaluated.	ISO 9001:2015 Quality Management System, IATF 16949:2016 Automotive Quality Management System, audit plans, 8D applications, customer scorecards, customer satisfaction tables
New Product Launch and R&D Process	Risks and opportunities related to new product development (NPD) and R&D are evaluated.	SAP applications, project meetings, compliance with PSW dates, tracking of patents and utility models at the R&D Center, peer review of scientific publications, R&D Committee meetings
Business Development Process	Risks and opportunities related to preparing proposals, customer investment collections, and sales sub-processes according to customer expectations and continuous improvement goals are evaluated.	Proposal preparation, business meeting minutes, contracts, Board back-up project presentations, new customer revenue, customer index provision amounts, agreed new project revenues on a quarterly basis, potential project presentations
Supply Chain Process	Risks and opportunities in the supply chain process, material planning process, and material procurement process based on customer demands and production capacity are evaluated.	Availability of alternative approved suppliers both domestically and abroad, customer/supplier delivery performance, supply chain reports, planning reports, compliance rates
Risks Related to Operational Processes		
Mass Production Process	Risks and opportunities that may arise in mass production based on customer demands and production capacity are evaluated.	Machine controls, process parameters, field inspections, critical equipment lists, OEE ratio (Quality * Efficiency * Performance)
Risks Related to Support Processes		
Production Planning Process	Risks and opportunities related to any product information management requests, capacity plans, line plans, and development requests that may affect production planning are evaluated.	ERP applications, capacity increases, product traceability, planning reports, inventory management
Maintenance Management Process	Risks and opportunities related to all equipment, machines, fixtures, and the SAP enterprise asset management system are evaluated.	Planned/predictive/periodic maintenance plans on SAP, critical equipment list
Improvement Process	Risks and opportunities related to systematic problem-solving, improvement, and methodology processes across the company based on the WCM model are evaluated.	Improvements in the project process, capacity increases, feasibility studies, continuous improvement reports, 5S and WCM 5S performance, Kaizen planning performance
Human Resources and Corporate Communication Process	Risks and opportunities related to employees and training are evaluated.	Recognition, appreciation, employee satisfaction, competency matrices, Beyçelik Gestamp Academy (training and development management), performance evaluation, career management, corporate communication management
Purchasing Process	Risks and opportunities related to purchasing (raw materials, production materials, auxiliary materials, services, equipment requirements, etc.) and foreign trade transactions are evaluated.	Availability of alternative approved suppliers both domestically and abroad, foreign trade and exchange management
Information Technology Process	Risks and opportunities related to information security and information technologies are evaluated.	ISO/IEC 27001:2013 Information Security Management System, IT consulting processes, digitalization roadmaps, awareness training

INTERNAL AUDIT AND CONTROL

The audit of Beyçelik Gestamp’s operations and processes is conducted by Beyçelik Holding’s Internal Audit Directorate in accordance with the Internal Audit Procedure, Fraud Procedure, and International Internal Audit Standards. Internal audit activities are carried out on four main pillars: **“Performance Audit,” “Process Audit,” “Financial Audit,” and “Information Technology Systems Audit,”** as per the Annual Audit Plan. These audits are conducted under International Internal Audit Standards with reporting that is accurate, impartial, constructive, adds value, is results-oriented, and aims to improve processes.

Improvement areas and recommendations identified during audit activities are reported to the Board of Directors with action plans taken from business units and are followed up with these units until completion of the

actions. In addition to internal audits, Customer Audits, Quality Management Systems Audits, and independent external audits are also conducted.

The Beyçelik Holding Internal Audit Directorate provides consultancy to Beyçelik Gestamp by conducting independent and objective audits to ensure compliance of activities with laws, regulations, corporate policies, and strategies and by developing recommendations against existing risks.

In addition to internal audit activities, Customer Audits, Quality Management Systems Audits, and audits conducted by Independent Audit firms also review operation and process-based risks and opportunities.



RESPECTING HUMAN RIGHTS

“Human rights” refer to the inherent rights of all people, without discrimination based on gender, race, color, religion, language, age, nationality, difference in opinion, or wealth. These rights include the right to live equally, freely, and with dignity.

Beyçelik Gestamp prioritizes adhering to internationally recognized human rights principles in its relations with employees, customers, suppliers, subcontractors, and other institutions and organizations it interacts with. It aims to provide a working environment that respects human rights for its employees. Beyçelik Holding Human Rights Policy is based on these values and aims, and takes guidance from the Universal Declaration of Human Rights, the International Labor Organization (ILO) Conventions, and the United Nations Global Compact. Beyçelik Holding Human Rights Policy also supports Beyçelik Holding’s Business Code of Ethics.

Beyçelik Holding Human Rights Policy applies to all companies within Beyçelik Group. It serves as a guide for

internal relations and for employees in their dealings with customers, suppliers, each other, and other stakeholders.

In all the countries where Beyçelik Gestamp operates, both employees and managers are obligated to act in accordance with Beyçelik Holding Human Rights Policy.

Beyçelik Gestamp considers human rights as one of its core ethical principles and expects all of its business partners involved in the procurement of products or services to adhere to the principles and standards outlined in Beyçelik Holding Human Rights Policy.

In 2024, Beyçelik Gestamp plans to provide informational and awareness training on human rights for all employees and security personnel within the company.

For detailed information about Beyçelik Holding Human Rights Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

ANTI-BRIBERY AND ANTI-CORRUPTION

The Anti-Bribery and Anti-Corruption Policy published in 2023 aims to outline the principles and rules regarding Beyçelik Gestamp’s fight against bribery and corruption, and to communicate them transparently. Through this policy, it is aimed to identify, reduce, and manage bribery and corruption risks in compliance with legal regulations, ethical business principles, and universal legal rules.

This policy is also aligned with Beyçelik Gestamp’s Business Code of Ethics, other company policies, and corporate values. Internal practices refer to this Anti-Bribery and Anti-Corruption Policy and the Business Code of Ethics as key frameworks.

All employees and managers are obligated to act in accordance with this policy. It is also expected that all business partners involved in the procurement of goods or services adhere to the principles and rules outlined in this policy.

To combat bribery and corruption, Beyçelik Gestamp has adopted the principle of “separation of duties” in business processes, and the necessary control points have been

defined. Fifteen different risk/process areas where bribery and corruption may occur have been identified, and the relevant principles and rules for these areas have been specified. The functioning and effectiveness of business processes are continuously monitored by Beyçelik Holding Ethics Board and the Internal Audit Department. In addition to internal audits, the company’s business processes and financial statements are regularly audited annually by independent audit teams. During these audits, control systems are evaluated to prevent the formation of bribery and corruption risks, and corrective actions are taken when necessary.

For detailed information about Beyçelik Gestamp’s Anti-Bribery and Anti-Corruption Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

In 2023, 24 person x hours of training on Anti-Bribery and Anti-Corruption were provided. In 2024, Beyçelik Gestamp plans to deliver awareness and information training on “Anti-Bribery and Anti-Corruption” for all employees and security personnel within the company.

TAX GOVERNANCE

Tax governance is crucial for businesses to regulate their financial conditions and ensure compliance with legal requirements.

Beyçelik Gestamp maintains an objective, transparent, ethical, reliable, and sustainable taxation strategy and reporting process. The financial obligations related to tax are fully and promptly fulfilled in coordination with all departments under the supervision of the Finance Directorate. To effectively manage tax risks, updates and changes in tax legislation and tax law are regularly monitored. Financial statements and data are subject to full certification and independent audits by auditing firms.

Beyçelik Gestamp is regularly subject to both internal and external audits in compliance with tax regulations. Payments owed to tax authorities are made on time through bank instructions. The company operates with

principles of honesty, integrity, respect, and fairness in dealings with tax authorities, and its tax declarations are made transparent. When necessary, the company maintains communication with relevant tax offices through phone calls or in-person meetings, regularly exchanging information and documents.

Decisions and approvals related to the tax strategy are made in collaboration with Certified Public Accountant (CPA) and Top Management. Top Management leads the creation of a tax risk management culture and holds the highest level of responsibility for tax management.

To spread awareness of tax obligations throughout the value chain, Beyçelik Gestamp terminates commercial relationships with suppliers who fail to fulfill their tax obligations appropriately.

TAX AUDITING

Tax auditing is an examination and assessment conducted by tax authorities to ensure compliance with tax laws.

Beyçelik Gestamp is taxed and audited in accordance with the Tax Laws of Turkey and Romania. In line with the principle of transparency, the company’s financial

statements and related processes and documents are reviewed within the scope of full certification audits by Certified Public Accountant (CPA), and within the scope of independent audits by independent auditing firms, on a quarterly basis. After all declarations have been reviewed, Top Management is informed of the findings.



STAKEHOLDER ENGAGEMENT

Beyçelik Gestamp adopts a transparent, accountable, and participatory management approach to promote sustainability across the value chain.

The company emphasizes being honest, open, transparent, and accountable in communication with stakeholders, enhancing its brand perception through a continuous communication model. To understand the expectations and needs of each stakeholder group, detailed analyses are conducted to determine their impact on and relationship

with Beyçelik Gestamp. The company ensures stakeholder participation and communication in key areas such as identifying and managing sustainability priorities, risks, and opportunities, developing corporate policies and strategies, and implementing new investment/application projects. Feedback from stakeholders is carefully considered. Beyçelik Gestamp maintains communication and interaction with stakeholders through various platforms at different times, ensuring ongoing dialogue and collaboration.

Key Stakeholders	Dialogue Method and Frequency	Key Topics
Employees	Trainings (Constant), Internal Announcements and Notices (Instant), Website (Constant), Intranet web/mobile (Constant), Social Media Accounts (Constant), Corporate Publication (Quarterly), Internal Newsletters (Periodic), Performance Evaluation Meetings (Annual), Employee Engagement Survey (Annual), Board/Committee Meetings (Periodic), Sustainability Report (Annual), Business Code of Ethics (Constant)	* Diversity, Equal Opportunity, Human Resources Practices, and Talent Management * Gender Equality Practices * Respecting Human Rights * Occupational Health and Safety * Business Ethics and Compliance * ESG Performance
Customers	Website (Constant), Customer Satisfaction Measurement (Annual), Meetings and Discussions (Upon Request), Business Code of Ethics (Constant), Sustainability Report (Annual)	* Customer Satisfaction * Product Quality and Safety * Responsible Production * Information Security, AI, and *Digitalization Practices * Respecting Human Rights * Combating Climate Change
Suppliers	Supplier Performance Evaluation (Annual), Supplier Audits (Annual), Sustainability Report (Annual), Supply Chain Compliance Policy (Constant), Business Code of Ethics (Constant), Meetings and Discussions (Upon Request), Trainings (As Needed)	* Sustainable Procurement, Logistics, and Supply Chain Practices * Product Quality and Safety * Respecting Human Rights * Combating Climate Change
Governments Regulatory Authorities	Audits (Periodic/Instant), Audit Report (Annual), Sustainability Report (Annual), Meetings and Discussions (Upon Request), Joint Projects (Periodic), Incentives (Periodic), Visits (As Needed)	* Compliance with National and International Laws and Regulations * Participation in International Compliance and Sustainable Development Networks * Performance Improvement
Academic Institutions	University-Industry Collaboration (Periodic), R&D Partnerships (Periodic), Career Fairs (Periodic), Career Days (Periodic), Internship Programs (Periodic), Conferences (Constant), Visits (Constant), Meetings and Discussions (Upon Request)	* R&D, Innovation, Technology * R&D and Innovation Projects * Contribution to Social Development (Investing in Society) * Career/Internship
Financial Institutions	Audit Report (Annual), Sustainability Report (Annual), Meetings and Discussions (Upon Request)	* Economic Performance, Global Markets and Market Presence * Investments * Audits * Sustainable Finance * Combating Climate Change
NGOs and Sectoral Organizations	Membership (Constant), Joint Projects (Periodic), Participation in Working Groups (Constant), Sustainability Report (Annual), Meetings and Discussions (Upon Request), Website (Continuous), Social Media Accounts (Constant), Donations and Sponsorships (Upon Request), Panels (Periodic), Volunteering Activities (Periodic)	* Public Relations, Civil Society, and Local Practices * Respecting Human Rights * Sectoral Collaborations * ESG Performance * Corporate Social Responsibility * Contribution to Social Development (Investing in Society)
Media	Press Release (Instant), Website (Constant), Social Media Accounts (Constant), Corporate Publication (Quarterly), Sustainability Report (Annual), Meetings and Discussions (Upon Request), Special Interviews (Upon Request)	* Transparency and Accountability * Agenda Assessment * Sectoral Analysis

CORPORATE MEMBERSHIPS

Beyçelik Gestamp strengthens its reputable position in the automotive supplier industry by joining national and international platforms, participating in environmental and sustainability-focused initiatives, and being actively involved in working groups.

The company holds corporate memberships in various national and international organizations and associations and collaborates on joint projects. Aiming to make women’s employment sustainable, Beyçelik Gestamp became a part of the global sustainability network on May 10, 2017, by committing to the **UN Women’s Empowerment Principles (UN WEPs)**.

CORPORATE MEMBERSHIPS

- UN Women’s Empowerment Principles (UN WEPs)
- Bursa Chamber of Commerce and Industry (BTSO)
- Bursa Businesswomen and Executives Association (BUIKAD)
- Association of Automotive Parts and Components Manufacturers (TAYSAD)
- Turkish Exporters Assembly (TİM)
- Turkish Quality Association (KalDer)
- Turkish Employers’ Association of Metal Industries (MESS)
- Uludağ Automotive Industry Exporters’ Association (OİB)
- National Mold Builders Association (UKUB)



AWARDS/ACHIEVEMENTS

AWARDS



Beyçelik Gestamp ranked among the top three in the **“Digital Transformation”** category at the **2023 Productivity Project Awards** organized by the Ministry of Industry and Technology



On June 22, 2023, Beyçelik Gestamp received the first prize in the **“Environmentally Friendly Industrial Facility”** category at the 6th Environmental Sensitive Industrial Facilities Competition organized by BOSİAD (Bursa Organized Industrial Zone Industrialists’ and Businessmen’ Association).



In 2023, Beyçelik Gestamp won the **“TMMT Zero World Supplier Award”** for receiving no product-related feedback from Toyota for one year **with six reference products out of eight product groups** supplied to Toyota.



On January 21, 2023, during the 48th Value Adders to the Economy Award Ceremony held by Bursa Chamber of Commerce and Industry (BTSO) at the Merinos Atatürk Cultural Congress Center, Beyçelik Gestamp was honored in the **“Sector Leaders”** category.



The Export Champions Award Ceremony organized by the Uludağ Automotive Industry Exporters’ Association (OİB) honored the most successful companies of 2023. At the ceremony, Beyçelik Gestamp Otomotiv was awarded the **‘Silver Exporter Award’**, and Beyçelik Gestamp Şasi received the **‘Bronze Exporter Award’**.

LISTS

Istanbul Chamber of Industry (İSO) “Turkey’s 500 Largest Industrial Enterprises 2023” List

- **Beyçelik Gestamp Otomotiv** is the **135th largest** industrial enterprise in Turkey.
- **Beyçelik Gestamp Şasi** is the **353rd largest** industrial enterprise in Turkey.

Bursa Chamber of Commerce and Industry (BTSO) “Research on Bursa’s Top 250 Companies 2023”

- **Beyçelik Gestamp Otomotiv** is the **3rd largest** in the automotive sector and the **13th largest** industrial enterprise in Bursa on the main list.
- **Çelikform Gestamp** is the **35th largest** in the automotive sector and the **121st largest** industrial enterprise in Bursa on the main list.

Turkish Exporters Assembly (TİM) “Turkey’s Top 1000 Exporters 2022 List”

- **Beyçelik Gestamp Otomotiv** is ranked **55th** in the automotive industry sector and **550th** overall in Turkey.

In the **“Top 500 Companies of Anatolia”** ranking announced on December 25, 2023 by Economist Magazine, based on 2022 data, Beyçelik Gestamp Otomotiv ranked **61st**, and Beyçelik Gestamp Şasi ranked **215th**.



The Ministry of Industry and Technology 2023 Productivity Project Awards, 3rd Place in the ‘Digital Transformation Category.’

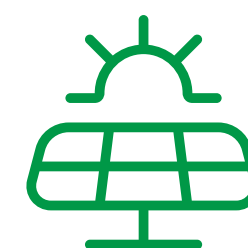


Uludağ Automotive Industry Exporters’ Association (OİB) Export Champions Awards

- **Beyçelik Gestamp Otomotiv ‘Silver Exporter Award’**
- **Beyçelik Gestamp Şasi ‘Bronze Exporter Award’**



BOSİAD Environmentally Friendly Industrial Facility 1st Place Award



SUSTAINABILITY STRATEGY

- Sustainability Governance
- Sustainability-Related Risks and Opportunities
- Materiality Analysis
- Sustainability Targets

SUSTAINABILITY GOVERNANCE

Beyçelik Gestamp integrates sustainability into its corporate strategy to create long-term value for all stakeholders. In its sustainability-focused transformation journey, it jointly assesses economic, environmental, and social risks and opportunities within decision-making processes and business models. The company plans and executes

all investment decisions and product and technology development efforts while considering their environmental and social impacts. It aims to maintain its competitive strength in global markets by adapting to potential new regulations in international trade.

Sustainable Development Vision: To be a leading company in the automotive sector by conducting responsible production with awareness of the economic, environmental, and social impacts of its activities, and by promoting sustainability principles throughout the corporate culture and value chain through green transition.

In alignment with its green transition vision, Beyçelik Gestamp has developed its Sustainability Strategy around **five focus areas:**



Corporate Governance



Continuous Development and Improvement



Sustainability in the Value Chain



Combating Climate Change



Work Life and Contribution to the Social Development



CORPORATE GOVERNANCE

To ensure full compliance with global just transition mechanisms by promoting a transparent and accountable governance approach shaped by stakeholder engagement throughout the corporate culture and value chain.

- * Stakeholder Engagement and Governance Practices
- * Combating Anti-Competitive Conduct and Anti-Corruption
- * Human Rights Along the Value Chain
- * Economic Performance, Global Market Availability
- * International Compliance and Sustainable Development Networks Engagement

Working Group: Value Chain



SUSTAINABILITY IN THE VALUE CHAIN

To promote responsible production and consumption awareness while meeting the ethical, quality, and sustainability requirements across the entire value chain, particularly in the supply chain, and addressing stakeholder needs and expectations, ultimately contributing positively to the value chain in the long term.

- * Product Quality and Safety
- * Customer Satisfaction
- * Sustainable Procurement, Logistics, and Supply Chain Practices

Working Group: Value Chain



CONTINUOUS DEVELOPMENT AND IMPROVEMENT

By integrating R&D, innovation, and digitalization into business processes, aiming to develop sustainable products that meet the needs of the industry and strengthen its competitive advantage by becoming a resilient organization.

- * R&D, Innovation, and Technology
- * Information Security, Artificial Intelligence, and Digitalization Practices
- * Emergency and Disaster Management, Resilience Practices

Working Group: Innovation



Sustainability Strategy



WORK LIFE AND CONTRIBUTION TO THE SOCIAL DEVELOPMENT

By organizing work life around the core focus of "employees," the aim is to provide a professional development-friendly, healthy, safe, equitable, and inclusive working environment, while creating lasting value through various corporate social responsibility projects that support societal well-being.

- * Diversity, Equal Opportunity, Human Resources Practices, and Talent Management
- * Gender Equality Practices
- * Occupational Health and Safety
- * Public Relations, Civil Society, and Local Practices

Working Group: Employees



COMBATING CLIMATE CHANGE

By prioritizing innovative energy technologies and resource efficiency in line with the vision for green development and the principles of the European Green Deal, the goal is to reduce the environmental impacts of operations and integrate climate change-related risks and opportunities into business processes.

- * Emission Reduction, Energy Management, and Combating Climate Change
- * Management of Raw Materials and Natural Resources
- * Zero Waste, Recycling, and Circular Economy Practices
- * Water Use Efficiency and Water Management
- * Biodiversity and Ecosystem Conservation

Working Group: Environment



BEYÇELİK GESTAMP SUSTAINABILITY POLICY

Beyçelik Gestamp's "Sustainability Policy" guides its business strategies in alignment with the vision for transitioning to a low-carbon economy and green transition.

Contributing to sustainable development and enhancing the value created for all stakeholders form the foundation of Beyçelik Gestamp's sustainability approach. The management of material topics, defined according to

international standards, is ensured through "Beyçelik Holding Sustainability Policy." Maximum effort is made to carry out operations in consideration of the UN Sustainable Development Goals. This policy is regularly reviewed by Beyçelik Holding Sustainability Committee, focusing on current requirements and changes in operational conditions. For detailed information about Beyçelik Holding Sustainability Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

BEYÇELİK HOLDING SUSTAINABILITY POLICY

- Developing sustainable products and services with quality and safety features that will maximize the satisfaction of the customers by meeting their expectations
- Managing operations and relations with the stakeholders with a corporate management perception based on transparency and accountability which continuously observes business ethics
- Proactively and continuously assessing risks for priorities, and taking actions when needed
- Implementing practices that will extend the business ethics, quality and sustainability approach in the entire value chain, particularly the supply chain
- Improving the stakeholders in the value chain
- Maintaining the performance by managing the R&D, innovation and digitalization processes through continuous development and improvement; and contributing to improvement of resources by extending use of artificial intelligence in the business processes
- Uninterruptedly implementing productivity and improvement procedures to reduce / minimize the environmental impact as part of combating climate change
- Uninterruptedly implementing operational excellence projects to ensure efficient use of resources
- Working in the light of national and international standards to improve the performance of Occupational Health and Safety
- Continuously diversifying the modern human resources practices to become an employer preferred by employees
- Providing equal opportunities for the employees while also giving them the opportunity to continuously develop themselves
- Fighting against all kinds of discrimination, and practices such as forced and compulsory labor and child employment under the guidance of universal human rights
- Fulfilling social responsibility projects that will improve the society and contribute to its welfare.

SUSTAINABLE GOVERNANCE APPROACH

To accelerate green transition in business processes, Beyçelik Gestamp has established a Sustainability Management Organization.

This organization is tasked with guiding Beyçelik Gestamp's corporate sustainability strategy by providing recommendations to Top Management, determining the sustainability approach in the areas of economic, environmental, social, and corporate governance,

establishing policy, strategy, and organizational structure, setting targets, and monitoring, measuring, auditing, improving, and reporting performance and practices in a holistic and transparent manner. As of **November 2023**, the "**Beyçelik Gestamp Sustainability Management Organization**" has been established to fulfill these responsibilities.

Established with the participation of managers and employees from various business units, this **inclusive, diverse, and layered structure** is directly responsible for managing Beyçelik Gestamp's sustainability strategy in line with short, medium, and long-term goals, as well as measuring, assessing, and auditing the economic, environmental, and social impacts and risks arising from operational activities, ensuring the flow of data and information.

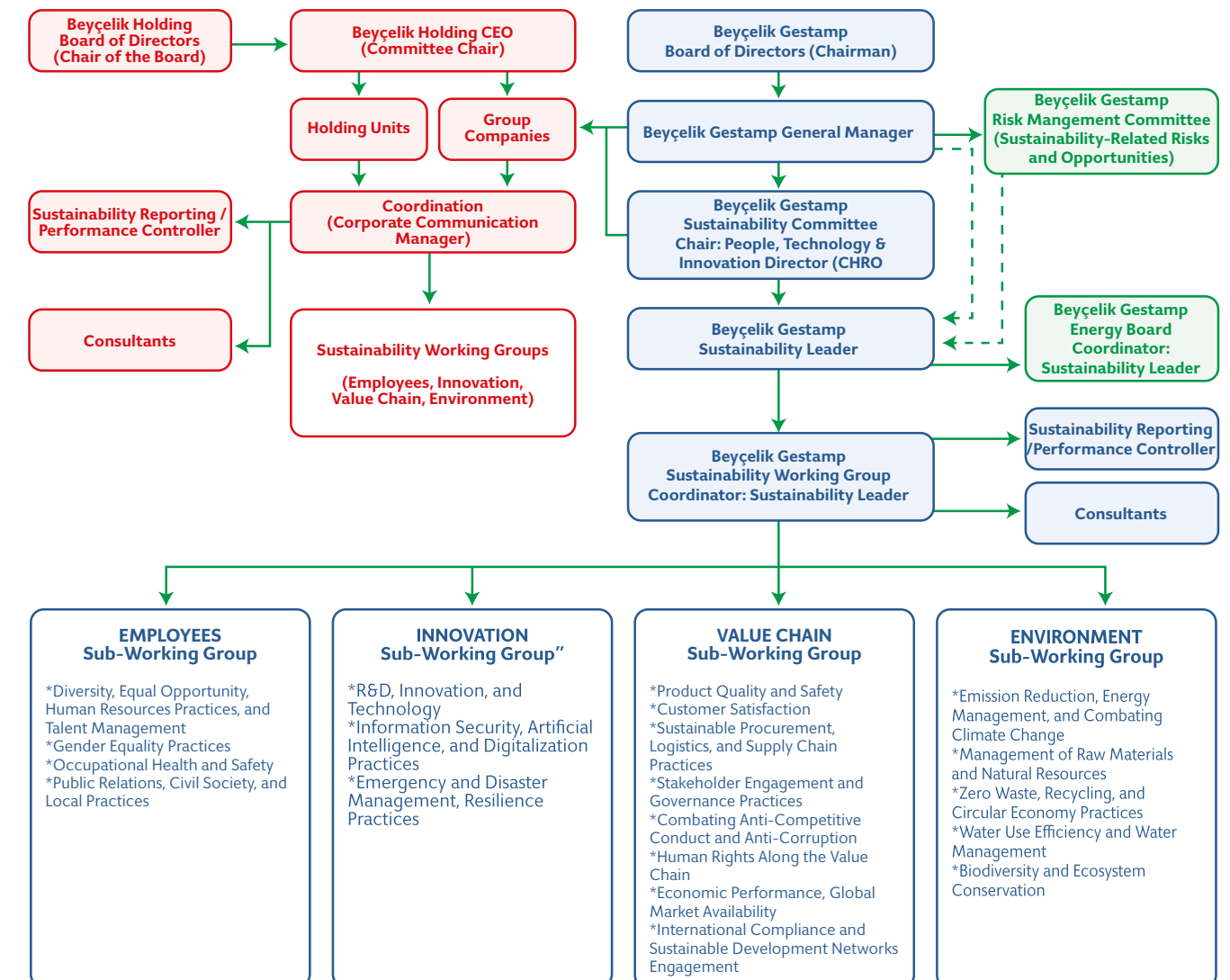
The Sustainability Management Organization consists of the **Sustainability Committee, Sustainability Working Group and Sub-Working Groups, Energy Board, and Risk Management Committee.**

The Sustainability Committee is structured under the Beyçelik Gestamp Board of Directors and includes the People, Technology & Innovation Director (CHRO) of Beyçelik Gestamp, the General Manager, and

other relevant members. **The CHRO**, who chairs the Sustainability Committee, holds the highest level of responsibility for managing economic, environmental, and social impacts, along with sustainability-related risks and opportunities.

The Environmental, Social, and Governance (ESG) aspects of sustainability management and the performance monitoring of sustainability targets are the responsibility of **Beyçelik Gestamp Environment and Sustainability Unit**. The coordination of the **Sustainability Working Group and Sub-Working Groups**, which report to the Sustainability Committee, is directly overseen by the **Environmental and Occupational Safety Manager (EHS Manager)**, who reports to the CHRO. The EHS Manager has also been appointed as the Sustainability Leader of Beyçelik Gestamp, serving as **the Coordinator of the Sustainability Working Group and Sub-Working Groups, as well as the Energy Board Coordinator.**

BEYÇELİK GESTAMP SUSTAINABILITY MANAGEMENT ORGANIZATION



SUSTAINABILITY COMMITTEE:

The Sustainability Committee consists of 9 members, including the Committee Chair. The committee members hold the following positions:

- People, Technology & Innovation Director (CHRO) - Committee Chair
- Operations Director (Turkey) - Member
- Operations Director (Romania) - Member
- Business Development and Engineering Director (Body) - Member
- Business Development and Engineering Director (Chassis) - Member
- Die Business Unit Director - Member
- Finance Director - Member
- Supply Chain and Purchasing Director - Member
- Environment and Occupational Safety Manager (Sustainability Leader) - Coordination

SUSTAINABILITY WORKING GROUP:

The Sustainability Working Group is chaired by the Environment and Occupational Safety Manager, who also serves as the Sustainability Leader, and consists of 16 members, including the Chair. The Sustainability Working Group members hold the following positions:

- Environment and Occupational Safety Manager (Chair, Coordinator, and Sustainability Leader)
- HR Field Group Manager - Member
- Organizational Development and Talent Management Manager - Member
- Information Technology Manager - Member
- R&D and Innovation Manager - Member
- Purchasing Manager - Member
- Customer Quality Manager - Member
- Quality Management Systems Manager - Member
- Material Supply Manager - Member
- Supply Chain Optimization Manager - Member
- Production Technologies Manager - Member
- Environment and Sustainability Unit Leader - Member
- Occupational Safety Field Unit Leader - Member
- R&D Unit Leader - Member
- Talent Management and Corporate Communications Unit Leader - Member
- Organizational Development and Academy Unit Leader - Member

SUSTAINABILITY COMMITTEE SUB-WORKING GROUPS:

The Sustainability Working Group, structured within the Sustainability Committee, includes four different Sub-Working Groups: **“Employees,” “Value Chain,” “Environment,” and “Innovation.”** Each Sub-Working Group has identified material topics relevant to their focus areas. The Sub-Working Groups report their activities directly to the Sustainability Leader.



RESPONSIBILITIES OF THE BEYÇELİK GESTAMP SUSTAINABILITY COMMITTEE

- Coordinate and execute sustainability activities in accordance with Beyçelik Holding Sustainability Policy
- Identify Beyçelik Gestamp’s material topics in sustainability, develop Beyçelik Gestamp Sustainability Strategy, and present it for Top Management approval, ensuring updates as necessary
- Support Top Management in determining the short, medium, and long-term sustainability roadmap and sustainability goals, coordinating with business units and Sub-Working Groups in decision-making processes related to corporate sustainability
- Collaborate with the Risk Management Committee to effectively monitor and manage economic, environmental, and social impacts, as well as sustainability-related risks and opportunities
- Stay informed about current national and international developments in sustainability, providing recommendations to Top Management for the development of existing strategies, policies, practices, and the establishment of relevant boards/committees
- Establish, empower, and coordinate Sub-Working Groups under the Sustainability Committee for effective management of sustainability issues
- Review and approve the content of the Sustainability Report, to be published annually, before it is communicated to internal and external stakeholders.

The Sustainability Committee has convened once since its establishment in November 2023, with the participation of all members. To promote sustainability as part of the corporate culture encompassing the entire value chain,

all managers and employees are expected to fulfill their duties and responsibilities in line with the vision of sustainability and green transition.

SUSTAINABILITY-RELATED RISKS AND OPPORTUNITIES

Risk management policies and business processes are addressed as a whole, taking into account sustainability-related risks and opportunities.

Businesses that accurately assess sustainability-related risks and opportunities and integrate them into their risk management policies and business processes can achieve more resilient and successful growth, thereby enhancing their brand value.

Guided by priority issues and coordinated by the Risk Management Committee, sustainability-related risks and opportunities have been addressed in five separate impact areas along with management approaches.

The Sustainability Committee works in coordination with the Risk Management Committee in identifying and auditing the environmental, social, and economic risks and opportunities related to operational activities, including climate change, and in reporting their impacts.

Analyzing sustainability-related risks and opportunities from a corporate perspective is a primary responsibility of Beyçelik Gestamp Risk Management Committee. The Risk Management Committee regularly monitors global, regional, and sectoral risk analyses and climate-related outlook reports (from WEF, IEA, UNEP-FI, UNGC, SBTi, CDP, IFRS, IPCC, etc.).

The Risk Management Committee identifies the potential risks and opportunities associated with the effects of climate change, sustainability practices, just transition mechanisms, and approaches to combating and adapting to climate change on **the corporate strategy and financial planning of Beyçelik Gestamp**. This is done through a SWOT analysis based on sectoral, global, and regional trends, as well as internal and external factors affecting the business. It determines and prioritizes the severity and likelihood of short-, medium-, and long-term impacts, presenting this information to Top Management under the leadership of People, Technology & Innovation Director (CHRO). The Risk Management Committee also guides the Sustainability Committee in preparing, monitoring, and implementing short-, medium-, and long-term risk action plans related to sustainability-related risks and opportunities. It takes preventive measures concerning these risks and provides reporting. Additionally, the committee conducts scenario analyses

on how sustainability-related risks and opportunities will affect corporate strategy and financial planning. It evaluates new investments in light of significant economic, environmental, and social impacts, especially climate change, conducting risk and opportunity analyses, and provides insights to Top Management under the leadership of the CHRO.

Sustainability-related risks and opportunities will be assessed through Environmental, Social, and Economic Performance Indicators concerning priority issues, relevant target areas, sustainability goals, and KPIs. Top Management is aware that the control of these impacts is a crucial step for the resilience of the corporate strategy and financial planning related to sustainability. They strive for regular annual monitoring of the company's sustainability performance. Moreover, they also review the development plans of critical key suppliers regarding climate change adaptation.

Impact Area	Risks	Opportunities	Beyçelik Gestamp's Approach
Environment/ Energy	<div>*Failure of Climate Action</div> <div>*Risk of Non-Compliance with Policies/ Legislation</div> <div>*Legal Changes</div> <div>*Extreme Weather Events and Natural Disasters (Floods, Storms, Droughts, etc.)</div> <div>*Heat Waves</div> <div>*Cold Spells</div> <div>*Climate Crisis</div> <div>*Loss of Biodiversity</div> <div>*Natural Resource Scarcity</div> <div>*Water Scarcity and Stress</div> <div>*Environmental Pollution/Waste</div> <div>*Chemicals</div> <div>*Rising Energy Prices</div> <div>*Raw Material Price Increases Due to Climate Risks</div>	<div>*Transition to a Low-Carbon Economy</div> <div>*Eco-Friendly Operations</div> <div>*ISO 14001:2015 Environmental Management System</div> <div>*ISO 50001:2018 Energy Management System</div> <div>*Energy and Resource Efficiency</div> <div>*Investments in Renewable Energy</div> <div>*Sustainable Products</div> <div>*Circular Economy</div> <div>*Cost Reductions</div> <div>*Decarbonization of the Supply Chain</div> <div>*Basic Level Zero Waste Certification</div> <div>*Raising Environmental Awareness/ Training</div> <div>*Turning to More Cost-Effective Alternative Raw Materials</div>	<div>*Contribution to the SDGs</div> <div>*Contribution to Green Transition</div> <div>*Combating and Adapting to Climate Change</div> <div>*Carbon Reduction Targets</div> <div>*Management of Greenhouse Gas Emissions</div> <div>*Energy Management</div> <div>*Emergency and Disaster Management, Climate Resilience Practices</div> <div>*Water and Wastewater Management</div> <div>*Management of Raw Materials and Natural Resources</div> <div>*Waste Management</div>
Employees/ Working Environment	<div>*Stakeholder Expectations</div> <div>*Risks Related to Occupational Health and Safety</div> <div>*Changing Work Norms</div> <div>*Talent Competition</div> <div>*Dissatisfaction in Equal Opportunities, Inclusion, and Diversity</div> <div>*Risk of Violation of Business Ethics Rules</div>	<div>*Future Workforce</div> <div>*Agility and Efficiency</div> <div>*Beyçelik Gestamp Academy</div> <div>*Investments in Employees</div> <div>*Employee Development and Talent Management</div> <div>*Resilience</div> <div>*Increased Employee Satisfaction</div> <div>*Support for Personal Development</div> <div>*ISO 45001:2018 Occupational Health and Safety Management System</div> <div>*Healthy and Safe Working Environment</div> <div>*Employee Rights</div>	<div>*Contribution to the SDGs</div> <div>*Work Life</div> <div>*Future of Work</div> <div>*Combating Inequalities</div> <div>*Employee Development and Investment in Education</div> <div>*Gender Equality</div> <div>*Proactive Risk Management</div> <div>*Business Ethics and Compliance</div> <div>*Respecting Human Rights</div> <div>*Anti-Bribery and Anti-Corruption</div> <div>*Effective Communication with Stakeholders</div>
Society	<div>*Social Inequalities</div> <div>*Social Cohesion</div> <div>*Damage to Corporate Image</div> <div>*Lack of Participation in National/Global Initiatives</div> <div>*Negative Impacts from Suppliers</div>	<div>*Sustainable Development</div> <div>*Transparency</div> <div>*Just Transition</div> <div>*Participation in New Corporate Memberships</div> <div>*Corporate Social Responsibility Projects</div> <div>*Investing in Society</div> <div>*Responsible Supply Chain Approach- Supplier Development and Assessment</div> <div>*Supporting Local Suppliers</div>	<div>*Contribution to the SDGs</div> <div>*Sustainability in the Value Chain</div> <div>*Adaptation to Climate Change</div> <div>*Combating Inequalities</div> <div>*Contribution to Social Development</div> <div>*Beyçelik Gönülden</div>

MATERIALITY ANALYSIS

In determining material topics in accordance with the principles of stakeholder engagement and inclusiveness, the opinions of strategic external stakeholders, employees, and Top Management have been taken into account, and all expectations related to sustainability have been evaluated according to their impact-significance degree.

Along with stakeholder expectations, materiality analysis has been enriched by considering sectoral elements, global trends, and the company's business strategies. This has revealed the material topics that Beyçelik Gestamp should focus on.

The digital form (survey) applied to employees and external stakeholders for the preparation of the Materiality Matrix is a crucial component in defining the sustainability strategy and is mandated as the Materiality Matrix in the GRI 2021 Standards.

In the survey, the existing internal and external stakeholders were asked to score 20 material topics concerning Beyçelik Gestamp's activities based on their impact (scoring from 1 to 5). The material topics considered extremely important/ effective for Beyçelik Gestamp was scored as 5, while the topic deemed least important/ effective was scored as 1.

Focus areas and material topics were created by considering analytical factors such as corporate structure, quality approach, R&D, an innovation- and technology-focused product range, sectoral and geographical positioning, value creation for stakeholders, and a customer-focused perspective, alongside national/ international benchmarks. The materiality analysis was concluded with the opinion and final decision of Top Management. **A Materiality Matrix** has been created that includes material topics according to their priority status based on impact-significance in the eyes of internal and external stakeholders.

KEY SUSTAINABILITY ISSUES

1) Corporate Governance

- Stakeholder Engagement and Governance Practices
- Combating Anti-Competitive Conduct and Anti-Corruption
- Human Rights Along the Value Chain
- Economic Performance, Global Market Availability
- International Compliance and Sustainable Development Networks Engagement

2) Continuous Development and Improvement

- R&D, Innovation, and Technology
- Information Security, Artificial Intelligence, and Digitalization Practices
- Emergency and Disaster Management, Resilience Practices

3) Sustainability in the Value Chain

- Product Quality and Safety
- Customer Satisfaction
- Sustainable Procurement, Logistics, and Supply Chain Practices

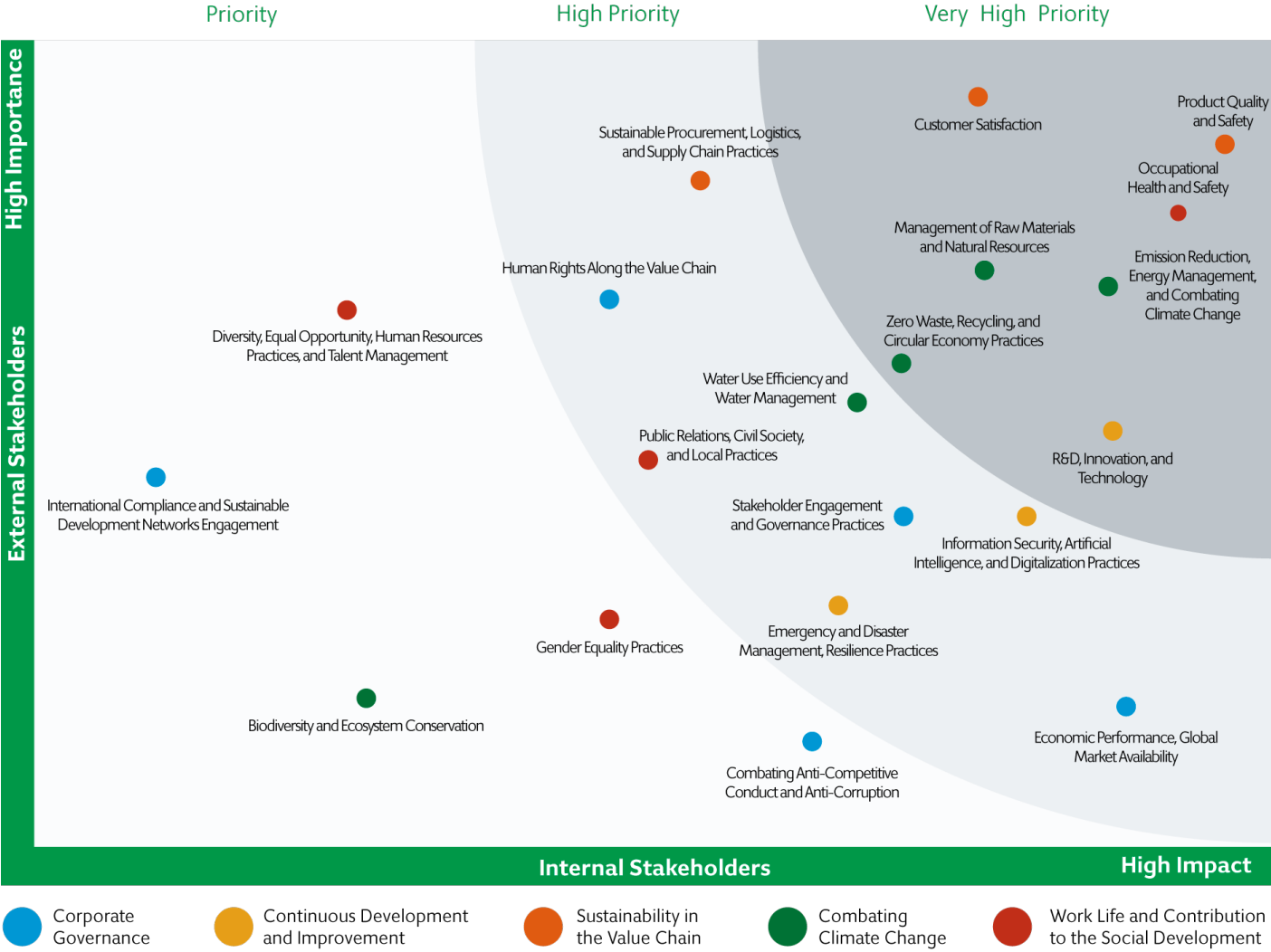
4) Combating Climate Change

- Emission Reduction, Energy Management, and Combating Climate Change
- Management of Raw Materials and Natural Resources
- Zero Waste, Recycling, and Circular Economy Practices
- Water Use Efficiency and Water Management
- Biodiversity and Ecosystem Conservation

5) Work Life and Contribution to the Social Development

- Diversity, Equal Opportunity, Human Resources Practices, and Talent Management
- Gender Equality Practices
- Occupational Health and Safety
- Public Relations, Civil Society, and Local Practices





The primary focus of material topics is the connection between the “Combating Climate Change” category and the “Sustainability in the Value Chain” and “Continuous Development and Improvement” categories, as well as the sustainable areas focused on R&D, Product Development, Innovation, and Ecodesign that this connection signifies.

Beyçelik Gestamp’s environmental sustainability performance in energy, raw material, and water management, along with contributions to product quality and safety, customer satisfaction, and the development of sustainable technologies, are among the priorities in stakeholder engagement.

Very High Priority Issues	High Priority Issues	Priority Issues
<ul style="list-style-type: none">Product Quality and SafetyCustomer SatisfactionOccupational Health and SafetyEmission Reduction, Energy Management, and Combating Climate ChangeR&D, Innovation, and TechnologyManagement of Raw Materials and Natural ResourcesZero Waste, Recycling, and Circular Economy Practices	<ul style="list-style-type: none">Sustainable Procurement, Logistics, and Supply Chain PracticesHuman Rights Along the Value ChainEconomic Performance, Global Market AvailabilityInformation Security, Artificial Intelligence, and Digitalization PracticesWater Use Efficiency and Water ManagementPublic Relations, Civil Society, and Local PracticesStakeholder Engagement and Governance PracticesEmergency and Disaster Management, Resilience Practices	<ul style="list-style-type: none">Diversity, Equal Opportunity, Human Resources Practices, and Talent ManagementInternational Compliance and Sustainable Development Networks EngagementGender Equality PracticesBiodiversity and Ecosystem ConservationCombating Anti-Competitive Conduct and Anti-Corruption



SUSTAINABILITY TARGETS

The period from 2020 to 2030 is defined as the **DECADE OF ACTION** for the UN Sustainable Development Goals (SDGs), during which companies are expected to develop more effective and realistic practices regarding sustainability.

Beyçelik Gestamp aims to elevate its corporate responsibility to a global scale to leave a sustainable world for future generations.

As a result of the studies and sectoral research conducted during the development of the Sustainability Strategy, strategic alignments have been identified; it has been determined that there is a direct or indirect contribution to **a total of 12 Sustainable Development Goals (SDGs) and their corresponding 64 SDG Sub-Targets**. The willingness and determination to meet SDG requirements through business practices are monitored by Top Management and the Sustainability Committee.

Furthermore, in 2023, Beyçelik Gestamp transitioned to a new phase in its sustainable management model and established short-, medium-, and long-term roadmaps aligned with Turkey's 2053 net-zero emissions and Green Development targets, focusing on a sustainable growth vision.



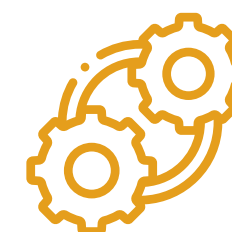
Corporate Governance Targets								
Beyçelik Gestamp Material Topics	ACTION	Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)	
Stakeholder Engagement and Governance Practices	STRENGTHEN	Stakeholder Management	Increasing the number of partnerships for sectoral collaborations and circular business models	Number of developed collaborations	✓	✓	✓	10, 17
		Stakeholder Management	Attaining a policy-making position in sectoral activities	Number of sectoral organizations in which leadership roles are held		✓	✓	10, 17
Combating Anti-Competitive Conduct and Anti-Corruption	MODERATE	Combating Anti-Competitive Conduct and Anti-Corruption	Raising awareness and consciousness regarding anti-competitive behavior and anti-corruption measures	Percentage of employees trained (%) Number of awareness projects in the value chain	✓			16
Human Rights Along the Value Chain	STRENGTHEN	Human Rights	Raising awareness and consciousness on human rights	Percentage of employees trained (%) Number of awareness projects in the value chain	✓			4, 5, 8, 10, 16
Economic Performance, Global Market Availability	STRENGTHEN	Global Market	Expanding international market presence and increasing the number of export countries/regions/customers	Export rate (%) Number of exported countries Number of exported customers	✓	✓	✓	8, 9, 10, 17
		Global Market	Diversifying the range of exported products	Number of exported products	✓	✓	✓	8, 9, 10, 17
International Compliance and Sustainable Development Networks Engagement	MODERATE	Global Partnerships	Developing global partnerships for a common purpose	Number of global partnerships	✓	✓	✓	10, 17

Sustainability in the Value Chain Targets								
Beyçelik Gestamp Material Topics	ACTION	Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)	
Product Quality and Safety	IMPROVE	Product and Service Safety	Ensuring compliance with standards and regulations	Full compliance	✓	✓	✓	16
Customer Satisfaction	IMPROVE	Customer Satisfaction	Increasing customer satisfaction for continuous improvement	Customer satisfaction rate	✓	✓	✓	9, 12
Sustainable Procurement, Logistics, and Supply Chain Practices	STRENGTHEN	Supplier Development, Auditing, and Performance	Improving supplier performance	Supplier training (person x hour) Number of supplier audits Supplier classification Supplier delivery performance	✓	✓	✓	8, 9, 10, 12, 17
		Supplier Development, Auditing, and Performance	Enhancing suppliers' compliance with environmental and social issues	Number of suppliers subject to environmental and social audits	✓	✓		8, 9, 10, 12, 17
		Local Sourcing	Increasing the rate of localization	Localization rate		✓	✓	8, 9, 10, 12

Continuous Development and Improvement Targets								
Beyçelik Gestamp Material Topics	ACTION	Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)	
R&D, Innovation, and Technology	IMPROVE	R&D	Increasing savings achieved through R&D	Savings in TL Energy savings Savings in person x hours Raw material savings		✓		9, 12, 17
		R&D	Prioritizing collaboration with universities	Number of universities	✓	✓	✓	9, 12, 17
		Innovation	Increasing savings achieved through innovation practices	Savings in TL Energy savings Savings in person x hours Raw material savings	✓	✓	✓	9, 17
Information Security, Artificial Intelligence, and Digitalization Practices	STRENGTHEN	Digitalization	Increasing savings achieved through digitalization	Savings in TL Energy savings Savings in person x hours		✓		9, 17
		Digitalization	Increasing the rate of digitalization	Rate of digitalization		✓		9, 17
		Digitalization	Widespread adoption of digitalization across the value chain	Training hours / Person x hours		✓	✓	9, 17
		Industry 4.0	Increasing the number of projects within the scope of Industry 4.0	Number of projects		✓	✓	9, 17
Emergency and Disaster Management, Resilience Practices	STRENGTHEN	Disaster Management	Integrating regional and global disaster preparedness action plans into all processes covering the supply chain	Full compliance with emergency/disaster action plans	✓	✓		13
		Emergency Management	Conducting emergency risk assessments and developing response plans	Number of completed trainings and drills	✓			9, 13
		Resilience	Aligning with resilient and sustainable industrial practices defined in the focus of green transition	Full compliance		✓	✓	9, 17

Combating Climate Change Targets									
Beyçelik Gestamp Material Topics	ACTION	Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	SDG Sub-Targets Contributed
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Emission Reduction, Energy Management, and Combating Climate Change	IMPROVE	Energy and Emission Management	Calculation of Scope 1-2-3 emissions	Scope 1-2-3 emission values	✓	✓			13.1, 13.2, 13.3
		Energy and Emission Management	Establishing corporate greenhouse gas reduction projections in line with SBTi methodology	Scope 1-2-3 emission values	✓	✓	✓		13.1, 13.2, 13.3, 13.a
		Energy and Emission Management	Promoting energy efficiency projects	Number of projects Energy savings achieved through projects		✓			7.3, 7.a, 7.b 9.1, 9.4, 9.5, 9.b, 9.c
		Energy and Emission Management	Increasing the use of renewable energy	Amount of renewable energy used (%)			✓		7.2, 7.a, 7.b
		Energy and Emission Management	Reducing energy consumption	Decrease in GJ	✓	✓	✓		7.2, 7.3, 7.a, 7.b
		Energy and Emission Management	Target for a zero-carbon emission factory	Scope 1-2-3 emission values			✓		7.2, 7.3, 7.a, 7.b 12.6 13.1, 13.2, 13.3, 13.a
		Energy and Emission Management	Calculation of product-based carbon emissions	Increasing LCA studies		✓	✓		7.2, 7.3, 7.a, 7.b 12.6 13.1, 13.2, 13.3, 13.a
		Energy and Emission Management	Conducting CDP reporting (Carbon Disclosure Project)	Annual reporting globally		✓			13.1, 13.2, 13.3, 13.a
		Energy and Emission Management	Reducing supply chain-related emissions	Number of electric vehicles used		✓	✓		9.1, 9.2 12.6, 12.8, 12.c 13.1, 13.2, 13.3
Management of Raw Materials and Natural Resources	IMPROVE	Raw Materials	Use of low-carbon and sustainable raw materials	Increasing R&D activities Rate of sustainable raw material utilization Rate of recycled raw material utilization			✓		7.2, 7.3 8.4 12.2, 12.5 13.2, 13.3
Zero Waste, Recycling, and Circular Economy Practices	IMPROVE	Waste Management	Ensuring sustainability of practices required for “Zero Waste” Certification	“Zero Waste” Certification rate	✓	✓	✓		12.4, 12.5, 12.6
		Waste Management	Organizing employee training on source separation of waste	Training hours / Person x hours	✓				12.4, 12.5, 12.6
		Waste Management	Reducing the amount of waste generated in production processes	Amount of waste	✓	✓			12.4, 12.5, 12.6
		Waste Management	Increasing the amount of waste reintroduced into the circular economy	Waste recycling rate Rate of waste disposal	✓	✓	✓		8.4 12.4, 12.5, 12.6
		Chemical Management	Promoting chemical management (REACH Directive)	Monitoring compliance with REACH Directive among suppliers	✓				12.4
		Chemical Management	Reducing the rate of chemical usage	Rate of Chemical Utilization	✓	✓			12.4
Water Use Efficiency and Water Management	STRENGTHEN	Water Management	Efficient use of water	Decrease in amount of water used (%) Increase in amount of water recycled in the process (%) Decrease in amount of wastewater discharge (%)	✓	✓	✓		6.3, 6.4, 6.5
Biodiversity and Ecosystem Conservation	MODERATE	Environmental Management Systems	Expanding the ISO 14001-50001 Management Systems to new facilities	Rate of certification expansion	✓				12.6, 12.a, 12.c
		Environmental Investments	Increasing investments made to improve environmental performance	Environmental investments and expenditures (TL)	✓	✓	✓		7.a, 7.b 9.1, 9.2 12.6, 12.a, 12.c 13.3, 13.b
		Biodiversity	Developing projects for the conservation and improvement of biodiversity	Number of projects		✓	✓		6.6

Work Life and Contribution to the Social Development Targets									
Beyçelik Gestamp Material Topics	ACTION	Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	SDG Sub-Targets Contributed
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Diversity, Equal Opportunity, Human Resources Practices, and Talent Management	MODERATE	Diversity and Inclusion	Creating an inclusive and diverse workplace	Employee breakdown by age, gender, and minority profile	✓	✓			10.2, 10.3, 10.4
		Employee Development	Providing leadership development training	Training hours / person x hours	✓				4.4, 4.5, 4.7 12.6, 12.8
		Employee Development	Improving talent management indicators	Critical position backup rate Employee turnover rate Talent pool promotion rate Talent pool development plan implementation rate Overall management level backup rate	✓	✓	✓		8.2, 8.3, 8.5, 8.6
		Employee Development	Designing interdepartmental rotation processes to support career development	Rotation rate		✓			8.2, 8.3, 8.5, 8.6
		Employee Development	Expanding programs for young talents	Candidate-department job fit satisfaction Percentage of young talents included in promotions		✓			4.3, 4.4, 4.5, 4.7 8.2, 8.6
		Employee Engagement	Increasing employee engagement	Employee engagement survey score	✓	✓	✓		8.5, 8.6, 8.8 10.3, 10.4
		Employee Engagement	Renewing and implementing recognition, appreciation, and reward systems	Budget adherence rate	✓				8.2, 8.3, 8.5, 8.8
		Employee Engagement	Developing employer branding	Employer branding activities	✓				8.1, 8.2, 8.3 16.6, 16.7
		Diversity and Inclusion	Considering different needs to create equal working conditions	Female employee satisfaction rate (diversity indicators)	✓				8.5, 8.6, 8.8 10.3, 10.4
		Diversity and Inclusion	Raising awareness of gender equality and conducting awareness campaigns	Training hours / Person x hours	✓				5.c
Gender Equality Practices	MODERATE	Diversity and Inclusion	Establishing mechanisms to combat violence	Training hours / Person x hours	✓				5.2
		Diversity and Inclusion	Implementing practices that Increase equal opportunities in recruitment	Female employment rate in new hires Return-to-work rate after maternity leave	✓				5.1, 5.5, 5.c 10.2, 10.3, 10.4
		Diversity and Inclusion	Increasing the proportion of women in management positions	Percentage of women in management positions		✓			5.5 10.2, 10.3, 10.4
		Occupational Health and Safety	Achieving zero accident goals	Zero accident	✓	✓	✓		3.9 8.8
		Occupational Health and Safety	Increasing OHS training	OHS training hours / person x hours	✓	✓	✓		4.7
Occupational Health and Safety	IMPROVE	Occupational Health and Safety	Creating a safety culture within the organization	Number of activities conducted to create a safety culture	✓	✓			3.9 8.8
		Occupational Health and Safety	Reducing the number of occupational diseases	Occupational disease rate	✓	✓	✓		3.9 8.8
		Beyçelik Gönülden	Volunteer activities	Number of projects Number of volunteers involved	✓	✓	✓		3.8 4.5, 4.a, 4.b 8.3, 8.6
		Support for Education	Student scholarships	Budget allocated	✓	✓	✓		4.b
Public Relations, Civil Society, and Local Practices	STRENGTHEN	Support for Education	Financial support to educational institutions	Budget allocated	✓	✓	✓		4.a
		Support for NGOs	Contributing to the development of NGOs	Number of NGOs joined and/or managed	✓	✓			16.8 17.9, 17.16, 17.17



CONTINUOUS DEVELOPMENT AND IMPROVEMENT

- R&D, Innovation, and Technology
- Digital Transformation Journey

Beyçelik Gestamp conducts all its processes with a focus on ‘innovation’ and a mindset of continuous improvement and development. By integrating R&D, innovation, technology, digitalization, and green transition into all its operational

activities, it aims to develop high-quality and diverse products that meet the needs of the automotive industry and enhance its competitive strength.

R&D, INNOVATION, AND TECHNOLOGY

Beyçelik Gestamp has 165 employees, consisting of researchers, technicians, and support staff with academic qualifications, working on advanced product and technology development for 35 different main industry organizations across 4 locations with 3 R&D Centers and 1 Design Center.

The approach of “We Develop Our Work, Ourselves, and Our Environment,” which is one of Beyçelik Holding’s core values, forms the foundation of Beyçelik Gestamp’s R&D and innovation processes. By managing its R&D processes with a philosophy of continuous development and improvement, Beyçelik Gestamp brings different methods and technologies to life.

To maintain its competitiveness in the national and global markets in the long term, it prioritizes R&D, innovation, and technology efforts to highlight sustainability and excellence in all operational processes.

It shapes its strong market position towards unique product designs and the development of products and technologies that are needed nationally and internationally. Beyçelik Gestamp has defined its R&D mission as developing innovative products and technologies that will

guide the automotive sub-industry sector worldwide and add value to the national and global economy.

With its young and dynamic team, innovative perspective, and industry experience, Beyçelik Gestamp has the capability to respond to the needs of vehicle manufacturers in shaping metal materials.

Under the leadership of Beyçelik Gestamp R&D and Innovation Directorate, projects focused on design, safety, quality, and environmental impact reduction are being developed in engineering and series product projects at the R&D Centers. Each center conducts studies specific to its field and stands out with its collaborative abilities. Since its establishment, Beyçelik Gestamp has made it a vision to participate in pioneering projects and will continue its efforts to establish a TÜBİTAK-supported Pioneering R&D Laboratory/Test Center in 2024.

The R&D process encompasses steps such as project idea generation, project idea evaluation, project implementation, and product/process launch. During the process, the employees of the R&D and Innovation Unit and the R&D and Innovation Board carry out their duties using relevant tools.

BEYÇELİK GESTAMP R&D AND INNOVATION BOARD

- It is responsible for regularly coordinating and implementing R&D activities within the framework of the business plan and applications.
- Its scope includes supporting information technologies, corporate transformation efforts, Robotic Process Automation (RPA), digital workforce, Internet of Things (IoT), artificial intelligence, machine learning, and all R&D processes within Beyçelik Gestamp.
- The board meets periodically every 15 days to evaluate incoming project proposals, taking into account R&D workflow procedures.

Members of the R&D and Innovation Board

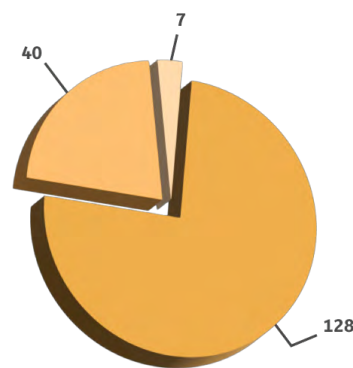
- General Manager - Chair of the Board
- People, Technology & Innovation Director
- Operations Director
- Business Development and Engineering Director
- Quality Director
- Purchasing Group Manager
- Engineering Group Manager
- Plant Managers
- Director of the Die Business Unit
- R&D and Innovation Manager
- Supply Chain Director
- Information Technology Manager

Beyçelik Gestamp R&D Centers

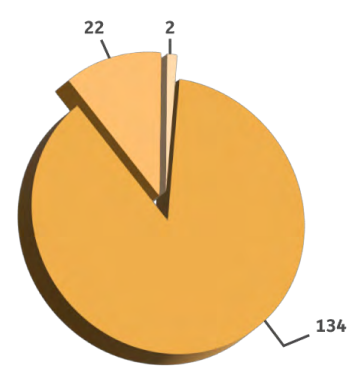
R&D Center Establishment Year	R&D Center’s Activity Area	R&D Center’s Area (m²)	Facility of the R&D Center	Location of the R&D Center	Number of Employees	
					Women	Man
2009	For the production and processes of hot-cold sheet metal stamping tool and dies used in the automotive sector, the following activities are conducted: Analysis, simulation, and process studies, design and production studies of hot and cold forming tool and dies, design and manufacturing studies of sheet parts, development studies of sheet forming tool and dies steels, studies on formability behavior, production studies of tool and dies using different methods.	725	Beyçelik Gestamp Tooling Plant	Karacabey/ Bursa	10	45
2017	Design of automotive sheet metal parts, design of assembly equipment, design of laser equipment, lean manufacturing process design, new technology and Industry 4.0 integration studies, development of expert teams in advanced technology fields, production and process development and efficiency improvement studies, integration of new generation materials into production processes, predictive maintenance studies on production lines, design of automotive sheet metal parts, design of assembly equipment, design of laser equipment, lean manufacturing process design, new technology and Industry 4.0 integration studies, development of expert teams in advanced technology fields, production and process development and efficiency improvement studies, integration of new generation materials into production processes, predictive maintenance studies on production lines.	415	Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant	Nilüfer/ Bursa	15	26
2019	Co-design studies, design of assembly equipment, forming process studies, feasibility studies and design of equipment, production/assembly activities, lean manufacturing process designs, automated assembly line operations, new technology integration studies.	775	Çelikform Gestamp Roll Form & Mechanism Plant	Nilüfer/ Bursa	2	23
2021	Digital twin studies, joining technology studies, quality control process improvement studies, simulation studies, Industry 4.0 production and process development studies, R&D and product development studies, prototype preparation studies, testing studies, PLM (Product Lifecycle Management) studies, improvement and efficiency studies in production processes.	420	Beyçelik Gestamp Chassis Plant	Çayırova/ Kocaeli	12	32

In the R&D Centers of Beyçelik Gestamp, 24% of the employees are women, and 15% hold a Master's degree or a PhD.

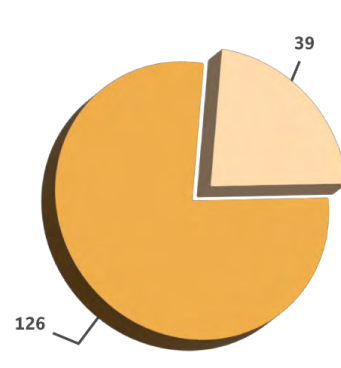
Number of Employees in R&D Centers
by Categories



Number of Employees in R&D Centers
by Educational Level



Number of Employees in R&D Centers
by Gender



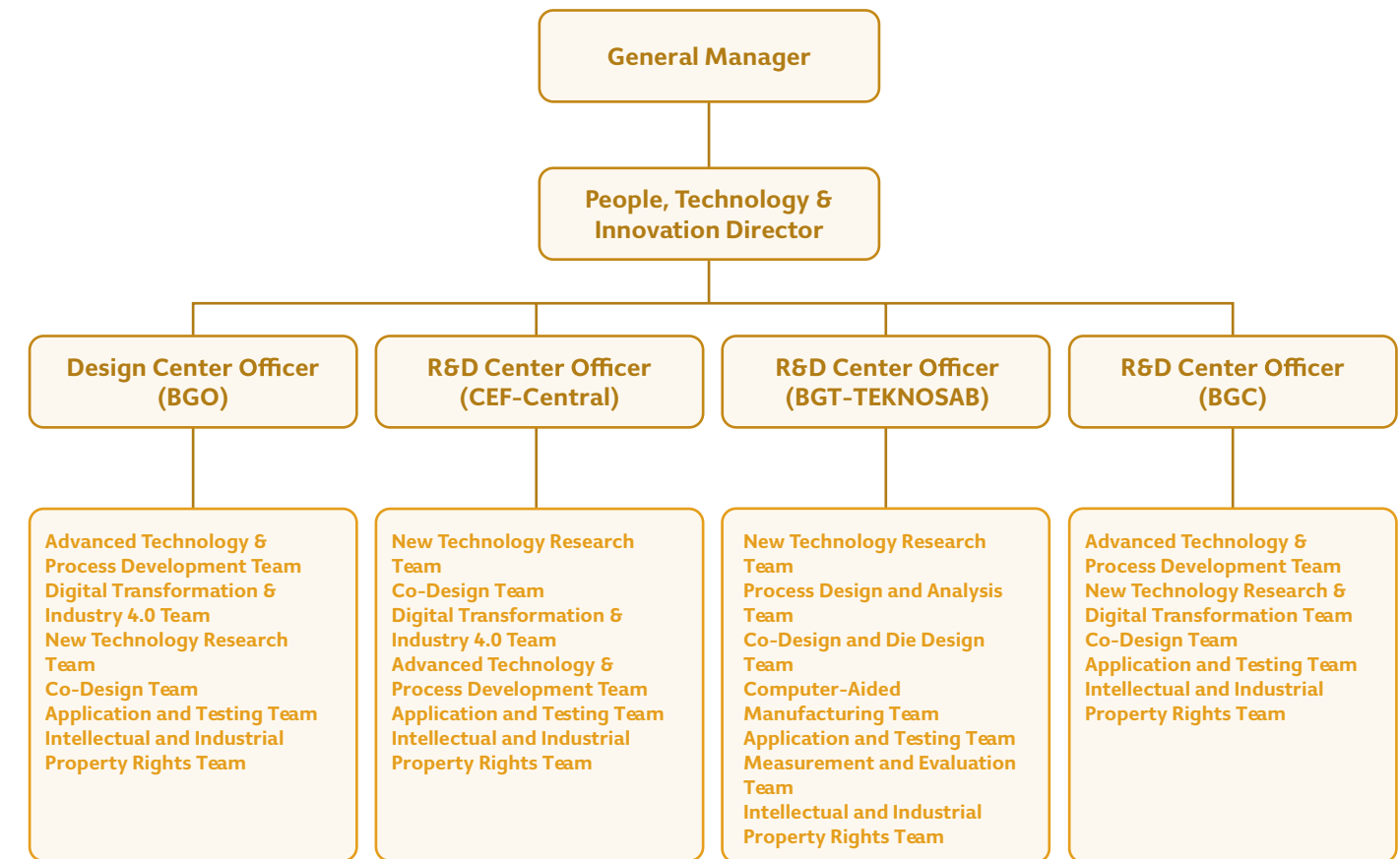
Researcher Designer Technician Bachelor's Degree Master's Degree Doctorate (PhD) Women Men

Beyçelik Gestamp Teknoloji ve Kalıp Sanayi A.Ş. established the first R&D Center in its field in 2009 at the DOSAB factory, and with its relocation to TEKNOSAB in 2022, it became the first R&D Center operating in TEKNOSAB.

Beyçelik Gestamp Şasi Otomotiv A.Ş. provides services in the development of the equipment necessary for the production of automotive chassis parts and new technologies at the TAYSAD Organized Industrial Zone (TOSB). Aiming to establish Europe's largest chassis factory, Beyçelik Gestamp continues to produce axles, engine cross members, and swing arms, which are vital for the automotive industry, with its third chassis factory investment. The R&D Center, established in 2021, works in the areas of shaping, assembly, testing activities, and digital transformation for chassis parts.

Çelikform Gestamp Otomotiv A.Ş. is successfully progressing towards being a leader in the sector in sheet metal forming, using roll forming and strength bending methods across a wide range, from the lowest strength sheets to the highest strength sheets. Established in 2019, the R&D Center at Çelikform Gestamp conducts various analyses and productions of profile door glass frames, sliding door rails and mechanisms, locking mechanisms, roll-formed chassis body parts, door hinges, and vehicle crash safety cross members (in steel and aluminum) through special processes and machinery. As a company that carries out sheet metal forming processes that are rarely found in Turkey, it has proven itself in the shaping of automotive sheet metal and non-ferrous alloys, and has achieved various successes with its product designs and manufacturing.

BEYÇELİK GESTAMP R&D CENTERS-ORGANIZATIONAL STRUCTURE



BGO: Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant; CEF: Çelikform Gestamp Roll Form & Mechanism Plant; BGT-TEKNOSAB: Beyçelik Gestamp Tooling Plant; BGC: Beyçelik Gestamp Chassis Plant

BEYÇELİK GESTAMP R&D CENTERS MAJOR ACTIVITY AREAS

- Product design, co-design activities, and innovative designs
- Development of new products and technologies in sheet metal forming and assembly
- Big data management and analysis, integration of Industry 4.0 applications into production facilities
- Advanced manufacturing methods
- Digital technologies and technology transfer
- Development of innovative and non-ferrous materials and industrial design methods
- Analysis, simulation, and process studies
- Innovative testing equipment
- Green transition and efficiency practices.

by publishing a total of 13 academic studies, including 12 conference papers and 1 article. To support employee development, 10 R&D and Innovation Training sessions and 10 Innovation and Technology Days were organized. In line with R&D and innovation activities, studies were primarily conducted on next-generation materials, as well as digital technologies, the development of testing equipment, new manufacturing methods, and co-design.

Beyçelik Gestamp places high importance on R&D and innovation investments, taking necessary steps to develop innovative, environmentally friendly, and high value-added products and technologies. In 2022, Beyçelik Gestamp invested 3 million Euros in R&D and innovation, and in 2023, this investment increased to 4 million Euros.

In 2023, 24 R&D projects were developed at Beyçelik Gestamp R&D Centers (5 of which were supported by TÜBİTAK), with 8 new patent applications filed and 4 new patents registered. The R&D Centers have established 22 collaborations with universities and suppliers, primarily in the main industries, and contributed to scientific literature

TÜBİTAK Supported R&D & Product Development & Innovation Projects			
Project Name	Project Duration	Funding Organization	Description
Development of Integrated Product Control System: Domestic Process and Design Development	01.01.2021 – 31.07.2023	TÜBİTAK	In a manufacturing facility that engages in mass production of automotive parts, quality control is essential for detecting defects that arise during the production process. This involves components such as control elements, control fixtures, and other tools, which require time and cost. Due to the numerous control steps and the inclusion of human factors, errors are inevitable. The project for the development of an integrated product control system aims to utilize AI and automation systems to accelerate control processes, make them autonomous, and prevent human errors. The project includes the design of a control system where dimensional, presence-absence, and geometric features of existing metal chassis parts produced for the automotive sector will be monitored on the production line, along with the development of processes and the implementation of the system. Currently, quality control operations are conducted using visual inspections and manual measuring equipment and fixtures, which can lead to recurring human errors, as well as significant costs and time losses. The goal of the project is to increase accuracy through automated quality control processes and to eliminate these losses.
Creation of Big Data and Management System for Maintenance Operations Supported by AI Deep Learning with a Holistic Approach in Production Enterprises	01.01.2022 – 31.05.2024	TÜBİTAK	In a mass production enterprise, ensuring the continuity of the production mechanism and the smooth operation of the maintenance system, which supports uninterrupted production, is essential for the profitability of the business. In this context, the health of the production lines directly affects production efficiency. Nowadays, monitoring the health of production lines and autonomously tracking maintenance activities is an emerging topic within the strategies of Industry 4.0 and digitalization.
Development of Web-Based MES Software with Preventive Alert and IoT Data Analysis Features for Large-Scale Enterprises	30.09.2022 – 31.05.2024	TÜBİTAK	Beyçelik Gestamp Otomotiv A.Ş. is a large-scale manufacturing company with multiple interconnected production facilities located both domestically and abroad. Due to its size, only a robust MES software with a strong infrastructure can meet the company’s needs for effective production and performance tracking.
Development of Life Verification Components for Digital Twin Chain: Fatigue Test System (FTS) in Accordance with Product Specifications	01.01.2022 – 31.05.2024	TÜBİTAK	This project involves the development and production of finite element analyses and fatigue testing equipment necessary for fatigue tests of chassis main components at Beyçelik Gestamp Chassis R&D Center. Implemented under TÜBİTAK 1707 Order-Based R&D Project, the goal of this project is to improve the costs incurred in engineering and testing processes. This situation particularly motivates the monitoring of the effects of changes in material, environmental conditions, and geometric tolerances during the production process on product performance, ensuring the quality control of products leaving the line in terms of their performance.
Detection and Classification of Gas Shielded Welding Defects Using Wavelet Transform-Based Machine Learning Methods with a Hybrid Sensor Approach	01.08.2023 – 31.12.2024	TÜBİTAK	In this project, a hybrid sensor approach will be utilized, employing machine learning and signal analysis methods, primarily univariate wavelet transforms (UWT), for the detection of defects in gas shielded welding lines and the early identification of potential downtimes in these lines. The goal is to develop a real-time, reliable, widely applicable, innovative, and locally produced system.

Scientific Events Participated in 2023			
Event Name	Event Location	Event Dates	Status
2 nd International Materials Engineering and Advanced Manufacturing Technologies Congress (IMEAMTC’23)	Online	12-13.01.2023	Speaker
10 th International Academic Research Congress	Online	06-07.02.2023	Speaker
5 th International Engineering Sciences and Multidisciplinary Approaches Congress	Online	25-26.02.2023	Speaker
9 th International Engineering and Technology Management Congress	İstanbul	29-30.04.2023	Speaker
Technology and Industrial Applications Panel	Online	23.05.2023	Participant
2 nd International Çankaya Scientific Studies Congress	Ankara	28-29.09.2023	Speaker
10 th International Engineering and Technology Management Congress	İstanbul	14-15.10.2023	Speaker
International Automotive Engineering Conference	Kocaeli	02-03.11.2023	Participant
International Conference on Academic Studies in Science, Engineering, and Technology (ICASET) 2023	İstanbul	21-24.12.2023	Speaker
12 th International Congress on Engineering, Architecture and Design	Online	23-25.12.2023	Speaker

The R&D and innovation culture is at the core of Beyçelik Gestamp’s strategic development plan from its establishment to the present day.

INNOVATION ACTIVITIES

At Beyçelik Gestamp, great care is taken to ensure that innovation activities are carried out in coordination with all units. The goal is to design innovative products that support the development of safer and lighter vehicle designs. Innovation efforts at Beyçelik Gestamp are monitored through the R&D Centers, Continuous Improvement Unit,

Beyçelik Gestamp Academy, and Beyçelik Innovation Platform (BEYİN). Each project idea entered into the BEYİN platform is matured with the support of Innovation Ambassadors, and the approval processes are advanced by Beyçelik Gestamp R&D and Innovation Board.

BEYİN / Beyçelik Innovation Platform

Do you want to bring your innovative ideas to life?

Launched in 2021, the **BEYİN** platform is an online system for managing innovative projects, aimed at involving all internal and external stakeholders in the innovation processes to foster the formation, development, and sustainability of an innovation culture. Through this platform, innovative proposals from internal and external stakeholders are evaluated systematically and objectively, allowing for analyses of innovation inputs and outputs.

Each project idea entered into the BEYİN Platform is matured with the support of **Beyçelik Gestamp**

Innovation Ambassadors, who consist of Mid-Level Management, while the approval processes are advanced by **Beyçelik Gestamp R&D and Innovation Board**, made up of Top Management.

Initially launched as an internal application, the **BEYİN** Platform is expected to be developed further and opened for external use in 2024. This will make the company's innovation processes accessible to a broader user base and enable the development of new projects.

For detailed information about the BEYİN Platform, please see <https://beyin.beycelikgestamp.com.tr/>.



Beyçelik Gestamp believes in unlimited creativity, curiosity, and always offering smarter solutions. It also places importance on corporate development in the fields of R&D and innovation.

R&D and Innovation Bulletin

As of 2023, Beyçelik Gestamp R&D and Innovation Department has started publishing a monthly R&D

and Innovation Bulletin. This bulletin aims to keep track of developments on a national and global scale, monitoring the pulse of the industry and technology, and to inform all employees about the R&D and innovation activities at Beyçelik Gestamp, thereby creating “Innovation Synergy.”

Creative Thinking Workshop

In 2023, the Creative Thinking Workshop was developed for the first time, offering 10 different innovation training sessions conducted by expert trainers to enhance the creative thinking abilities of engineers working at Beyçelik Gestamp R&D Centers.

Technology and Innovation Day

Through 10 different Technology and Innovation Days organized for Beyçelik Gestamp employees, opportunities were provided for employees to come together with various sectors to showcase their innovative ideas.

Beyçelik Gestamp is committed to commercializing the products developed as a result of its R&D and innovation activities, achieving over 1 billion TL in revenue in 2023. Additionally, the company has realized savings of 2 million TL on its production lines.

Beyçelik Gestamp has been recognized as one of the Innovation Champions in the InovaLIG competition organized by the Turkish Exporters Assembly (TIM). In 2018, the company achieved second place in Turkey in the “Innovation Organization and Culture” category and ranked among the top 5 in the “Innovation Strategy” category in 2022. Furthermore, it was awarded second place in the Digital Transformation category for its productivity-enhancing efforts on production lines in the 2023 Productivity Project Awards organized by the **Ministry of Industry and Technology of the Republic of Turkey**.

University-Industry Collaborations

Beyçelik Gestamp believes that the inclusion of sectoral knowledge in the literature will illuminate R&D efforts for future generations and aims to increase university-industry collaborations to provide societal benefits.

In 2023, Beyçelik Gestamp established new collaborations with Uludağ University, Bursa Technical University, Gedik University, Atılım University, and Yıldız Technical University, with the goal of conducting joint technology studies and sponsoring academic work. The R&D employees of Beyçelik Gestamp participate in university boards and commissions (such as the Engineering and Natural Sciences Faculty of Bursa Technical University, and the Advisory and Commission Boards at Uludağ University's Technology Transfer Office) to enhance university-industry collaborations and academic studies.

SME-Industry Collaborations

In 2023, Beyçelik Gestamp also engaged in project-based SME-industry collaborations, particularly focusing on TÜBİTAK projects. Consulting and collaboration activities are carried out in these projects to benefit from the capabilities of SMEs and to support their development. Beyçelik Gestamp has collaborated with nearly 15 SMEs in the areas of Design, Analysis, Development, Production Techniques, Software, and Innovation Management, resulting in many successful projects.

was successfully implemented across all facilities without causing any disruptions. The transition to the BITEG IQM Web Version has taken place, and the technology of the long-used production tracking system has been renewed. The transition to the Paperwork BPM HTML5 Version has also been completed. Approximately 20,000 workflows have been processed on Paperwork within a year, resulting in the savings of at least 20,000 A4 sheets of paper. The production planning processes have been optimized across all locations with the SAP Raw Material MRP Project. Five new processes have been introduced in the RPA System, and the QDMS Chemical Waste Management Module has been activated. A special software has been designed as part of the Transport Portal Project to facilitate logistics management, optimize transport processes, and reduce logistics costs.

At Beyçelik Gestamp, an Energy Management and Monitoring System is used in the suitable lines of automotive and chassis factories as part of Industry 4.0 applications. Real-time consumption values can be monitored through monitoring screens, and potential malfunctions and leaks are prevented through analysis via machine learning. It is planned to implement the Energy Management and Monitoring System on three additional lines in 2024.

For detailed information about the **Digital Transformation Committee** established in 2020, please refer to the "Committees" section.

In 2022, an investment of 600,000 Euros was made in the field of digital transformation, and in 2023, this amount increased to 1,250,000 Euros.

DIGITAL TRANSFORMATION JOURNEY

For companies to keep pace with the times in their management and operational processes, it is essential to digitalize these processes. Beyçelik Gestamp is aware of the importance of digital transformation and closely follows developments in this area. The company continues the integration of the most suitable innovative technologies in the industry.

At Beyçelik Gestamp, ongoing efforts in management processes include Robotic Process Automation (RPA), while operational processes focus on the real-time and continuous monitoring of Machine-Equipment Efficiency (OEE), ensuring the proactive management of productivity and effectiveness.

In all these processes, next-generation technologies such as ERP (Enterprise Resource Planning), MES (Manufacturing Execution System), BPM (Business Process Management), SAP, CRM, Document Management Systems (EBYS), QDMS, Industry 4.0, as well as IoT (Internet of Things), Machine Learning, and cloud solutions are utilized. This is expected to lead to benefits such as reducing operational costs, redirecting employees to value-added tasks instead of routine jobs, workforce gains, minimizing human errors, and increasing awareness among employees.

Beyçelik Gestamp continues to work on projects that focus on digitalization to enhance productivity and develop innovative business models.

Digital transformation efforts at Beyçelik Gestamp are led by the **Digital Transformation Committee**, and a significant portion of business processes has been digitalized. In 2022, a BPM process dissemination project was developed, resulting in the implementation of 15 new processes, with 11,800 workflow entries completed on BPM. RPA has been implemented for the digitalization of HR and financial applications, while the FMEA Project has been launched to enable the digital analysis of quality error types during tool and dies activation processes. Additionally, four new digitalization projects have been initiated, including SD-WAN, BITEG Web Version, digitalization of sales price parameters, and HR Service Procurement Management projects. The company continues its efforts to digitalize the production area under Industry 4.0, testing model applications with PoC (Proof of Concept) projects in two different topics with three different companies.

In 2023, the latest version of the SAP data tracking system

INFORMATION SECURITY AND CYBERSECURITY

Beyçelik Gestamp conducts information security efforts in accordance with international information technology standards and the ISO/IEC 27001:2013 Information Security Management System to protect the information of all internal and external stakeholders against cybersecurity risks.

To ensure information security, various backup methods are applied, and cybersecurity measures are taken against cyber-attacks using information security support software and antivirus programs. Regular penetration tests are conducted to identify vulnerabilities in the systems and implement necessary improvements by testing potential malware and security systems.

For detailed information on Beyçelik Gestamp's Information Security Management System Policy and the Information Technology Service Management System Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

In 2022, Beyçelik Gestamp began utilizing SOC (Security Operations Center) services. This service enables proactive detection of cyber incidents, allowing for appropriate response actions to be taken in advance.

In 2023, the help desk application was renewed according to the ISO/IEC 20000-1:2018 Information Technology Service Management Standard, and a call center was established. A cloud disaster recovery system was implemented to ensure business continuity in case of potential data center losses (earthquakes, fires, floods, etc.). Instead of investing in a new data center, the cloud data system of the service provider was used to ensure energy efficiency and reduce environmental impacts. The security infrastructure with protective features has also been replaced with a responsive XDR architecture. Mobile device management software was implemented to prevent potential data losses due to stolen or lost mobile phones. The backup infrastructure that protects against ransomware attacks has been upgraded for increased capacity. The SD-WAN Project was launched to ensure that factories can access central systems without interruptions.



SUSTAINABILITY IN THE VALUE CHAIN

- Sustainable Supply Chain Management
- Customer Satisfaction
- Product Quality and Safety

Sustainability in the value chain is one of the highest priorities for Beyçelik Gestamp. The aim is to promote responsible production and consumption behaviors by adopting approaches such as business ethics, quality, efficiency, and sustainability across the value chain,

especially in the supply chain. The company seeks to create long-term added value for all stakeholders by ensuring the highest level of customer satisfaction with products and services that meet international quality standards.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Beyçelik Gestamp places great importance on promoting corporate sustainability and green transition throughout its entire value chain. All suppliers involved in the provision of goods and services are expected to act in accordance with environmental, social, and ethical values and are required to adopt and implement these values within their own working environments.

In line with ‘Beyçelik Gestamp Business Code of Ethics,’ relationships with suppliers are conducted in an honest and fair manner. Supplier selection is carried out impartially and transparently. Special care is taken to fulfill obligations on time. The confidential information and institutional and personal integrity of partners and organizations working with Beyçelik Gestamp are carefully protected.

Within the scope of effective supply chain management and responsible procurement, it is important that the suppliers’ working methods align with “Beyçelik Gestamp Supply Chain Compliance Policy”. This policy outlines the minimum, non-negotiable standards, based on internationally accepted environmental, social, and ethical values that suppliers are expected to comply with in their business relations with Beyçelik Gestamp. It also serves as a guide in the processes of selecting and monitoring business partners. For detailed information on “Beyçelik Gestamp Supply Chain Compliance Policy”, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

Beyçelik Gestamp collaborates with suppliers who adhere to environmental, social, and ethical principles in all business processes and relationships, who operate with financial integrity in accordance with commercial and financial regulations, local laws, and legislation, and who provide a fair, inclusive, and diverse working environment free from discrimination, violence, or harassment. Additionally, these suppliers must be environmentally and socially responsible throughout their operations and the value chain, ensure data/information confidentiality, and avoid unfair competition.

In line with its purchasing principles, no procurement is made from conflict zones under any circumstances. For detailed information on “Beyçelik Gestamp Conflict Minerals Policy”, published in 2023, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

The principle of maintaining continuous communication with approved suppliers is adopted, and various training programs are provided to support supplier development. In supplier selection, priority is given to local suppliers, except for suppliers producing patented materials. This helps shorten product lead times while also contributing to the development of the local economy.

In 2023, Beyçelik Gestamp had a total of 1,790 suppliers, of which 1,528 were local suppliers.

SUPPLIER SELECTION AND SUPPLIER PERFORMANCE EVALUATION

Suppliers at Beyçelik Gestamp are classified as “**raw material**”, “**direct**”, and “**indirect**”. Procurement activities are carried out for materials, maintenance, training, consulting, calibration, IT support, transportation, reprocessing, sorting, assembly, and other subcontracting services. Supplier selection is conducted in accordance with the Procurement Process as outlined in the Supplier Handbook. All purchasing requests are monitored via the SAP system, and the Procurement Group Manager is responsible for monitoring the compliance of purchased products with the Procurement Regulations.

The supplier selection process is carried out digitally through the **Supplier Tracking Portal**. Current and potential suppliers are asked to enter information related to areas such as quality, procurement, HR, environment, and occupational safety into the portal. This information is checked by the Procurement Specialist. As a result of the review, an initial analysis score is created based on the supplier’s certifications, years of experience, distance from Beyçelik Gestamp, and reference firms they have worked with, and a decision is made on whether to collaborate with them. Suppliers deemed suitable for collaboration through the portal are audited by the Quality Department, which inspects the company’s business processes. Suppliers that pass the audit are added to **the approved supplier list**.

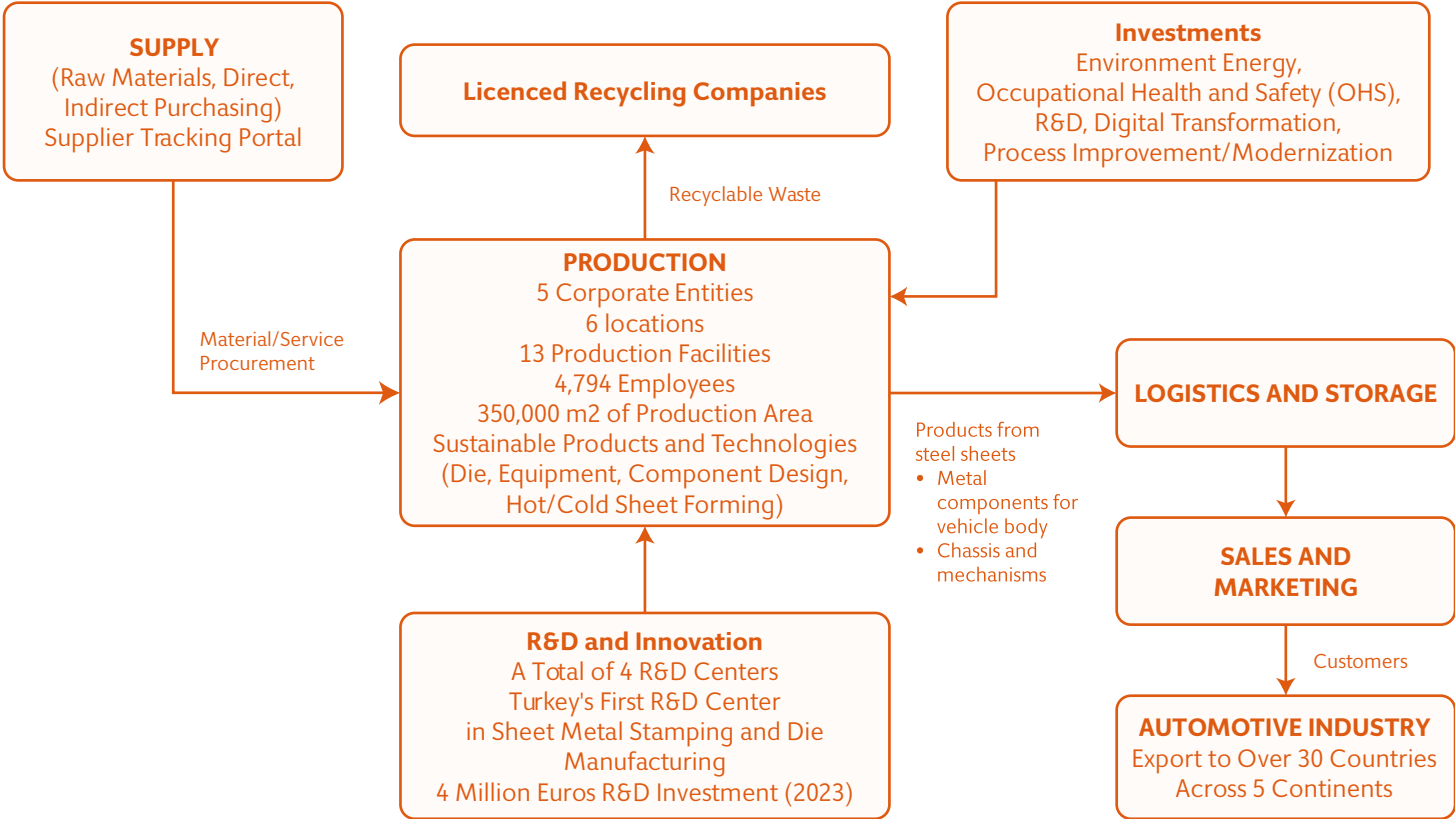
Supplier performance evaluations are conducted through the Merga system. In this system, the performance score of suppliers is composed of their logistics, quality, and procurement scores. Suppliers are classified into four groups: A - B - C - D, and their performance scores are monitored monthly through the **Supplier Performance Report**. Suppliers are informed via e-mail on a monthly basis. Suppliers classified as risky are subjected to additional audits and are included in a planned development process, during which their development is supported through training tailored to their needs. Different sanctions are applied to suppliers who remain in the last class for six months.

In 2023, a total of 560 suppliers were audited, and the supplier performance evaluation result was 99.3%.

To promote localization within the supply chain, a working group consisting of procurement unit specialists was established within the company. Collaboration with local firms, except for patented products and customer-related products, is supported to develop the products used.

SUPPLY CHAIN MANAGEMENT	2022	2023
Number of Active Suppliers (Total)	1,968	1,790
Number of Active Suppliers (International)	227	262
Number of Active Suppliers (Local)	1,741	1,528
Total Payment Amount to Suppliers (TL)	7,103,807,409 TL (100%)	11,425,555,770 TL (100%)
Total Payment Amount to International Suppliers (TL)	729,565,458 TL (10.27%)	1,787,043,440 TL (15.64%)
Total Payment Amount to Local Suppliers (TL)	6,374,241,951 TL (89.73%)	9,638,512,330 TL (84.36%)
Supplier Performance Evaluation Results (%)	97.6%	99.3%
Total Number of Audited Suppliers	503	560

BEYÇELİK GESTAMP VALUE CHAIN SCHEME*



*Includes data for the year 2023.

CUSTOMER SATISFACTION

Customer satisfaction with products, services, and technologies is one of Beyçelik Gestamp's top priorities.

To maximize customer satisfaction, efforts in R&D, innovation, technology, and digital transformation continue with a focus on 'innovation'.

Based on Beyçelik's core value, 'We Add Value to Our Customers,' the company adopts an approach that ensures customer satisfaction by producing products that meet the fundamental needs of customers and by providing solutions that address the root causes of problems to prevent their recurrence. The goal is to provide the best service by focusing on changing customer and market needs. Beyçelik Gestamp interacts with customers in an honest, respectful, fair, and courteous manner, fostering a long-term environment of trust.

Operational excellence is achieved through customer-oriented methodologies, such as Six Sigma initiatives, ensuring that customer satisfaction is maintained at the highest level. From 2021 to the end of 2022, a total of four Six Sigma projects were completed. In 2022, "Migration Plan" implementations were carried out by evaluating issues with customers' different suppliers to avoid similar problems. Additionally, through the "Top Supplier" process, action plans were prepared for processes that could lead to defective products, and implementation was initiated. In 2023, two new Six Sigma projects were launched to further strengthen customer communication and enhance customer satisfaction.

Beyçelik Gestamp Customer Portal: Beyçelik Gestamp monitors customer expectations through their respective portals, uploading supportive documents that provide evidence of the environmental and social sustainability performance of their products and production processes. The company receives customer evaluations through an online system. Beyçelik Gestamp creates action plans based on the scorecard results from these evaluations to improve scores and meet customer needs and expectations at the highest level.

Beyçelik Gestamp believes that continuous communication strategies with customers will foster mutual trust, creating long-term partnerships. Suggestions, complaints, and feedback from customers are evaluated through various communication channels, and responses are provided as quickly as possible. In 2023, with the increase in customer and project numbers, there was a parallel rise in the number of complaints and feedback from customers. These complaints and feedback were reviewed, and a resolution rate of 99.29% was achieved.

In 2023, Beyçelik Gestamp won the "TMMT Zero World Supplier Award" from Toyota, having received no product-related feedback for one year from six reference products out of eight product groups supplied to Toyota.

Customer Feedback	2022	2023
Complaints and/or Feedback Received from Customers	119	211
Complaints and/or Feedback Resolved	119	210

The launch of Beyçelik Gestamp's employer brand, to be used in internal and external communications, was carried out within the company on January 30, 2023. As a trusted and preferred brand in the industry, Beyçelik Gestamp continues to strive for excellence and aims to lead the sector, knowing that its strength comes from agile, open-to-development, and bold teams. Beyçelik Gestamp has based its employer brand message on this foundation: **#CesaretleVariz (#WithCourage)**.

**CESARETLE
VARIZ**



PRODUCT QUALITY AND SAFETY

At Beyçelik Gestamp, products, services, and technologies are developed by the sustainability perspective, with the aim of creating social, environmental, and economic value for all stakeholders.

While product quality and safety are placed at the core of production activities, Beyçelik Gestamp is committed to the “responsible product” approach, producing products that comply with international quality standards, align with the laws of both the country of manufacture and the country of sale, protect customer health, and reduce environmental impact.

In line with the principles of responsible production and consumption, R&D and innovation activities are carried out to reduce the environmental footprint of products and the consumption of natural resources in production. For projects conducted in 2023 to reduce the environmental

impact of products, please refer to the ‘R&D, Innovation, and Technology’ section.

Five of Beyçelik Gestamp’s locations hold the Ford Q1 Quality Certification, which is globally recognized and awarded by Ford to its best suppliers worldwide.

Integrated management systems (ISO 9001, ISO 14001, ISO 45001, ISO 50001, IATF 16949, ISO/IEC 27001, etc.) are adopted across all production and supply processes, as well as in products, services, and technologies. These management systems make significant contributions to effective data monitoring, risk management, strategic planning, target setting, and sustainability efforts.

Management System Certificates, Compliance Certificates, International Equivalencies, and Certifications	Valid Facilities/Legal Entities													
	Beyçelik Gestamp Otomotiv Sanayi A.Ş.						Beyçelik Gestamp Teknoloji ve Kalıp San. A.Ş	Çelikform Gestamp Otomotiv A.Ş.		Beyçelik Gestamp Şasi Otomotiv A.Ş.			Beyçelik Gestamp Romania S.R.L.	
	BGO-Central	BGO Teknosab	Branch 2-BGD	Branch 3-BGA	Branch 4-BGS	BGY-Yeniköy	BGT Teknosab	CEF-Central	CEF Teknosab	BGC 1	BGC 2	BGC 3	BGR-1	BGR-2
ISO 9001:2015 Quality Management System														
ISO 14001:2015 Environmental Management System														
ISO 45001:2018 Occupational Health and Safety Management System														
ISO 50001:2018 Energy Management System														
ISO/IEC 27001:2013 Information Security Management System														
IATF 16949:2016 Automotive Quality Managment System														
Basic Level Zero Waste Certificate														
Ford Q1 Qulity Certificate (Romania)														
Certificate of Compliance-EU RoHS Declaration (Comply with 2011/65/EU (June 8, 2011) and 2015/863/EU (June 4, 2015))														
REACH Declaration (Regulation (EC) No.1907/2006 SVCH List of 17 January 2022)														
TuvNord - The Certificate of Compliance: COVID-19 Safe														

BGO: Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant; BGO TEKNO SAB: Beyçelik Gestamp TEKNO SAB Plant; BGD: Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant; BGA: Beyçelik Gestamp Assembly Plant; BGS: Beyçelik Gestamp Steel Service Center; BGY: Beyçelik Gestamp Yeniköy Plant; BGT-TEKNOSAB: Beyçelik Gestamp Tooling Plant; CEF: Çelikform Gestamp Roll Form & Mechanism Plant; TEKNOCEF: Çelikform Gestamp TEKNO SAB Plant; BGC: Beyçelik Gestamp Chassis Plant; BGR: Beyçelik Gestamp Romania Plant

To assess the suitability and effectiveness of the Integrated Management Systems, a Management Review (Y.G.G.) Meeting is held at least once a year. As a result of the Y.G.G. Meeting, decisions are made to improve the effectiveness of the processes discussed and to enhance customer satisfaction, and the necessary resource requirements for these decisions are determined.

PROCESSES

Beyçelik Gestamp has 15 process structures within its organizations, and the inputs and outputs of each process are defined in the Process Handbook in the QDMS (including the process flow, forms and instructions used while implementing the process flow, reporting, and performance indicators). The Process Handbook is updated at least once a year with all process owners in collaboration with the leadership of the Quality Management Systems

All management processes are aligned with the Integrated Management System and are accessible to all employees through the corporate intranet site/QDMS. These processes are regularly reviewed and revised.

Department. Processes are monitored, measured, and analyzed, and necessary activities are carried out to achieve targets and continuously improve the processes.

Through its policies regarding management systems, Beyçelik Gestamp is taking decisive steps to achieve its objectives.

Beyçelik Gestamp Processes			
Administrative Processes	Customer-Focused Processes	Operational Processes	Support Processes
Strategic Management Process	Quality Management Process	Series Production Process	Production Planning Process
Occupational Safety Process	New Product Launch and R&D Process		Maintenance Management Process
Environmental Management Process	Business Development Process		Improvement Process
Energy Management Process	Supply Chain Process		Human Resources and Corporate Communication Process
			Procurement Process
			Information Technology Process

Beyçelik Gestamp Quality Policy

Beyçelik Gestamp aims to be the most recognized automotive supplier by focusing on customer orientation while preserving sustainable economic and social areas and ensuring product quality throughout their lifecycle. The company strives to research and develop innovative products and trend-setting technologies to stay at the forefront of technological innovations in the automotive industry. It aims to enable the production of increasingly safer and lighter vehicles to reduce energy consumption and environmental impact.

In addition to its “zero defects” strategy, Beyçelik Gestamp focuses on preventive quality based on risk management, continuously improving its products,

processes, and quality management systems to set benchmarks for its customers in quality. As a good corporate citizen, it takes responsibility for the impacts of its products, employees, environment, and actions that respond to applicable requirements on everyone involved.

The following values represent the company’s strategy and commitment to society:

- Customer-oriented business execution
- Operational excellence as a regular practice
- Innovation through progress
- Sustainability to ensure stability over time
- People as architects of success

In terms of **product safety**, the following aspects are monitored:

- Definition of legal and other requirements for safety components
- Identification of product safety characteristics during the design and production phases

- Assignment of responsibilities
- Information sharing with top management
- Identification and traceability
- Obtaining special approval for FMEA (Failure Mode and Effects Analysis) and control plans.



COMBATING CLIMATE CHANGE

- Environmental Management Approach
- Greenhouse Gas Emissions and Energy Management
- Water and Wastewater Management
- Natural Resources and Waste Management
- Biodiversity

ENVIRONMENTAL MANAGEMENT APPROACH

Beyçelik Gestamp adopts a principle of responsible production and environmentally conscious management in all its activities. This approach enhances its environmental performance and reduces the environmental impacts arising from production processes by complying with relevant legal regulations and demonstrating a preventive and proactive approach. It also considers the risks and opportunities associated with environmental impacts in investment decisions and business strategies.

Beyçelik Gestamp carries out its activities within the framework of ISO 14001:2015 Environmental Management System and ISO 50001:2018 Energy Management System, conducting certification efforts at regular intervals. All legal entities hold certifications for ISO 14001:2015 and ISO 50001:2018, with certificates renewed following successful compliance audits in 2023. In 2024, certification efforts are planned to include the Beyçelik Gestamp Yeniköy Plant, Beyçelik Gestamp TEKNOSAB Plant, and Çelikform Gestamp TEKNOSAB Plant. The goal for 2024 is to complete the ISO 14001:2015 and ISO 50001:2018 management system certifications at all facilities, and necessary applications have been made regarding this matter.

In November 2022, the **Environment and Sustainability Unit** was established within the Environment and Occupational Safety Management. All regulatory changes related to Environmental and Energy Management Systems are monitored in real-time.

As part of the transition to a low-carbon economy and efforts to combat and adapt to climate change, activities are being effectively carried out in managing greenhouse gas emissions, utilizing renewable energy sources, improving energy efficiency, efficiently using water, conserving natural resources, reducing waste, promoting a circular economy, managing chemicals, and protecting biodiversity. While offering high-quality products and technologies, Beyçelik Gestamp operates with a consciousness of environmental sustainability and the principle of protecting nature. Environmental performance is monitored throughout all activities, starting from the design of products and technologies, with the aim of minimizing environmental impact. You can review the consolidated **Environmental Performance Indicators** for the years 2022 and 2023, calculated for 5 legal entities and a total of 13 facilities, in the Appendix section of the report.

Beyçelik Gestamp Environment, Energy, and Water Policy

- Beyçelik Gestamp commits to fulfilling all legal and other obligations related to the environment and energy.
- It manages its waste in accordance with the zero-waste policy and waste management hierarchy.
- In line with combating climate change, it aims to adhere to national and international emission targets and contribute to a low-carbon economy.
- The company prioritizes the optimal use of energy and encourages the transition toward renewable energy sources.
- Efforts are made to reduce the consumption of natural resources and monitor and control greenhouse gas emissions.
- It works in collaboration with internal and external stakeholders to raise environmental awareness, contributing to sustainable development goals and leaving a clean environment for future generations.
- Measurable goals are set to reduce environmental impacts and energy consumption, and performance is periodically evaluated to ensure continuous improvement of environmental and energy management systems.
- Water consumption is monitored and reported.
- Projects are developed to reduce water consumption, and necessary measures are taken to prevent water pollution.
- The company ensures full compliance with all relevant regulations regarding water.
- Beyçelik Gestamp aims to manage energy consumption systematically and reduce its carbon footprint. In this regard, it is committed to implementing and maintaining an energy management system that targets energy performance and continuous improvement.

In 2023, internal audit results and progress toward annual environmental targets within the scope of the Environmental and Energy Management Systems were reviewed during the Management Review Meeting. Short- and long-term action plans were published, and their implementation was closely monitored. The external audits conducted by the Turkish Standards Institute (TSE) for ISO 14001:2015 Environmental Management System and ISO 50001:2018 Energy Management System were completed without any non-conformities. Additionally, the facilities

underwent two inspections by the Provincial Directorate of Environment, Urbanization, and Climate Change in 2023.

Furthermore, for Beyçelik Gestamp Otomotiv Sanayi A.Ş., Beyçelik Gestamp Teknoloji ve Kalıp Sanayi A.Ş., Çelikform Gestamp Otomotiv A.Ş., and Beyçelik Gestamp Şasi Otomotiv A.Ş. factories, the certifications for ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018 were successfully renewed following the audits. Also, sustainability audits organized by the main industries were completed successfully in 2023.



At Beyçelik Gestamp, investments are planned with consideration of the legal regulations concerning environmental and climate issues. In 2023, a total of 53,320 Euros was allocated to **environmental investments**, and **2,793,000 Euros** was invested in **energy projects**. The primary environmental and energy investments include: carbon footprint calculation and reporting, CDP reporting, Zero Waste Management, Hazardous Waste Management, Environmental Legislation Management, Rooftop solar energy systems (GES) at three different sites.

At Beyçelik Gestamp, environmental practices are promoted throughout the entire value chain, with a

strong emphasis on collaboration with stakeholders, particularly suppliers. The company prioritizes increasing environmental awareness and knowledge among both employees and suppliers. Strategies are developed to ensure that suppliers also act with environmental and social responsibility in mind. To underline its commitment to sustainability, Beyçelik Gestamp incorporates references to its contributions to the UN Sustainable Development Goals (SDGs) in the signature section of employee e-mail communications. This reinforces the company's dedication to sustainability across all touchpoints. In 2023, a total of **435 employee x hours** of environmental training were provided, emphasizing the importance of environmental consciousness across the workforce.

At the “Environmentally Friendly Industrial Facilities” competition, organized by BOSB and BOSİAD, Beyçelik Gestamp was awarded 1st place in the category of Facilities with Pollutant Environmental Impact.





ENVIRONMENTAL AWARENESS EFFORTS

As part of its environmental awareness and knowledge efforts, Beyçelik Gestamp participated in various university events, sharing its industry expertise on sustainability with students. The aim was to provide insights from an industrial perspective to future professionals. The key events included:

- Yıldız Technical University - Sustainability Summit 2023 (April 1-2, 2023): Presentation on “Beyçelik Gestamp’s Sustainability Journey.”
- Adana TMMOB Chamber of Mechanical Engineers - Çukurova University - 2nd International 11th National Occupational Health and Safety Congress (October 27, 2023): Presentations on “Climate Crisis and Occupational Health & Safety (OHS)” and “Digital Ergonomics.”
- Uludağ University, Department of Labor Economics and Industrial Relations - Shape Your Future Seminar (October 30, 2023): Presentations on “New Trends in ESG and Their Impact on Business” and “Occupational Health and Safety at Beyçelik Gestamp.”
- Marmara University - MarmaReconnect Panel (December 19, 2023): Presentation on “Environmental Sustainability.”

GREENHOUSE GAS EMISSIONS AND ENERGY MANAGEMENT

NATIONAL AND INTERNATIONAL DEVELOPMENTS ON COMBATING CLIMATE CHANGE

Climate change is a significant global threat with long-term impacts on the sustainable development of countries. **The European Green Deal**, announced on December 11, 2019, set the goal for Europe to become the first climate-neutral continent by 2050. It was declared that a new growth strategy, requiring the green transition of European industry, would be adopted, and all policies would be reshaped with climate change at the center. 41% of Turkey’s foreign trade is with the EU. Shaping relevant policies, especially in industry and trade, in light of developments in the EU is both a necessity to advance in harmony with the EU and essential to maintain competitiveness on the international stage. In this process, the Ministry of Trade published the “**Green Deal Action Plan**” in July 2021 to define a roadmap. The Action Plan aims to support Turkey’s transition to a sustainable, resource-efficient, and green economy in line with its development goals.

The EU Taxonomy Regulation (EU 2020/852) came into effect on July 12, 2020. Its purpose is to define **environmentally sustainable economic activities**, direct capital towards sustainable investments, and support the goals of the European Green Deal. The EU Taxonomy is the first unified standard creating a common perspective to ensure a low-carbon and sustainable business model in line with the European Green Deal roadmap. Turkey is also working on **preparing national taxonomy legislation** to target sustainable investments, taking into account the taxonomy legislation of the EU and international organizations. To contribute to this process, the “**Taxonomy Framework Document**” was published by the Turkish Climate Change Directorate in September 2023.

As of November 10, 2021, Turkey became a party to the **Paris Climate Agreement**, demonstrating its global commitment to combating the climate crisis with the 2053 net-zero emission and Green Development goals. This marked the beginning of a new development

process encompassing economic, environmental, and social transition. The year 2022 was crucial both for the implementation of the Paris Agreement and for strengthening Turkey’s climate action. The 217 significant decisions, 76 of which were prioritized, taken at the Climate Council held between February 21-25, 2022, outlined Turkey’s climate roadmap. At the 27th Conference of the Parties (COP27), held in Egypt from November 6-18, 2022, Turkey shared its new Nationally Determined Contribution (NDC) with the international community. In the updated NDC, Turkey’s emission reduction target for 2030 was raised from 21% to 41%, with work across seven sectors including energy, industry, transport, buildings, and waste, focusing on reducing emissions from expected growth. The final stage has been reached in the preparation of the “**Climate Law**”, which will legally strengthen Turkey’s climate change commitments.

Beyçelik Gestamp designs its production activities with a focus on sustainable development and green transition, aligning with the European Green Deal and EU Taxonomy, aiming to accelerate the transition to a low-carbon economy. Key sustainability priorities include ensuring responsible production with low ecological footprint technologies, promoting energy efficiency, increasing the use of renewable energy, implementing electrification applications across facilities, and accelerating the transition to a circular economy.

The “Carbon Border Adjustment Mechanism (CBAM)” and “Emissions Trading System (ETS)”, established and scheduled by the EU’s “**Fit for 55**” legislative package, which targets one of the most important global markets, are viewed as significant competitive advantages. These mechanisms are supported by operational investment plans focused on low-carbon processes and the introduction of innovative and sustainable technological applications.

GREENHOUSE GAS EMISSIONS MANAGEMENT

At Beyçelik Gestamp, corporate greenhouse gas (GHG) inventories were determined in accordance with international protocols in 2022 and 2023 to support the transition to a low-carbon economy and to develop a roadmap focused on GHG emission reductions. All operational activities of the five legal entities were included in the calculations. The base year for the GHG emissions inventory was set as 2022. The **“Operational Control Approach”** method was chosen, taking responsibility for all GHG emissions and removals from the facilities under financial and administrative control.

In the GHG inventory calculation approach, international standards such as the IPCC (Intergovernmental Panel on Climate Change), the GHG Protocol, and ISO 14064-1:2018 were referenced.

For 2023, the carbon footprint reports of four legal entities were verified by an accredited third party in accordance with the ISO 14064-1:2018 standard. The data verification process for Beyçelik Gestamp Romania S.R.L. is scheduled for 2025 under the same standard.

For detailed information about Beyçelik Gestamp’s Corporate Carbon Footprint Reports, please see <https://beycelikgestamp.com.tr/tr/surdurulebilirlik-calismalari/karbon-ayak-izi-raporlari>.

In 2023, a documentation study was conducted in accordance with ISO 14064-1 for the effective management of greenhouse gas emissions resulting from operational activities. This included the development and implementation of the following:

- a. Greenhouse Gas Information Management Procedure
- b. Greenhouse Gas Reporting Planning, Review, and Re-preparation Procedure
- c. Greenhouse Gas Inventory Team Members’ Responsibilities Instruction
- d. Greenhouse Gas Activity Data Monitoring Plan
- e. Greenhouse Gas Calculation Methodologies and Assumptions Document

Scope 1 Direct Emissions: This includes greenhouse gas emissions resulting from the consumption of LNG and LPG, company vehicles fueled by diesel and gasoline, diesel-powered operational vehicles (such as forklifts, trailers, tractors, construction machinery, etc.), generators (diesel), process CO₂ consumption, fire suppression systems, and cooling units.

Scope 2 Indirect Energy Emissions: This encompasses greenhouse gas emissions associated with electricity consumption.

In 2023, the production began at four new facilities within Beyçelik Gestamp: Beyçelik Gestamp TEKNOSAB Plant (Karacabey-Bursa), Beyçelik Gestamp Yeniköy Plant (Başiskele, Kocaeli), Çelikform Gestamp TEKNOSAB Plant (Karacabey-Bursa), and Beyçelik Gestamp Chassis Plant (Çayırova-Kocaeli).

Scope 3 Other Indirect Emissions: This includes greenhouse gas emissions from purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting (shuttle services), downstream transportation and distribution, and end-of-life treatment of sold products.

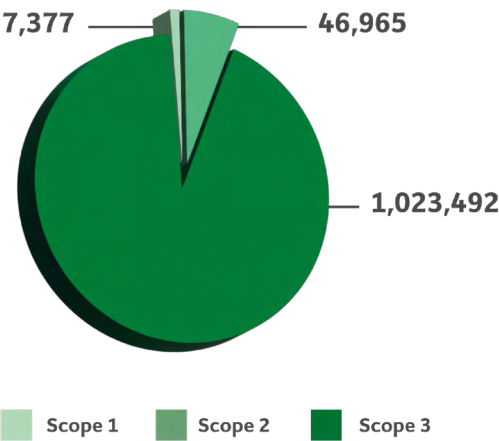
Beyçelik Gestamp Corporate Carbon Management Strategy

- Control activities that may cause greenhouse gas emissions to reduce environmental impacts
 - Efficiently utilize greenhouse gas emission sources to decrease emissions
 - Establish and develop an effective energy management system in operational activities
 - Contribute positively to combating climate change and adaptation by reducing greenhouse gas emissions in line with global climate
- polices, international agreements, and national/ international commitments
 - Raise awareness among employees and suppliers regarding energy/resource efficiency through informative and awareness training
 - Conduct necessary activities to promote greenhouse gas emission reductions throughout the value chain.

GHG Emissions by Category (2022-2023)

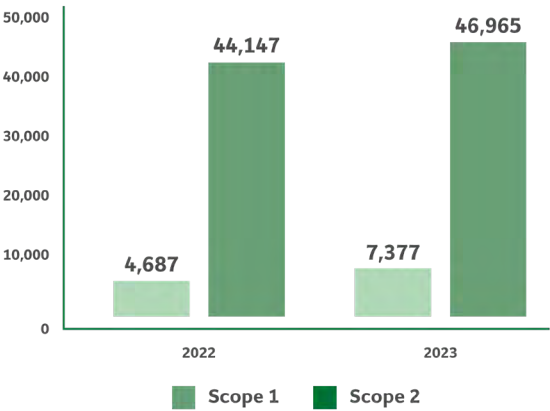
Sera Gazı Emisyonları	2022 t CO ₂ e	Ratio (%)	2023 t CO ₂ e	Ratio (%)
Scope 1	4,687	0.44%	7,377	0.68%
Scope 2	44,147	4.12%	46,965	4.36%
Scope 3	1,023,224	95.44%	1,023,492	94.96%
TOTAL	1,072,058	100.00%	1,077,834	100.00%

Greenhouse Gas Emissions by Scope (t CO₂e) (2023)

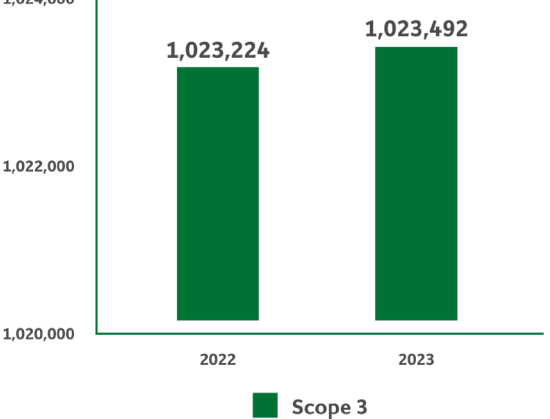


In comparing the emission scopes for the year 2023, Scope 3 emissions represent the largest source, accounting for 1,023,492 t CO₂e with a share of 94.96%. Scope 2 emissions amount to 46,965 t CO₂e, making up 4.36%, while Scope 1 emissions contribute 7,377 t CO₂e, which is 0.68% of the total emissions.

Comparison of Scope 1 and Scope 2 Emissions for 2022 and 2023 (t CO₂e)



Comparison of Scope 3 Emissions for 2022 and 2023 (t CO₂e)



When comparing the emissions of Scope 1, Scope 2, and Scope 3 between 2022 and 2023, an increase was observed in both Scope 1 and Scope 2 emission categories in 2023 compared to 2022. However, a decrease was noted in the Scope 3 category.

GHG Emissions Intensity, Energy Intensity, and Energy Consumption (2022-2023)

GHG Emissions Intensity, Energy Intensity	2022	2023
GHG Emissions Intensity (t CO ₂ e/ton sheet) (Scope 1+2+3)	1.86	2.56
Energy Intensity (MWh/ton sheet)	0.20	0.23
Energy Consumption (Gj)	389,311	336,765

A total reduction of 52,546 Gj in energy consumption was observed between 2022 and 2023. This decrease is attributed to investments made in energy efficiency and renewable energy initiatives at Beyçelik Gestamp facilities in 2023.

Beyçelik Gestamp’s greenhouse gas emissions were calculated by consolidating greenhouse gas activity data. The data were obtained from the meters billed by distribution companies. The main factors affecting data

quality include the accuracy of measuring devices, the calibration of these devices, and deviations in temperature and pressure for certain fuels. In the analysis of activity data and emission factors related to Beyçelik Gestamp’s emission sources, the uncertainty level for the 2023 greenhouse gas emissions inventory was calculated to be 6%, indicating a confidence level of 94%. An uncertainty rate between 5-10% is considered to have a limited confidence level.

BEYÇELİK GESTAMP CARBON REDUCTION PLAN ROADMAP

As a responsible organization regarding climate change and environmental sustainability, Beyçelik Gestamp developed a Carbon Reduction Plan Roadmap in 2023. The goal is to reduce the carbon footprint from operational activities and achieve net-zero carbon emissions by 2035. The year 2023 is accepted as the baseline year for this plan, and actions to achieve the net-zero target by 2035 have been identified, leading to a planned investment of over 5 million Euros.

Principles/Practices

Decarbonized Production Process: Carbon-free energy utilization will be promoted in Beyçelik Gestamp production facilities to reduce and eventually eliminate carbon emissions. Investments are planned to support the transition to renewable energy sources.

Product Innovation and Design: Continuous innovation will be pursued in the production process to reduce the carbon footprint, and the use of environmentally friendly materials will be increased.

Supply Chain Sustainability: Collaborations and programs will be developed to reduce carbon emissions by adhering to sustainability principles at every stage of the supply chain.

Community Engagement and Awareness: Employees, suppliers, and stakeholders will be educated and raised awareness regarding environmental sustainability, with programs organized to enhance societal awareness.

Reporting and Monitoring: Carbon reduction and sustainability efforts will be transparently reported, progress will be monitored, and a focus on continuous improvement will be maintained.

SBTi Process: Activities are planned to begin in alignment with Science-Based Targets (SBTi) in 2025.

Carbon Reduction Projects

Scope 1:

- Implementation of waste heat recovery
- Electrification of the company fleet

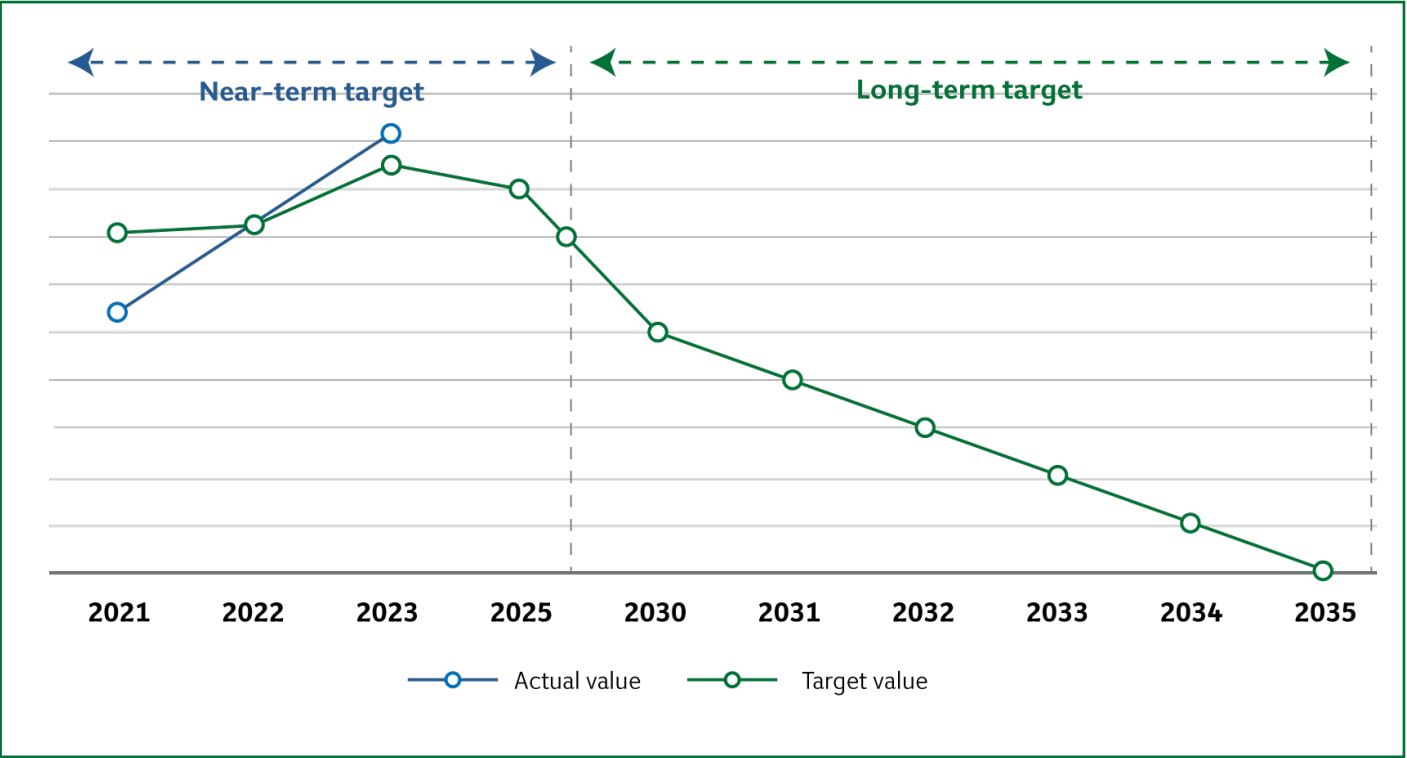
Scope 2:

- Utilization of renewable energy (Solar Energy, GES)
- Procurement of renewable energy
- Acquisition of I-REC certification
- Widespread implementation of Energy Efficiency Projects (EEP)
- Maximizing the application of ISO 50001:2018 Energy Management System
- Energy monitoring and measurement systems
- Energy improvements in production activities
- Increasing the efficiency of machinery/equipment in production
- Implementation of green procurement procedures

Scope 3:

- Creating awareness and incentives on suppliers for transition to low-carbon raw materials
- Conducting surveys on sustainability and climate change with companies in the raw material supply chain
- Research and development studies and university collaborations on low-carbon raw material procurement
- Increasing MilkRun transportation in logistics activities and transitioning to alternative fuel utilization
- Reducing business travel and ensuring all flights are economical
- Promoting remote work

BEYÇELİK GESTAMP CARBON REDUCTION PLAN ROADMAP - 2035



CLIMATE CHANGE-RELATED RISKS, OPPORTUNITIES, AND FINANCIAL IMPACTS

According to the “Global Risks Report 2024”¹ published by the World Economic Forum (WEF) on January 10, 2024, the most significant and long-term risks are related to climate risks. Globally, extreme rainfall, wildfires, natural disasters, and extreme weather events continue to occur as a result of the climate crisis. Especially due to anthropogenic activities, it has become inevitable that global temperatures will rise above 1.5°C in the coming years.

To meet expectations for risk assessment regarding climate change mitigation and adaptation and to contribute to the comprehensive assessment of financial risks, Beyçelik Gestamp has initiated risk assessment studies aligned with the Turkish Sustainability Reporting Standards (TSRS) methodology, focusing on risks, opportunities, and financial impacts as of 2023.

Climate-related risks refer to the potential negative impacts of climate change on a business. These risks are classified as physical risks related to climate and transition risks related to climate.	Climate-related opportunities refer to the potential positive impacts arising from climate change for a business. Efforts to adapt to climate change can create climate-related opportunities for the business.”
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Climate-Related Risks	
Transition Risks	Physical Risks
Policy/Legal	Acute
Technology	Chronic
Reputation	
Market	

¹World Economic Forum (WEF) Global Risks Report 2024. <https://www.weforum.org/reports/global-risks-report-2024/>

CLIMATE-RELATED RISKS AND FINANCIAL IMPACTS							
RISK TYPE	RISK CATEGORY	RISK DESCRIPTION	BEYÇELİK GESTAMP APPROACH-ACTION	OPPORTUNITIES	FINANCIAL IMPACT	PROBABILITY TERM	
	Policy/Legal Risk	Climate-Related Litigation (Lawsuits or financial claims and sanctions arising from regulatory changes)	The potential impacts of national legislation, as well as EU regulations and international legal frameworks on Beyçelik Gestamp's operations, are regularly assessed, and alternative action scenarios are being developed. Similarly, developments regarding the ETS and Climate Law, along with legislative processes, are closely monitored.	Use of incentives outlined in compliance-related policies	High	Unlikely	Short Term
	Policy/Legal Risk	Possible Carbon Pricing and Related Regulations (ETS, CBAM, local carbon pricing regulations)	Beyçelik Gestamp considers internal carbon pricing as a metric in the feasibility studies of investment projects; investments in new areas are planned in accordance with the EU Taxonomy.	Carbon trading Participation in the carbon market	High	Probable	Short Term
	Policy/Legal Risk	Legal Regulations Accelerating the Transition to Green Energy	The potential impacts of national legislation, as well as EU regulations and international legal frameworks, on Beyçelik Gestamp's operations are regularly evaluated. Efforts and incentives related to green energy and green transition are discussed in consultation with relevant units.	Carbon trading Support for carbon reduction Benefit from government incentives Roof-mounted renewable energy investments have been made, and new opportunities are being evaluated and monitored continuously.	Medium	Probable	Medium-Long Term
	Transition Risks	Inability or delay in adapting to technological developments that could positively impact workforce and process efficiency.	To ensure investments are made in a timely and effective manner, the Continuous Improvement, Early Equipment Management, R&D, and Investment Planning Units work in a coordinated manner on the integration of new technologies. A budget of 5 million Euros has been allocated for the medium term. <ul style="list-style-type: none">Product design, co-designer collaborations, and innovative designs,Development of new products and technologies in sheet metal forming and assembly,Management and analysis of big data, integration of Industry 4.0 applications into production facilities,Advanced manufacturing methods,Digital technologies and technology transfer,Development of industrial design methods using innovative and non-ferrous materials,Analysis, simulation, and process studies,Innovative testing equipment,Green transition and efficiency studies.	Enhancing the skills of the existing workforce and aligning them with the demands of the modern era.	High	Probable	Medium Term
	Technology Risk	Failure to make timely investments in technology	To ensure that investments are made in a timely and effective manner, the Continuous Improvement, Early Equipment Management, R&D, and Investment Planning Units work in a coordinated way on the integration of new technologies.	Energy efficiency Support for carbon reduction Benefit from government incentives	High	Probable	Medium Term

CLIMATE-RELATED RISKS AND FINANCIAL IMPACTS							
RISK TYPE	RISK CATEGORY	RISK DESCRIPTION	BEYÇELİK GESTAMP APPROACH-ACTION	OPPORTUNITIES	FINANCIAL IMPACT	PROBABILITY TERM	
	Technology Risk	Technological transformation risk Risk of failing to keep up with technological developments	To ensure that investments are made in a timely and effective manner, the Continuous Improvement, Early Equipment Management, R&D, and Investment Planning Units work in a coordinated way on the integration of new technologies.	Increasing efficiency in processes by transitioning to new technologies Reducing operational costs through technological investments Meeting regulatory requirements through modernization and efficiency projects, achieving efficiency in operational costs, and reducing emissions.	High	Probable	Medium Term
	Reputation Risk	Increased stakeholder concerns and environmental climate action	The pulse of stakeholders is continuously and instantaneously measured through direct meetings as well as monitoring news, including social media. Necessary actions are taken promptly to resolve incidents and communications that could impact reputation before they escalate into crises.	Consulting from expert and competent companies is sought to develop plans that can create a positive impact among stakeholders, engage in activities, and stand out positively from other institutions in the sector by pioneering carbon initiatives.	Low	Probable	Medium-Long Term
	Transition Risks	Scope 3 Greenwashing: incorrect emission data from suppliers.	The pulse of stakeholders is continuously and instantaneously measured through direct meetings and monitoring news, including social media. Necessary actions are taken promptly to resolve incidents and communications that could impact reputation before they escalate into crises. Information is provided in sustainability report regarding greenwashing. Additionally, Beyçelik Gestamp makes efforts to ensure timely and accurate communication regarding shares and statements by organizing meetings with stakeholders and answering questions. Stakeholder inquiries directed at Beyçelik Gestamp are addressed by the relevant units, primarily Supplier Relations and Corporate Communication.	Consulting from expert and competent companies is sought to develop plans that can create a positive impact among stakeholders, engage in activities, and stand out positively from other institutions in the sector by pioneering carbon initiatives.	Medium	Probable	Medium-Long Term
	Reputation Risk	Low scores from sustainability ratings (CDP, Ecovadis, etc.) can lead to an inability to meet customer demands and potential financial losses.	Beyçelik Gestamp has established a Sustainability Governance Structure and manages its processes effectively with specialized personnel and professional consulting services in the ESG field. Additionally, it shares its activities annually in Sustainability Reports with both internal and external stakeholders.	Consulting from expert and competent companies is sought to develop plans that can create a positive impact among stakeholders, engage in activities, and stand out positively from other institutions in the sector by pioneering carbon initiatives.	Medium	Unlikely	Medium-Long Term

CLIMATE-RELATED RISKS AND FINANCIAL IMPACTS						
RISK TYPE	RISK CATEGORY	RISK DESCRIPTION	BEYÇELİK GESTAMP APPROACH-ACTION	OPPORTUNITIES	FINANCIAL IMPACT	PROBABILITY TERM
Transition Risks	Reputation Risk	Failure to fulfill SBTi commitments poses a risk of prestige loss among customers, leading to a decrease in orders.	Beyçelik Gestamp manages its Carbon Reduction targets within a scientifically based ecosystem. All efforts regarding SBTi are meticulously carried out to meet the criteria requested in CDP disclosures. Our targets are monitored monthly as KPIs and reported to senior management.	Although the science-based target approach to reducing emissions is a relatively new practice, utilizing this approach has commercial profitability benefits. It allows for cost savings while enhancing energy efficiency and improving the profits generated.	Medium	Unlikely Medium-Long Term
	Market Risk	Changes in customer preferences indicate a shift toward low-emission products.	Investments are being made and actions are being taken to ensure that the necessary infrastructure for LCA studies and low-carbon product footprints is prepared in advance. The pulse of stakeholders is continuously and instantaneously measured through direct meetings and monitoring news, including social media. Necessary actions are taken promptly to resolve incidents and communications that could impact reputation before they escalate into crises.	Identifying potential risks and liabilities through LCA results. Comparing the environmental impacts of its products during the production process and easily making necessary improvements.	High	Probable Long Term
	Market Risk	Investor sensitivity to regulations like CBAM may result in a reduction in market share in certain areas.	Although Beyçelik Gestamp is not among the priority sectors under CBAM, it adopts a proactive approach by developing carbon tax calculation scenarios to anticipate and mitigate the tax burden it may face.	Carbon trading Participating in the carbon market	High	Probable Medium Term
	Market Risk	The prices (or costs) of raw materials may increase due to climate-related risks.	The costs of iron, steel, and aluminum are closely monitored, focusing on achieving optimum cost levels for purchases. Requesting LCA documentation from suppliers during raw material procurement, along with having Supplier Sustainability and ESG audit processes in place, sets Beyçelik Gestamp apart in this regard.	Exploring alternative raw material sources that may be more cost-effective or efficient.	High	Probable Medium Term
	Acute	Flood Storm Fires Extreme Weather Events	It is anticipated that insurance premiums may rise in parallel with the increased frequency of physical risks, and alternative solutions and resources are being evaluated. Emergency drills, emergency action plans, and investment plans are being implemented to prepare for floods, storms, and fires. Roof reinforcements are being applied to existing roofs to withstand storms, and new structures are being designed accordingly.		High	Probable Medium Term
Physical Risks	Chronic	Long-term extreme heat Rising sea levels Long-term drought Changes in rainfall patterns Cold wave	To foresee the impacts on company operations, physical risk factors considered significant and expected to occur on a chronic scale are being evaluated.		High	Probable Medium-Long Term

ENERGY CONSUMPTION AND EMISSION REDUCTION EFFORTS

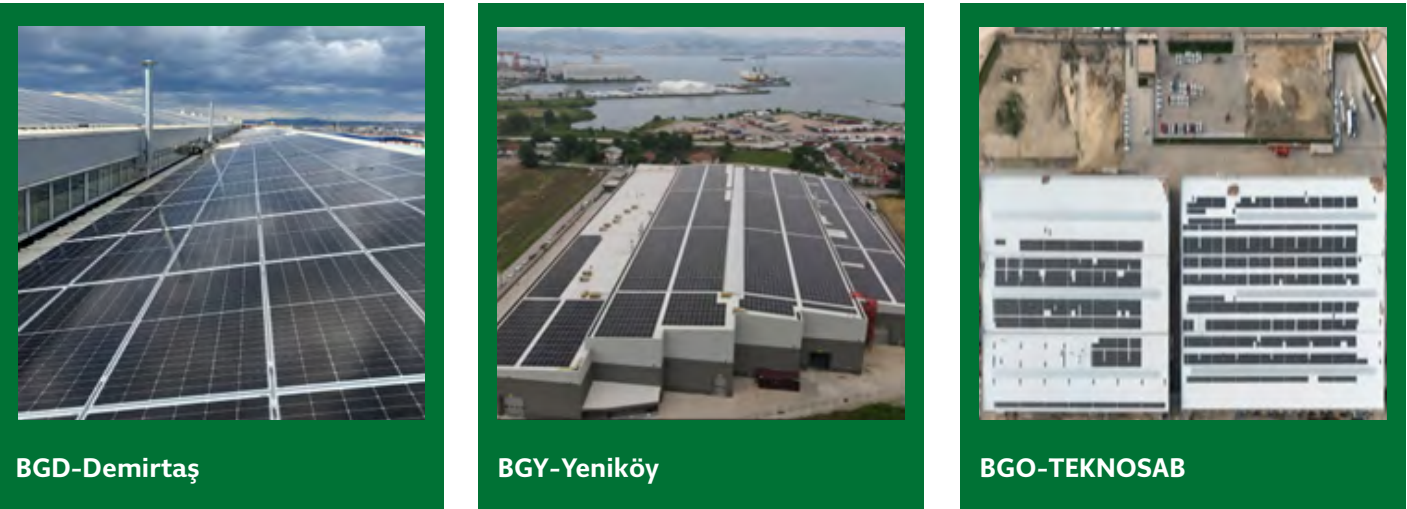
At Beyçelik Gestamp, the basis of climate change mitigation efforts is built upon energy consumption and emission reduction initiatives. Rooftop solar energy projects (GES) positively contribute to the green transition and a sustainable future.

Due to the rapid depletion of natural resources on a global scale, the issues of combating and adapting to climate change have become increasingly important. This struggle and adaptation have encouraged companies to shift towards energy efficiency projects and renewable energy sources. These projects have highlighted the recovery of energy through solar panels (GES) and their assessment as a new resource.

In 2023, rooftop GES installations were completed and activated at the Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant and Beyçelik Gestamp Yeniköy Plant. The total installed capacity at both facilities is 7,500 MWh per year. Additionally, the installation of a rooftop GES with an annual capacity of 6,000 MWh is ongoing at the Beyçelik Gestamp TEKNOSAB Plant. Once the project is completed, the total annual greenhouse gas reduction from the rooftop GES investments, which will have a total installed capacity of 13,500 MWh, is projected to reach 6,642 tons of CO₂e.

In 2023, the share of renewable energy installed capacity at Beyçelik Gestamp is 9%, with a target of 16% for 2024, aiming for total energy consumption from renewable sources across four legal entities. This will significantly contribute to the reduction of Beyçelik Gestamp’s carbon footprint, targeting a total reduction of 6,642 tons of CO₂e in greenhouse gases.

Rooftop Solar Panels (GES) Detailed Information							
Facility Name	Location	Operational Year	Energy Production (MWh/year)	Energy Production (kWp/year)	Number of Panels	Number of Inverters	Total Greenhouse Gas Reduction (t CO ₂ e)
BGD-Demirtaş	Demirtaş OIZ, Osmangazi/Bursa	2023	4,000	2,534	4,608	20	1,968
BGY-Yeniköy	Başiskele/Kocaeli	2023	3,500	2,415	4,390	18	1,722
BGO-TEKNOSAB	TEKNOSAB, Karacabey/Bursa	2024	6,000	4,805	8,357	30	2,952
TOTAL			13,500	9,754	17,355	68	6,642



BGD-Demirtaş: Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant; BGY-Yeniköy: Beyçelik Gestamp Yeniköy Plant; BGO TEKNOSAB: Beyçelik Gestamp TEKNOSAB Plant

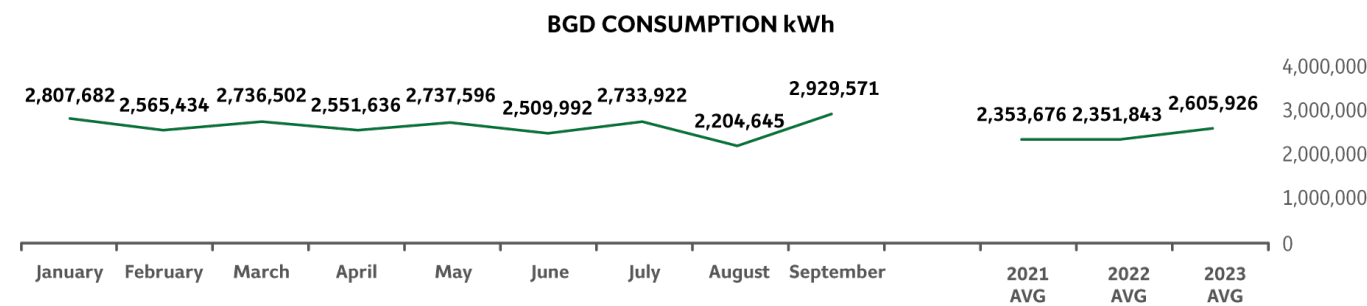
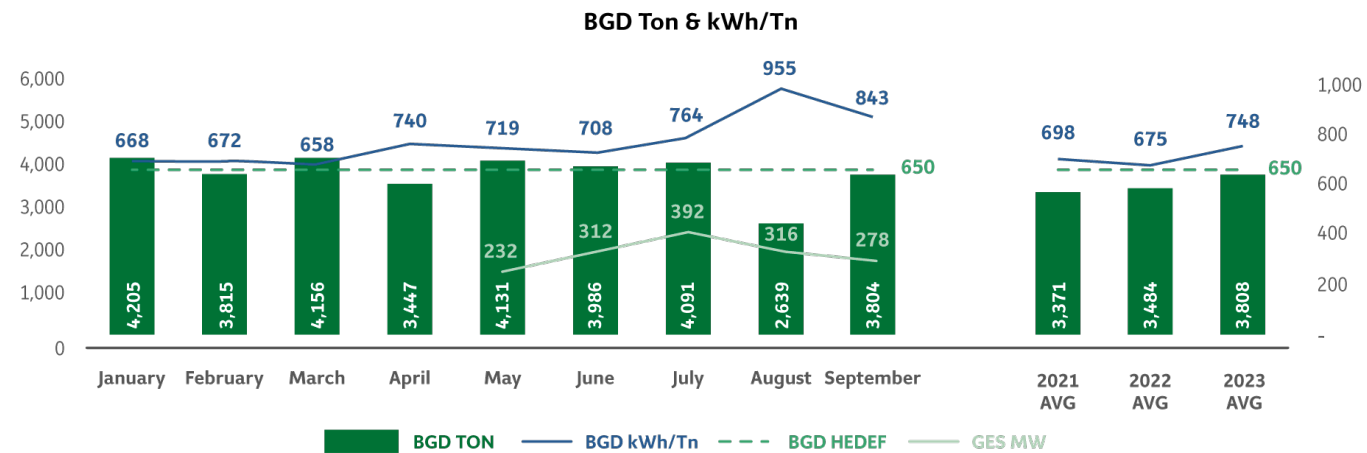
ISO 50001:2018 Energy Management System: To ensure the efficient use of energy, the ISO 50001:2018 Energy Management System certification has been implemented across all facilities. As of November 2023, the Energy Board has been established in accordance with the ISO 50001:2018 Energy Management System. For detailed information about the **Energy Board**, please refer to the “Committees” section.

Energy Audits: Energy audits have been conducted at the Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant, Beyçelik Gestamp Demirtaş Hot Stamping

and G1 Plant, Beyçelik Gestamp Chassis Plant, and Beyçelik Gestamp Tooling Plant to identify energy improvement points and determine necessary energy efficiency projects. Based on the audit results, investment plans for energy improvements are anticipated to be implemented.

Energy Monitoring Systems: The “Turkcell Energy & İnavitas Energy Monitoring System” has been activated at the Beyçelik Gestamp TEKNOSAB Plant and Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant, enabling real-time tracking of energy consumption data, along with monthly reporting.

BGD ENERGY COURSE



BGD: Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant

Energy Consumption in Processes and the Promotion of High-Energy Efficiency Equipment: Within the framework of the ISO 50001:2018 Energy Management System, a “Beyçelik Gestamp Green Purchasing General

Specification” has been established to ensure that new machinery and equipment acquired for processes in the facilities are selected in accordance with international efficiency standards related to energy.

Reduction Optimization Application: Energy consumption in the facilities has been reduced through Quick Win Projects (with minor interventions).

- Installation of rooftop solar panels (Rooftop PV)
- Conversion of existing outdoor lighting to solar lighting
- Conversion of existing production area lighting to LED lighting
- Installation of timers on existing lighting
- Replacement of the existing water-cooled chiller system with a more efficient air-cooled chiller system
- Automation control of the G1 cooling tower system
- Detection of air leaks throughout the factory using Sonic devices
- Automation control of the G1 press lubrication system opening

- Control of HS line destacker-feeder systems with actuator valves
- Use of low-pressure air in compressed air systems
- Replacement of cooling units with higher-efficiency pumps
- Energy consumption reduction by increasing the temperature of HS cooling units
- Energy traceability study for the laser line
- Addressing losses identified during non-production times
- Reduction of the oven heating start times
- Energy consumption reduction by using low pressure for oven dryers
- Simultaneous shutdown of end-of-line ventilation and lighting with the press
- Revision of the photocell conversion for sink and fixture table lighting



CDP Reporting: In 2023, Beyçelik Gestamp successfully completed the CDP Reporting process for the first time, specifically concerning “Climate Action,” achieving a C+ rating, which is considered a very good score within the industry. The goal is to increase the CDP score in the coming years.

Carbon Footprint Calculation Personnel Competence: Employees of Beyçelik Gestamp Environment and Sustainability Unit have participated in training sessions and exams organized by TSE Program Development Directorate to enhance their technical competence in carbon footprint calculation, obtaining certifications as Greenhouse Gas Calculation Specialists.

Environmental Performance Monitoring Digitalization Efforts: Corporate carbon footprint activities have been digitalized. After collecting greenhouse gas emission data, the carbon footprint calculation and reporting process is carried out through software.

Compliance with the EU CBAM: Although the automotive sector is not included in the EU CBAM, Beyçelik Gestamp has proactively begun product-based carbon footprint calculations in 2023 due to its emphasis on combating climate change and promoting environmental sustainability. The regulations published by the EU regarding CBAM are being monitored, and the CBAM has been included in the 2024 budget plans. By the beginning of 2024, this process is set to be digitalized with the addition of the CBAM calculation module to the carbon footprint calculation and reporting software.

In-House Awareness Initiatives for Energy Conservation: Energy conservation posters have been placed in certain areas of Beyçelik Gestamp facilities, and awareness posters have also been sent to employees via e-mail. Programs and competitions for the Best Energy Conservation Project are planned to incentivize employees.

For detailed information about Beyçelik Gestamp’s Environment, Energy, and Water Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

WATER AND WASTEWATER MANAGEMENT

At Beyçelik Gestamp, water and wastewater systems are effectively managed, and all efforts are made to reduce water consumption. Suppliers of Beyçelik Gestamp are also encouraged to implement effective practices regarding water resources, water consumption, wastewater volumes, discharge points, and wastewater management systems.

Water Withdrawal by Source (m³)	2022	2023
Municipal Water (Grid)	132,798	153,947
Ground Water	0	0
Surface Water	0	0
Sea Water	0	0
Other (i.e. Rain Water)	0	0
Recycled and Reused Water	0	0
Total	132,798	153,947

In 2023, with the activation of four new facilities (Beyçelik Gestamp TEKNOSAB Plant, Beyçelik Gestamp Yeniköy Plant, Çelikform Gestamp TEKNOSAB Plant, Beyçelik Gestamp Chassis Plant), water consumption has increased by 16% compared to 2022. In the 2024–2025 period, **a rainwater collection and storage project from the roof** will be

In 2023, measures for water management have been intensified, and a **Water Policy** has been established, integrated with the Environment, Energy, and Water Policy. For detailed information regarding Beyçelik Gestamp **Environment, Energy, and Water Policy**, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

Total Water Consumption (m³)	2022	2023
Municipal Water (Grid)	132,798	153,947
Ground Water	0	0
Surface Water	0	0
Rain Water	0	0
Total Water Consumption	132,798	153,947
Water Use Intensity	0.24 (m³/ton sheet)	0.25 (m³/ton sheet)

implemented at the Beyçelik Gestamp TEKNOSAB Plant with the aim of reducing water consumption. This initiative is expected to yield an average of 240 tons of rainwater for domestic use (such as cleaning, etc.) annually and raise awareness during this period of water crisis.

Wastewater Discharged by Destination (m³)	2022	2023
Discharge to the Receiving Environment After On-Site Treatment	6,929	8,735
Discharge to the Municipal Treatment Plant	0	0
Discharge to the OIZ Treatment Plant	106,238	125,560
Direct Discharge to the Sewage System (Wastewater Channel)	19,631	19,652
Discharge to the Groundwater	0	0
Other	0	0
Toplam	132,798	153,947

At Beyçelik Gestamp, the wastewater generated from operations is treated through a preliminary wastewater separation system located at the facilities before being discharged to the OIZ line at a value well below legal limits.

NATURAL RESOURCES AND WASTE MANAGEMENT

The limited nature of natural resources and the increasing demand for basic needs due to rapid population growth highlight the importance of waste management in production and consumption processes. Effective waste management enables more efficient use of resources, reduces environmental pollution, and ensures a sustainable future.

As committed in its sustainability policy, Beyçelik Gestamp views the continuous implementation of operational excellence projects that ensure the efficient use of resources as the foundation of its waste management policy. Waste management processes are managed within the framework of the “Zero Waste Principle.”

Hazardous Waste Quantity (ton)	2021	2022	2023
Disposal (Landfill)	0	0.107	2
Recycle	28.84	317.9	471.334
Reuse	0	38	0
Total	28.84	356.1	445.7

Beyçelik Gestamp supports the Zero Waste initiative launched by the Ministry of Environment, Urbanization, and Climate Change. The sector’s first **Zero Waste Certificate** was obtained in 2020 for the Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant. Waste

Beyçelik Gestamp separates waste at the source and transforms it through specific recovery and disposal methods for each type of waste, applying a circular economy model aimed at the efficient use of resources. Adhering to the Zero Waste principle, Beyçelik Gestamp prepares a Waste Management Plan every three years and provides waste management training to employees. These trainings emphasize the benefits of separating waste at the source and proper waste management from both environmental and economic perspectives. In 2023, Beyçelik Gestamp provided a total of 1,480 person x hours of training on zero waste to its employees.

Nonhazardous Waste Quantity (ton)	2021	2022	2023
Disposal (Landfill)	0	218	334
Recycle	151,665	59,575	26,052
Reuse	0	38	496
Total	151,665	59,793	33,077

management systems were regulated according to the “Zero Waste Regulation” dated July 12, 2019, and in 2023, the remaining 11 locations also received Zero Waste Certificates, completing the Zero Waste certification process for all locations within Turkey.



In 2023, the number of zero waste points was increased, and visual works were carried out to raise awareness of zero waste within the organization. Additionally, in order to promote awareness, the lighting used in the waste area of the Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant was converted to solar-powered lamps, and informative signs were placed in these areas. Instead of sending equipment and devices (such as computers, mobile phones, tablets, monitors, printers, handheld terminals, and others) that have reached the end of their useful life to scrap, the environmentally conscious technology approach known as **Green IT** was adopted. Collaborations were made with companies that provide professional services in e-waste recycling. In this context,

a total of 439 devices, 19 servers, and 12 backup units were delivered to e-waste recycling companies.

Reducing Paper Usage Within the Organization:

Through the Beyçelik Communication Portal (BIP) mobile application, employees can view their pay slips digitally without printing, thereby preventing paper waste.

E-Invoice and E-Delivery Note Application:

To promote paper savings and awareness, both e-invoices and e-delivery notes are used, and it is planned to publish awareness-raising messages about “Sustainability” on these documents.

CHEMICAL MANAGEMENT AND SUPPLY

Chemical Management and Supply: The use of chemical substances in production processes and products is carried out in accordance with international regulations. Material Safety Data Sheets (MSDS) are available for the chemicals used, all of which are recorded in the Hazardous Chemicals list.

Declarations (Regulation (EC) No.1907/2006 SVHC List of January 17, 2022).

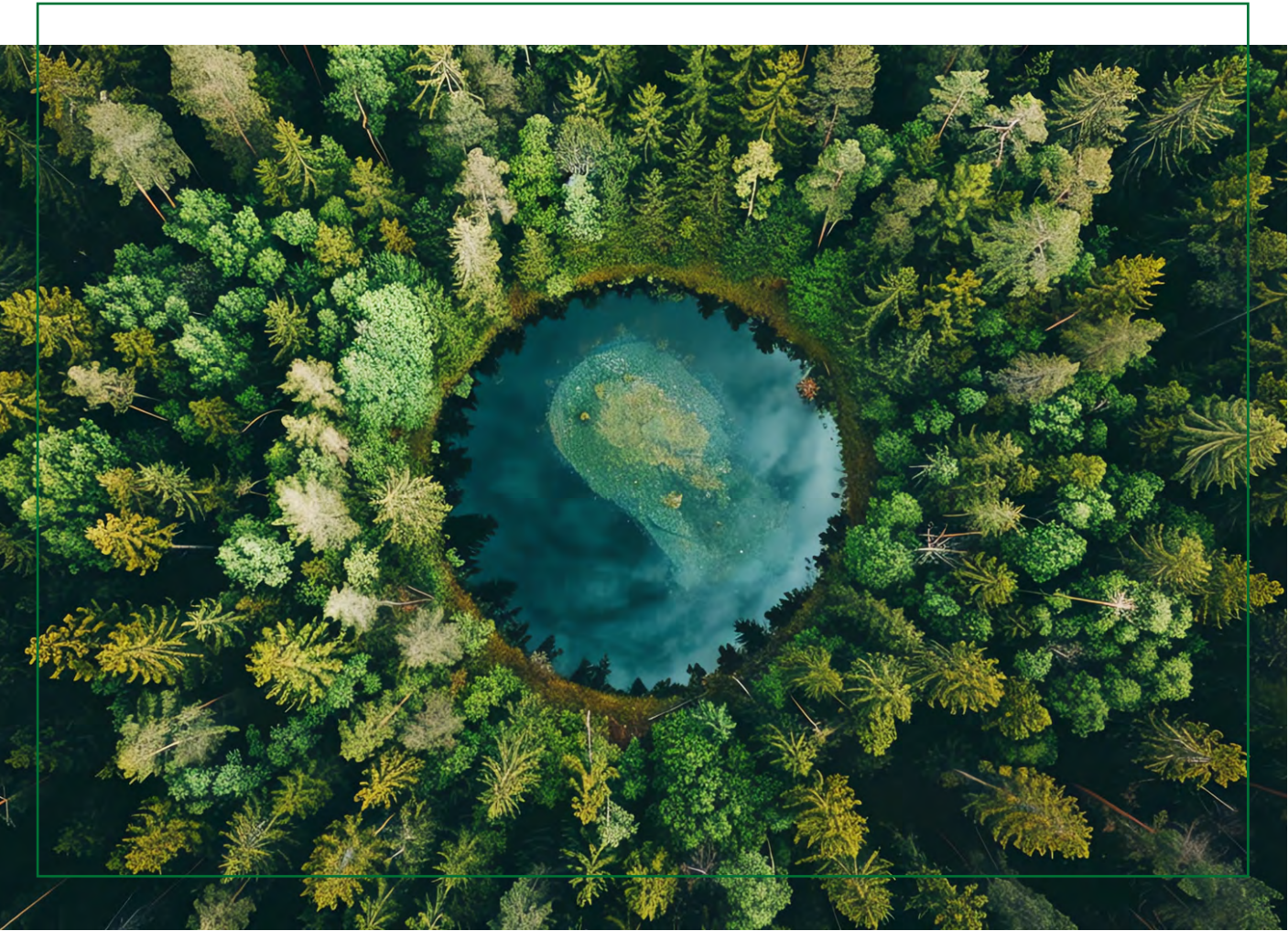
At Beyçelik Gestamp, chemical management processes have been digitalized, and the integrated chemical management module in QDMS is managed through QDMS, ensuring it provides better service to the Environmental Management System. Before purchasing chemicals, the procurement teams seek approval from the Environment and Sustainability Unit.

Chemicals Used at Beyçelik Gestamp Şasi Otomotiv A.Ş.	
Catophoresis	Gardoclean, Gardolene, Bonderite, Butyl Glycol, Thinner, Acetic Acid, Texanol, Phenolphthalein, Gardobond, Butoxy Propanol, Caustic Soda, Ceramic Spray, Hydrogen Peroxide, Solvent, Antiscalant
Floor Painting, Production	Spray Paint, Paint
Production	Hydraulic Oil, Bushing Hammering Fluid
Welding	Liquid Argon Gas, Liquid CO ₂ Gas
Maintenance	Cooling Oil, Slide Oil
Pressing	Press Oil
Laboratory	Ethyl Alcohol, Nitric Acid, Iron (III) Chloride

BIODIVERSITY

Beyçelik Gestamp pays special attention to protecting biodiversity and ecosystems in its operational activities. One of the high-priority material topics is “Biodiversity and Ecosystem Conservation,” which is managed under the leadership of the Sustainability Committee - Environmental and Energy Management Working Group, in accordance with the ISO 14001:2015 Standard and legal requirements. In line with the principle of responsible production, processes that could negatively impact biodiversity and ecosystems are avoided in operational activities. New investments are made following the principles of the Environmental Impact Assessment (EIA) Regulation. Within the framework of the ISO 14001:2015 Environmental Management System, environmental aspects have been identified based on a life cycle approach. Furthermore, potential risks to living ecosystems are audited and assessed by accredited organizations. To date, studies have shown that there are no protected areas near the production facilities that could harm biodiversity.

In policies, procedures, and instructions related to environmental management, processes and responsibilities are defined to analyze environmental risks, identify activities that could have significant impacts on the environment, and make necessary improvements to minimize potential environmental impacts of Beyçelik Gestamp’s production activities. Efforts continue to mitigate the environmental impacts arising from operational activities and potential harm to biodiversity through Environmental Management System documents, compliance certificates, and international equivalences. Investments in renewable energy, energy efficiency, and greenhouse gas emission reduction, along with applications related to water-wastewater and waste recovery/circular economy, also contribute to the conservation of biodiversity.





WORK LIFE AND CONTRIBUTION TO THE SOCIAL DEVELOPMENT

- Human Resources Policy
- Employee Profile
- Diversity, Inclusion, and Equal Opportunity
- Talent Management, Training, and Career Management
- Performance, Remuneration, and Social Benefits
- Employee Satisfaction
- Occupational Health and Safety
- Investing in Society

Beyçelik Gestamp is committed to creating sustainable working environments by adopting an employee-oriented approach, ensuring that employees have the opportunity to develop their competencies and providing a fair, equitable, inclusive, healthy, and safe working environment. Beyçelik Gestamp views its qualified human resources as the most important capital that shapes the past, present, and future

of the company. Processes related to human resources, such as recruitment, career management, performance, compensation, work arrangements, leave, and training, are carried out within the framework of the Beyçelik Gestamp Personnel Regulation and the Beyçelik Gestamp Human Resources Policy. All employees are obliged to comply with this regulation and policy.

HUMAN RESOURCES POLICY

Under the Directorate of People, Technology & Innovation at Beyçelik Gestamp, the Organizational Development & Talent Management Department and the Human Resources Field Group Management are responsible for developing HR practices and ensuring their widespread implementation within the company. HR-related planning

is conducted annually, taking into account sectoral trends, technological innovations, qualitative developments in human resources, and budgetary opportunities, in coordination with various units, and is submitted for approval to Top Management.

BEYÇELİK GESTAMP HUMAN RESOURCES POLICY

Beyçelik Gestamp's goal is to create and implement value-adding human resources strategies to achieve the company's vision and business outcomes.

The company strives to be an organization where everyone wants to work and takes pride in their work by continuously reviewing its processes that are employee-focused, respectful to employees, and aimed at developing their personal and professional knowledge, skills, and competencies while ensuring employee satisfaction.

Beyçelik Gestamp aims to enhance the competencies and technical capabilities of its employees. It expects its employees and potential employees to possess five core competencies:

- Quality Orientation
- Collaboration
- Continuous Learning and Development
- Adaptability and Flexibility
- Leadership



EMPLOYEE PROFILE

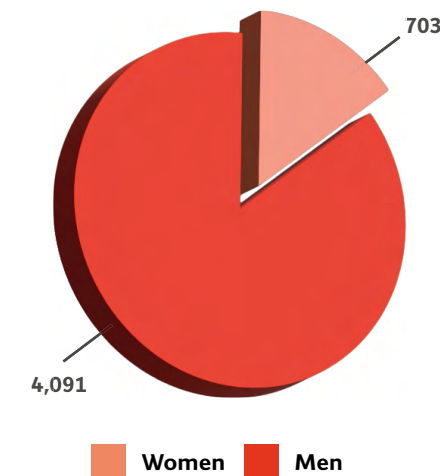
As of 2023, Beyçelik Gestamp has a significant portion of employees (67.56%) aged between 30 and 50 years. Employees under the age of 30 account for 29.46% of the company's human resources, while 2.98% of the company consists of employees over 50 years old. The proportion of female managers in Mid-Level and Top Management is 10.52%. The percentage of female employees has risen to 14.66%, with the proportion of female blue-collar workers at 9.24% and female white-collar workers at 5.42%. The rate of newly hired female employees is 22.05%, and the rate of female employees leaving the company is 12.04%. The turnover rate is 0.30 for women and 0.376 for men. The proportion of employees with disabilities among all employees is 2.52%.

68.88% of the employees are hourly paid employees, while 31.12% are monthly paid employees who are directly employed. Additionally, as of 2023, there are a total of 321 employees from contracting companies (subcontractors).

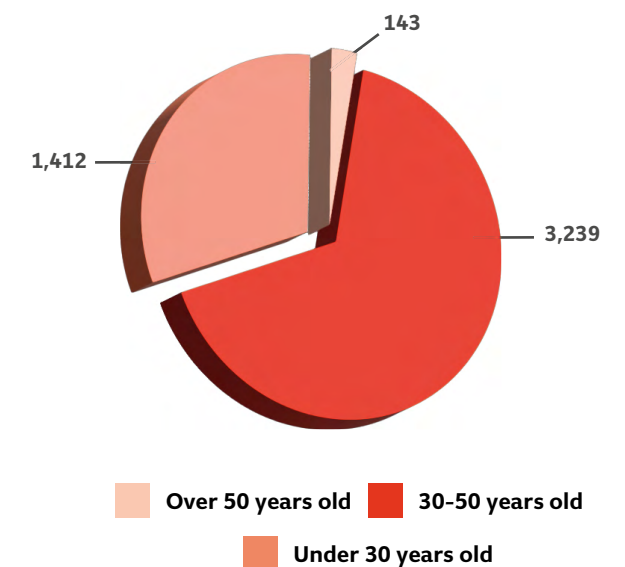
Rights to Form Unions and Collective Bargaining:

Beyçelik Gestamp respects the rights of employees to join organized unions within the framework of the law, and supports the effective recognition and free use of the right to collective bargaining. As of 2023, 80.2% of the company's employees are union members.

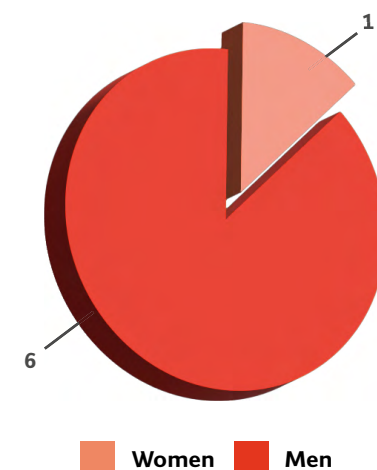
Employees by Gender (2023)



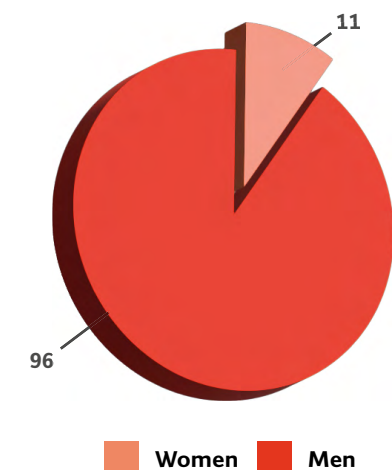
Employees by Age Group (2023)



Top Management by Gender (2023)



Mid-Level Management by Gender (2023)



DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY

Beyçelik Gestamp aims to be a fair, inclusive, and diverse employer that respects equal opportunities and is committed to making these values a permanent part of its corporate culture.

At Beyçelik Gestamp, the importance placed on diversity, inclusion, equal opportunity, and human rights is clearly and explicitly stated in the “Human Resources Policy,” “Human Rights Policy,” and “Beyçelik Gestamp Business Code of Ethics,” which serve as the main principles of the “Personnel Regulation.”

Additionally, in 2023, Beyçelik Gestamp published its Diversity and Inclusion Policy. The company believes that diversity and inclusion are essential elements in business life and aims to promote these values. The goal is to create a working environment where the diversity of talent and experience is valued, where all employees are respected regardless of their background or perspective, and where everyone can be themselves. In this regard, creating an inclusive company culture is among the top priorities.

For detailed information about Beyçelik Gestamp Diversity and Inclusion Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

Beyçelik Gestamp manages its processes in accordance with the Universal Declaration of Human Rights, International Labour Organization (ILO) Conventions, and the UN Global Compact by ensuring that all legal rights of its employees are upheld.

“Beyçelik Gestamp Business Code of Ethics” and related policies and procedures detail the principles and guidelines

regarding how employees should behave and conduct their work. Compliance with these rules is the primary responsibility of all employees. Beyçelik Gestamp’s **responsibilities towards its employees** include the following:

- There is no discrimination among employees based on age, race, gender, belief, language, religion, nationality, marital status, sexual preference, seniority, political opinion, military status, or disability. This approach is applied in all conditions, including recruitment, placement, promotion, termination of employment, recall, transfer, leave, salary, and training.
- Employees are provided with a safe and healthy working environment.
- The personal and family lives of employees are respected. Employees’ personal data is stored and processed in accordance with all relevant legislation, particularly the “Law No. 6698 on the Protection of Personal Data.” Personal information is not shared with third parties without the employee’s consent and knowledge, except for legal obligations.
- Managers with hiring authority do not show favoritism towards their spouses, close relatives, or the relatives of these individuals during the recruitment process and make their selections according to existing hiring criteria.
- Information that reflects the continuity between employees, such as salary, social and additional benefits, and contract conditions, is not shared with third parties without the relevant employee’s consent.
- Employees are ensured to use their personal rights completely and accurately.
- Verbal and physical harassment in the workplace is not tolerated in any way.

GENDER EQUALITY PRACTICES

Beyçelik Gestamp, which works with the principles of combating gender-based inequality, minimizing the gender gap in the economic field, ensuring sustainable female employment, and the necessity for women to be more active in the national economy of Turkey, **signed the**

UN Women’s Empowerment Principles (UN WEPs) on May 10, 2017. For the Communication on Progress Report related to the UN Women’s Empowerment Principles (UN WEPs), please refer to the Annex 4.

Beyçelik Gestamp has quickly begun its work in line with its commitments, and in 2019, it established Beyçelik Gestamp Equality Committee, composed entirely of volunteers, to promote a culture of collaborative decision-making and ensure the sustainability of its efforts toward gender equality and women’s empowerment. For more detailed information about the **Equality Committee**, please refer to the “Committees” section.

Equality Action Plan: Beyçelik Gestamp Equality Committee, formed on a voluntary basis and benefiting from basic training, organized a workshop in 2019 to create the Equality Action Plan. Committee members first received training on Gender Equality and Basic Training on Business and Policy Development. The Equality Action Plan,

developed by the committee in line with the policy and approved by management, **consists of 85 sub-headings under 5 main headings.** It includes short- and long-term plans covering the years 2020-2025.

- Consideration of different needs in creating equal working conditions
- Establishment of mechanisms to combat violence
- Creation of recruitment and operational processes that provide equal opportunities for women and men, free from discrimination
- The sustainable and widespread approach to gender equality
- Raising awareness and conducting awareness-raising activities on gender equality



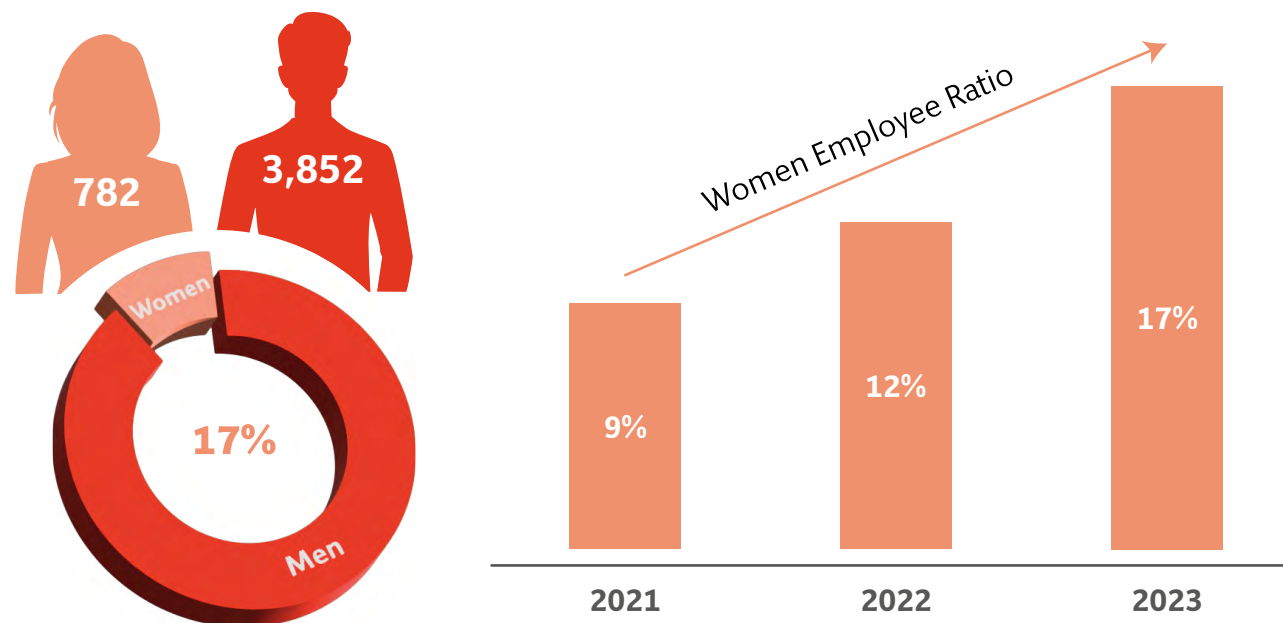
Beyçelik Gestamp published its **Gender Equality Policy** in November, aiming to make equality sustainable not only through awareness but also through workplace practices and written documents. The company continues to collaborate with various NGOs and Women’s Platforms that support its efforts in this area. In 2018, Beyçelik Gestamp joined the UN Global Compact Turkey Women’s Empowerment Bursa Platform, and in 2020, it became part of the **Business Against Domestic Violence**

(BADV) Project, which is conducted with the support of the UN Population Fund and the Sabancı Foundation in collaboration with the Sabancı University Corporate Governance Forum and TÜSİAD.

For detailed information about Beyçelik Gestamp’s Gender Equality Policy, please see <https://beycelikgestamp.com.tr/en/corporate/our-policies>.

Women Employment

Target: 30% Women Employment



Opening of Lactation Rooms (2022): In 2022, Beyçelik Gestamp opened its first lactation room in the Bursa factory to support women in the workplace. A special event was organized for the opening of the lactation room, where an online seminar was held featuring an expert trainer who presented a talk titled “The Role of Parents in Childcare,” facilitating a discussion with employees about fatherhood and equitable parenting.

GENDER EQUALITY EFFORTS IN 2023:

In 2023, Beyçelik Gestamp was invited as a speaker to the “Our Strength is Our Equality Summit,” organized in Bursa in partnership with UN Global Compact and UN Women, thanks to its gender equality initiatives in its factories. The company was highlighted as an example for its gender equality practices in the workplace.

In 2023, Beyçelik Gestamp collaborated with the Uludağ Soroptimist Club, which consists of women actively involved in business and professional life. As part of this

collaboration, a trainer from the Uludağ Soroptimist Club provided a total of 165 hours of legal literacy and gender equality training to Beyçelik Gestamp’s female employees. In addition to the training sessions, activities were organized for female employees to socialize and relieve stress through painting events, where they could share their experiences. Beyçelik Gestamp, which stands against all forms of violence, announced the availability of the Mor Salkım Women’s Solidarity Association’s Violence Hotline, which female employees can access for free 24/7, helping them feel that they are not alone in potential situations. Beyçelik Gestamp aims to continue its efforts against violence in 2024 by developing a Violence Policy.

As part of the International Day for the Elimination of Violence Against Women, observed from November 25 to December 10, blue-collar and white-collar female employees participated in the Awareness Circle Workshop organized by the Uludağ Soroptimist Club at two locations. Legal rights and gender equality training sessions were conducted by a lawyer and gender equality trainer who is a member of the association.

TALENT MANAGEMENT, TRAINING, AND CAREER MANAGEMENT

TALENT MANAGEMENT

Beyçelik Gestamp considers the incorporation of new talents into its organization, their effective management, and their regular development through training activities as one of the key components of sustainable success. In line with its mission, vision, values, and ethical principles, the company conducts its processes with a Human Resources Management approach that aims for change, adds value, and is transparent, efficient, and development-focused.

At Beyçelik Gestamp, human resources processes are addressed under three main axes: Talent Acquisition, Talent Identification and Evaluation, and Talent Development and Retention

In the Talent Acquisition process, various methods are applied to bring the most suitable and the best talent into the organization, including preliminary interviews, competency-based interviews, departmental interviews, foreign language tests, and development center

applications specific to the position. Potential employees are evaluated based on five main competencies: quality orientation, collaboration, continuous learning and development, adaptability, flexibility, and leadership qualities.

The Talent Identification and Evaluation process encompasses Performance Management, Career Planning and Development Management, and Remuneration and Benefits Management to support these practices.

The main goal of the **Talent Development and Retention** process is to enhance the technical and behavioral competencies of employees hired in alignment with the company’s needs by organizing training programs and creating rotation opportunities in other group companies to contribute to employees’ development. Employee Engagement Surveys are conducted annually to create action plans based on employees’ views and suggestions.



MENTORSHIP PROGRAM

In 2023, the Internal Coaching Program at Beyçelik Gestamp was replaced by the Mentorship Program. The program aims to ensure the sustainability of corporate knowledge by allowing experienced senior employees to share their expertise with new employees. It was launched with 5 mentors and 7 mentees.

During the opening meetings, participants were briefed on the program plan, and one-on-one meetings began between the selected mentors and the

mentees who would receive support for their career development. The views of both mentors and mentees were collected, and their expectations regarding the program were listened to. The program was planned to include a total of 8 meetings throughout the year, culminating in a closing meeting at the end of the period to conclude the process. It is aimed for this practice to continue in 2024.

BEYÇELİK GESTAMP ACADEMY

Beyçelik Gestamp Academy was established in 2015 to equip company employees with the ability to utilize theoretical knowledge and apply it in practice. In 2021, the Academy transitioned to a digital platform, and by 2023, a total of 27,168 person x hours of training had been conducted.

Focusing on the technical and professional development of employees, the Academy has offered training in approximately 300 different topics. In 2023, various functional and behavioral development programs were organized. In the Maintenance

School Program, a total of 6,000 hours of training were provided across 16 different topics, while the Resources School Program offered a total of 1,600 hours of training in 20 different subjects, and the Purchasing Training Program included 500 hours of training in 6 different areas. In-class training was conducted for Leadership Development and Expert Competency Development Programs, while 3,900 hours of behavioral development training were provided in Beyçelik Development Pathway.

BEYÇELİK GESTAMP YOUNG FRIEND PROGRAM

In 2021, Beyçelik Gestamp launched the Young Friend Program with the motto “Leave a Mark in Your Career.” This program is aimed at final-year university students studying in the Faculty of Engineering, Faculty of Economics and Administrative Sciences, and the Department of Educational Technologies. As an internship program, the Young Friend Program allows students to apply the theoretical knowledge they learned in school at Beyçelik Gestamp over a 10-month period, providing them with the opportunity to take

active roles in various projects. In addition, various training opportunities (such as Mentorship, Effective Presentation Techniques, Project Management, etc.) have been offered to support the students’ development during their internships. In 2023, 22 university students participated in the Young Friend Program. At the end of the internship, 7 successful and outstanding individuals were employed by Beyçelik Gestamp.

PROGRAMS FOR THE DEVELOPMENT OF YOUNG TALENTS

In line with its vision, mission, and values, Beyçelik Gestamp aims to add value to society by offering internship opportunities to high school and university students. In 2023, a total of 396 students benefited from

the short-term and long-term internship programs held at Beyçelik Gestamp locations.

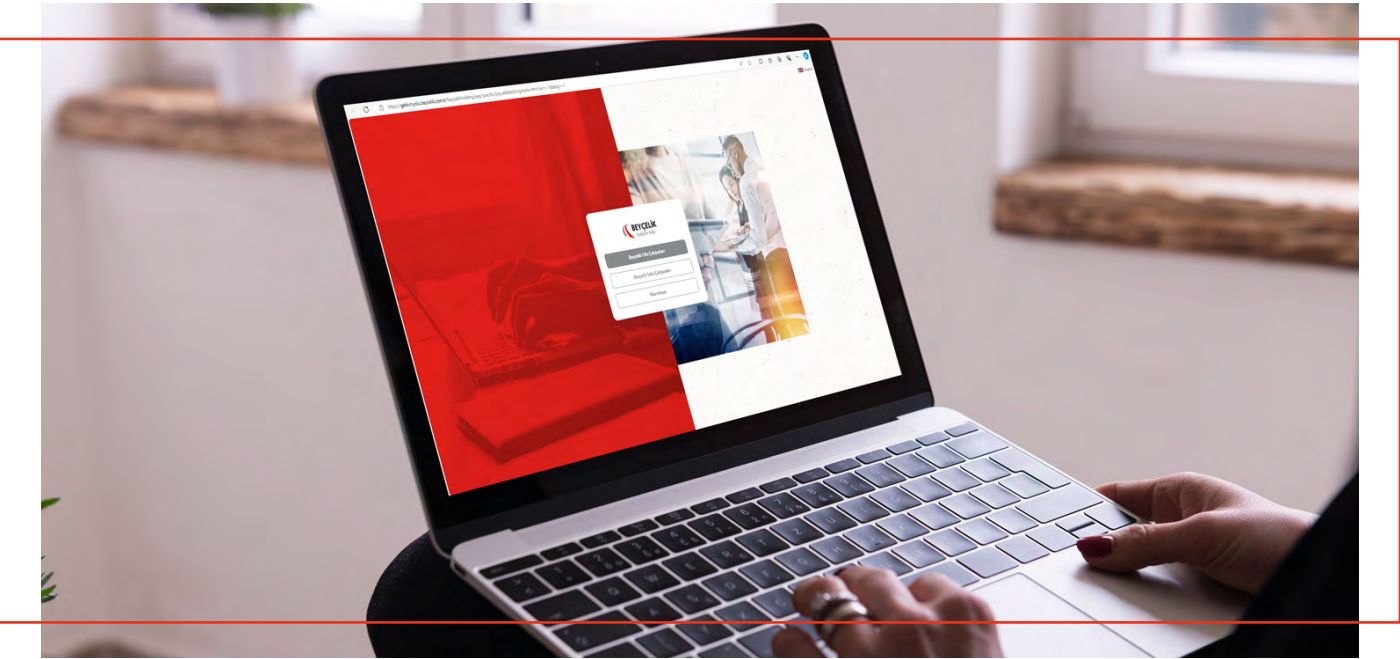
EMPLOYEE DEVELOPMENT AND TRAINING

As part of Beyçelik Gestamp’s Talent Development and Retention initiative, training content has been organized in 2023 to support the personal, professional, managerial, and social development of employees. Training needs are determined based on the competencies outlined in employees’ job descriptions, as well as the results of corrective and preventive actions, customer complaints, internal/external audit findings, various production processes and tools, changes in the quality system, and efforts to improve efficiency.

Training needs are addressed by experienced trainers within Beyçelik Gestamp, and external resources are utilized when necessary. The prepared Annual Training Plan was submitted for General Manager approval and subsequently announced to all employees. These efforts and training outcomes have been evaluated in Management Review Meetings, where new training needs have been identified and included in the plan.

Planning for talent management within Beyçelik Gestamp began in 2022, with the goal of implementing related activities in the medium term.

Beyçelik Gestamp Trainings	2022		2023	
	Women	Men	Women	Men
Average Training Hours Per Employee	8.62	12.87	22.70	16.04
	Women	Men	Women	Men
Total Training Hours (person x hours)	4,689	52,728	15,958	65,620



CAREER MANAGEMENT

Career management is a process that defines the higher positions to which employees can be promoted, provided they meet the requirements outlined in their job descriptions with outstanding performance. This encourages them to make continuous efforts to develop personally and professionally. Employee motivation is essential for healthy progression in their work life and for fostering commitment to the organization.

At Beyçelik Gestamp, within the framework of Career Planning and Development Management, planning is conducted for each employee’s career and development while considering their potential and individual performance in a fair and equal opportunity manner. This ongoing process throughout the year effectively manages succession for critical positions, creates a pool of potential candidates, and facilitates promotion and rotation processes.

PERFORMANCE, REMUNERATION, AND SOCIAL BENEFITS

PERFORMANCE MANAGEMENT

The Performance Management System is a framework that measures both company performance and individual performance. The aim of the performance management process is to create a measurable system with a holistic perspective, ensuring that success is measured fairly and

realistically while promoting development. The results of performance management support the processes of development planning, remuneration management, and career planning.

The OKR Performance System Project, launched by Beyçelik Holding in 2021, is based on the OKR (Objectives and Key Results) framework. It enables all employees to focus their efforts on the main objectives

and strategies, supporting necessary actions for the future and fostering strong internal communication. The OKR-based Performance Management System was implemented within Beyçelik Gestamp in 2023.

REMUNERATION AND SOCIAL BENEFITS MANAGEMENT

The principle of “equal pay for equal work” is adopted among employees. Objective data is taken into account in decisions regarding training, assignments, and promotions.

The objectives of **the Remuneration and Social Benefits Management** are to enhance employee motivation, increase productivity and quality, ensure fair distribution of the budget allocated for the workforce among personnel, promote the sustainable and balanced growth of the company, and encourage improvements in employee performance.

At Beyçelik Gestamp, salaries are determined from a fair perspective, evaluating male and female employees without discrimination, based on the nature of the job and the structure of the industry. Salary systems are established according to defined job levels. Individual salaries are determined annually based on individual performance results, salary surveys, economic indicators, the company’s ability to pay, and internal equity considerations.

Practices that will elevate employees’ living standards, increase their welfare levels, and add positive value to their lives are adopted as principles. To enhance employee satisfaction and strengthen their commitment to the company, many social benefits have been defined in line with international standards and legal regulations within Beyçelik Gestamp. In providing material and moral social benefits, the principle of equality ensures that social and monetary benefits offered by trade unions, to which some employees belong, are also applied without discrimination to employees outside the scope.

Social Benefits Offered to Employees	Permanent Employment Contract
Salary	✓
Maternity Leave	✓
Parental Leave	✓
Eid Payouts	✓
Seniority Award	✓
Health Insurance	✓
Lunch Payment	✓
Phone and Cell Phone	For Some Titles
Car Allocation	For Some Titles
Maternity Payment	✓
Death Payment	✓
Marriage Payment	✓
Bonus Payouts	✓
Supplementary Health Insurance	✓
Seniority Incentive Bonus	✓
Transportation Assistance	✓
Car Assistance	✓

EMPLOYEE SATISFACTION

At Beyçelik Gestamp, the importance of employee satisfaction and commitment for a participatory and value-creating corporate culture is well recognized. To enhance employee satisfaction and ensure a balance between work and life, social benefits are offered to employees, performance reward systems are implemented, and social activities are organized within the organization. Participation in sports and cultural-art activities is also encouraged.

The value created for employees, centered around their work, is regularly monitored through annual Employee Engagement Surveys.

In line with Beyçelik Holding’s plan to conduct annual employee engagement surveys across the Group, a survey was conducted in December 2023 with the participation of 2,845 individuals, measuring employee engagement at 50.79%.

At Beyçelik Gestamp, employee opinions and views are valued, and participation in decision-making processes is supported through a suggestion system and sharing meetings. Employee suggestions and feedback are carefully evaluated to improve working conditions.

The suggestion system operates in integration with the Beyçelik Gestamp Academy Platform, and the Human Resources department reviews incoming suggestions.

SENIORITY AWARD CEREMONIES

In 2022, the recognition and appreciation procedure were updated, making the reward process periodic. In 2022, 1,335 individuals were rewarded, and in 2023, 1,943 individuals received awards in categories such as Continuity, Kaizen,

YTL-Operator Performance, Suggestions, Occupational Health and Safety, Social Activities, and R&D. Award ceremonies are held four times a year at all locations.

IN-HOUSE SOCIAL ACTIVITIES

To ensure employee engagement at Beyçelik Gestamp, various socio-cultural events were organized throughout the year, aiming to enhance employee-manager interactions and strengthen communication among employees.

- **Mother’s Day Workshop:** A special workshop was organized for employees in celebration of Mother’s Day. In the workshops held at Gebze and Bursa factories, employees created different gifts for their mothers.
- **Playful Parenting Workshop:** An online Playful Parenting Workshop was conducted for employees. The workshop, open to all parents or expectant parents who enjoy interacting with children, featured trainers who are International Gender Equality and Social Inclusion Experts, Relationship and Family Counselors, and Gender Equality Specialists. Topics covered in the workshop included “The Language of Children’s Play,” “My Childhood and My Games,” “Are We Playing with Our Children?” “Equitable Games and Toys,” and “Play as a Problem-Solving Method.” To encourage participation with their spouses, the workshop was held outside of working hours, where participants

- learned how to communicate with their children using a toy, they brought that their child loves.
- **Breath Techniques Workshop:** Employees participated in an online workshop led by a Yoga Instructor, focusing on breathwork aimed at balancing body, spirit, and mind.
 - **April 23 Celebration:** As part of the celebrations for April 23 National Sovereignty and Children’s Day, a drawing competition themed “My Dream April 23” was organized for the children of employees aged 6-9 and 10-12.
 - **Bursa Dragon Cup:** Beyçelik Gestamp employees participated with two teams in the Dragon Cup event held in Bursa, which is a rowing race festival that brings organizations together.
 - **BG CUP:** Beyçelik Gestamp Cup 2023, a football tournament organized with the participation of Beyçelik Gestamp employees, conducted with the participation of a total of 51 teams. The tournament was held simultaneously in Bursa, Gebze, Yeniköy, and Romania over a span of 2.5 months. The teams crowned champions in Romania and Turkey faced off in the super final, followed by an award ceremony at the end of the tournament

CLUBS/COMMUNITIES

Beyçelik Gestamp conducts various activities for its employees, such as basketball, football, theater, cycling, running, and diving clubs, all under **Beyçelik Gestamp Active** roof.

- **Beyçelik Gestamp Theater Community:** Established in 2017, this community has met the audience with three different plays since its inception. In 2023, it took the stage with its new play, “There Is Training on Ships.”
- **Diving Club:** A Diving Club was established for the employees of Beyçelik Gestamp’s Yeniköy Factory. After theoretical and practical training, club members began their activities with a 2-star diver title.
- **Cycling Community:** Since its establishment in 2019, this community has participated in various city and out-of-city events. In 2023, it took part in Çanakkale Bicycle Tour Tribute Ride and various other events within the city.
- **Basketball Teams:** The basketball teams, active in Bursa and Gebze locations since their establishment in 2020, have achieved various successes in tournaments

they have participated in. In 2023, Beyçelik Gestamp Basketball Team finished 3rd in Bursa Inter-Company Basketball League. Beyçelik Gestamp Şasi Basketball Team reached the Final Four in the Istanbul Tek Pota League and became the champion of the tournament organized by the Automotive Supplier Industry Organized Zone (TOSB) within the same year.

- **Football Teams:** The football teams active in Bursa and Gebze locations have also achieved various successes in tournaments since their establishment. Among the teams participating in the tournaments of the organized industrial zones they are in, Beyçelik Gestamp Football Team placed 3rd in the BOSIAD Football Tournament, while Beyçelik Gestamp Demirtaş Football Team became the champion in the DOSAB Football Tournament.
- **Running Team:** Established in 2019, Beyçelik Gestamp Running Team participated in Iznik Ultra, Istanbul Half Marathon, May 19 Road Race, Dağyenice Ultra Trail, Uludağ Premium Ultra Trail, Nilüfer Half Marathon, and Kyzikos Ultra Trail races in 2023.

COMMUNICATION CHANNELS

Potansiyel: To enhance internal communication among employees and to promote corporate culture, Beyçelik Holding has been publishing the Potansiyel magazine for 14 years. This corporate publication consists of two main sections: the first section covers the commercial activities of Group companies, while the second section includes news about internal social activities and training programs. Additionally, the magazine features articles on personal development, health, technology, and sustainability for employee growth. Published three times a year, the magazine is accessible in printed form, as well as through the website and intranet.

Beyçelik Communication Platform (BİP) Mobile

Application: Beyçelik Communication Platform (BİP) is a corporate intranet system that facilitates internal communication, messaging, and collaboration. In 2022, it was also made available as a mobile application. This allows employees to access corporate information quickly and accurately, enabling them to receive company announcements, applications, and news in real-time via their mobile phones. In 2022, the Payroll Viewing System was also integrated into the BİP platform.



OCCUPATIONAL HEALTH AND SAFETY

National, international, and sectoral regulations in the field of occupational health and safety are adopted, ensuring a healthy and safe workplace environment for employees.

The issue of Occupational Health and Safety (OHS), which is one of the top sustainability priorities at Beyçelik Gestamp, is managed in accordance with the ISO 45001:2018 Standard and legal requirements. Efforts are made to create a healthy and safe working environment for employees through a **risk-based process approach**, aiming to achieve the “**Zero Workplace Accident**” target

and develop systems to prevent occupational diseases. Annual Occupational Health and Safety training aims to increase employees’ knowledge and awareness. Regular emergency drills are also conducted to raise awareness among employees and ensure they are always prepared for emergencies.

The importance of adhering to rules and commitments related to OHS is emphasized in the Occupational Health and Safety Policy, Business Code of Ethics, Human Rights Policy, and Sustainability Policy.

BEYÇELİK GESTAMP OCCUPATIONAL HEALTH AND SAFETY POLICY

The goal is to prevent injuries and health deterioration resulting from workplace accidents and occupational diseases in human resources. While meeting all national legal and other obligations in this area, Beyçelik Gestamp commits to the following:

- Ensuring that workplaces are healthy and safe
- Adopting a risk-based process approach to prevent hazards before their consequences emerge and to reduce all occupational health and safety risks
- Creating a common occupational health and safety culture by training employees, contractors, subcontractors, visitors, and interns, encouraging their participation
- Utilizing the early equipment management process as a development opportunity and modernizing facilities with new technologies

through training, planning, auditing, annual objectives, and review activities

- Embracing proactive activities as a shared responsibility of Top Management and employees
- Ensuring the participation of human resources at all levels in occupational health and safety efforts
- Assessing risks and opportunities along with applicable conditions, improving results in consultation with human resources
- Effectively utilizing training, recognition/ appreciation, target setting, monitoring, and review processes to ensure the implementation of the policy
- Committing to provide timely support for activities related to occupational health and safety to achieve objectives

OCCUPATIONAL SAFETY, PROCESS SAFETY, AND RISKS

To ensure a more systematic implementation of OHS processes and to more regularly document OHS data, the ISO 45001:2018 Occupational Health and Safety Management System has been implemented.

At Beyçelik Gestamp, the elimination or minimization of OHS risks and the provision of a healthy and safe working environment for employees are critical to the success of operations. OHS processes are conducted through the OHS Board, chaired by the employer or their representative. Monthly Occupational Safety (OHS) Board Meetings are held to discuss any non-compliance and risks identified in the production facilities, and responsible parties are designated to implement necessary actions. The highest authority responsible for OHS is the Environmental and Occupational Safety Manager, who reports directly to the People, Technology & Innovation Director. The OHS Board members ensure that non-compliances are identified and necessary actions are taken. For detailed information about **the OHS Board**, please refer to the “Committees” section.

In 2022, an investment of 393,407 Euros was made in the field of Occupational Health and Safety (OHS), and in 2023, this amount increased to 811,589 Euros.

OHS risks are reviewed on a process basis and updated if necessary, during the monthly OHS Board meetings. All OHS risks are reviewed once a year, and necessary actions are taken. The most important performance

metric for OHS is tracking workplace accidents. There is a commitment to maintaining the zero-workplace accident goal. For every incident, an accident report is created, and the root cause is investigated, with appropriate actions taken to prevent similar incidents in the future. Every employee receives OHS training at the start of their employment (orientation). Annual OHS and health training sessions are held for all employees.

In 2023, a total of 35,775 person x hours of Occupational Health and Safety training were provided.

Efforts were made in 2023 to monitor and improve accident frequency and severity rates at Beyçelik Gestamp. To prevent workplace accidents and ease monitoring, artificial intelligence (AI) systems are being implemented in cameras at the factories. At Beyçelik Gestamp Chassis Plant, the installed camera system identifies employees who do not comply with OHS rules through AI, sending violation notifications via e-mail to the relevant employee and the OHS specialist. Additionally, real-time stoppage notifications for machines in the pressing department can be issued.

At the TEKNOCEF Factory, the goal is to establish an AI-supported camera system in 2024 to prevent potential workplace accidents in the production and logistics departments. This system is intended to process images from the factory's logistics area using AI and facilitate real-time communication between work machines, allowing for immediate vehicle stoppage notifications when necessary.

Occupational Health and Safety	2022	2023
Total Number of Employees	4,641	4,794
Total Working Hours in a Day	8	8
Total Working Days in a Month	26	26
Total Working Hours in a Month	965,328	997,152
Total Working Hours in a Year	11,583,936	11,965,824
The Number of Fatal Accidents	0	0
The Number of Injuries	133	219
Total Number of Accidents	133	219
Total Number of Lost Workdays	1,132	1,831
Accident Frequency Rate	0.92	1.16
Accident Severity Rate	0	2.63
The Number of Occupational Disease	0	0
Near Miss Reported	65	72

In 2023, the commissioning of new factory locations and the onboarding of new personnel at Beyçelik Gestamp led to a 26% increase in the accident frequency rate, 65% increase in the number of injuries, and 62% increase in the total number of lost workdays due to the time it takes for employees to adopt the Occupational Health and Safety (OHS) protocols during this transition period. However, after the internalization of OHS efforts in the newly launched factories, it is expected that the existing OHS data will normalize as OHS becomes a part of the corporate culture.

EMPLOYEE HEALTH

Beyçelik Gestamp places a high priority on the health of its employees and takes measures to protect them against occupational diseases as well as general health issues. Health information and medical reports regarding employees' suitability for their respective units are requested during the recruitment process. Necessary health services are provided to employees through the workplace physician, OHS responsible personnel, and members of the OHS Board.

In 2023, there were no fatal work accidents reported within Beyçelik Gestamp.

To ensure that suppliers, business partners, customers, and all relevant stakeholders diligently comply with Beyçelik Gestamp's OHS policies, necessary information and warning mechanisms are being implemented.

From the moment of hiring, employees undergo periodic checks conducted by the workplace physician throughout their entire duration of employment. Annual health checks are also carried out to protect employees against occupational diseases. Necessary investments are made to ensure a healthy and safe working environment within the facilities.

Thanks to the high priority given to employee health at Beyçelik Gestamp, a healthy and safe working environment has been maintained while ensuring production continuity.

EMERGENCY MANAGEMENT AND RESILIENCE PRACTICES

An emergency is an unplanned event such as an explosion, fire, flood, earthquake, equipment failure, chemical spills, terrorist attacks, or uncontrolled emissions that poses a threat to the environment and human health in the affected area and can lead to loss of life and property.

At Beyçelik Gestamp, to analyze potential emergencies in advance and determine the methods for interventions during any emergency, as well as the responsibilities of the employees involved, an “Emergency Action Plan” has been published. This enables:

- Quick organization in emergencies, analyzing the situation, and bringing it under control in the shortest possible time
- Protecting human health and life
- Preventing environmental pollution
- Protecting working areas, offices, laboratories, equipment, and other materials within the operational area
- Complying with laws and regulations
- Ensuring communication with governmental agencies and relevant private organizations during an emergency
- Eliminating the emergency as early as possible and returning to normal working conditions while maintaining normal operations
- Minimizing the material and nonmaterial losses of the organization.

Fire, heat, and flame-based disasters, ground-based disasters, sabotage and arson-based disasters, chemical-

based disasters, water-based disasters, wind-based disasters, cold-based disasters, air and land-based disasters (including incidents caused by vehicles), terrorism and war-based disasters, and situations related to disaster management have led to the establishment of emergency response teams (Firefighting Team, Rescue Team, Protection Team, First Aid Team, Crisis Management Team, Security Team). The **EMPLOYER** is responsible for the establishment, updating, coordination, provision of appropriate training, and planning for the necessary equipment of these emergency response teams.

The implementation of the Emergency Action Plan is the responsibility of the Emergency Coordinator. The duties and responsibilities of employees assigned to respond in an emergency are specified in the Emergency Action Plan. The assigned employee must be aware of the topics mentioned in the plan and apply them in case of an emergency. The Action Plan encompasses all employees within the organization.

To ensure the applicability of the Emergency Action Plan, drills are organized twice a year under the coordination of the Occupational Safety Specialist, covering all employees during both day and night shifts, and notifications are sent to the relevant units.

In addition to the ongoing internal emergency management efforts, starting in 2024, plans for preparedness against regional and global disasters will be accelerated to cover the supply chain and spread across all processes to become a resilient organization.

EMPOWERING SOCIETY: KEY INITIATIVES OF 2023

Empowering Education

- Scholarships have been provided for 116 children of employees who are studying at university.
- Scholarships have been awarded to 26 female students who graduated from Faik Çelik Girls’ Vocational and Technical High School and have been accepted to university,
- Scholarships have been given to 300 students as part of the “5,000 Student Scholarship” Program organized by Bursa Metropolitan Municipality Burskoop,
- Scholarships have been provided to 2 students in the Koç University Anatolian Scholarship Program,
- Financial support has been provided to Bursa Technical University Space Aviation Club for use in research and development projects,
- Part support has been given for the Beelectric-02 vehicle of ITU Racing Team, which represented Turkey in the Formula Student East competition held in Hungary.

Empowering Sports

- Sponsorship of the shorts for Bursaspor Basketball Team has been undertaken for the 2023-2024 season.

Environmental Awareness

- 1,100 kg of electronic waste has been donated as part of the TEGV-TÜBSİAD “Donate Without Throwing Away” Campaign.

Empowering Technology

- Measurement instruments have been donated to the “Take, Evaluate, Strengthen Vocational Schools (ADMOG Project)” run by TAYSAD to support vocational education.

Volunteer Projects

- Beyçelik Gestamp conducted a Blood and Stem Cell Donation campaign in 2023 in cooperation with the Turkish Red Crescent, continuing its annual tradition. A total of 80 employees participated in the donation campaign at the two factories located in Bursa, bringing hope to patients awaiting blood and stem cell donations.
- With its Running Team and volunteer runners, Beyçelik Gestamp contributed to the “Faces of the Republic” Project created by the Turkish Education Volunteers Foundation (TEGV) by running for the benefit of TEGV in the 10th Eker Run.
- On December 5, International Volunteer Day, Beyçelik Gestamp collaborated with the Mor Salkım (Wisteria) Association and LÖSEV (Foundation for Children with Leukemia) Association. Employees learned about the voluntary activities of the associations and purchased souvenirs from their stands to support their efforts.
- In response to the earthquake that occurred in Kahramanmaraş on February 6, 2023, affecting 11 provinces, employees collected essential items such as dry food, hygiene products, clothing, shoes, and blankets for the earthquake victims. These items were later sorted by volunteers and prepared for shipment.

Empowering Experiences Through Sponsorships

- Beyçelik Gestamp participated as an event sponsor at the 21st Quality and Success Symposium organized by the Quality Association (KalDer).

INVESTING IN SOCIETY

Beyçelik Gestamp adopts the principle of supporting the welfare and development of society by developing corporate social responsibility projects that promote sustainable development in all areas of life. Projects for investing in society, sponsorship activities, internal social events, and clubs/communities carried out in the fields of

education, sports, environmental protection, technology, gender equality, and volunteering aim to create added value by supporting social development. For detailed information on **Gender Equality Practices**, please refer to the “Diversity, Inclusion, and Equal Opportunity” section.





ANNEXES

- **ANNEX 1. Performance Indicators (Environmental, Social)**
- **ANNEX 2. GRI Content Index**
- **ANNEX 3. UN Global Compact Content Index**
- **ANNEX 4. UN WEPs Content Index**
- **ANNEX 5. Contact**

ANNEX 1. PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS²

GHG Emissions by Category (2022-2023)

GHG Emissions	2022 t CO ₂ e	Ratio (%)	2023 t CO ₂ e	Ratio (%)
Scope 1	4,687	0.44%	7,377	0.68%
Scope 2	44,147	4.12%	46,965	4.36%
Scope 3	1,023,224	95.44%	1,023,492	94.96%
TOTAL	1,072,058	100.00%	1,077,834	100.00%

GHG Emissions Intensity, Energy Intensity, and Energy Consumption (2022-2023)

GHG Emissions Intensity, Energy Intensity	2022	2023
GHG Emissions Intensity (t CO ₂ e/ton sheet) (Scope 1+2+3)	1.86	2.56
Energy Intensity (MWh/ton sheet)	0.20	0.23
Energy Consumption (Gj)	389,311	336,765

Water Withdrawal by Source (m ³)	2022	2023
Municipal Water (Grid)	132,798	153,947
Ground Water	0	0
Surface Water	0	0
Sea Water	0	0
Other (i.e. Rain Water)	0	0
Recycled and Reused Water	0	0
Total	132,798	153,947

Total Water Consumption (m ³)	2022	2023
Municipal Water (Grid)	132,798	153,947
Ground Water	0	0
Surface Water	0	0
Rain Water	0	0
Total Water Consumption	132,798	153,947
Water Use Intensity	0.24 (m ³ /ton sheet)	0.25 (m ³ /ton sheet)

Wastewater Discharged by Destination (m ³)	2022	2023
Discharge to the Receiving Environment After On-Site Treatment	6,929	8,735
Discharge to the Municipal Treatment Plant	0	0
Discharge to the OIZ Treatment Plant	106,238	125,560
Direct Discharge to the Sewage System (Wastewater Channel)	19,631	19,652
Discharge to the Groundwater	0	0
Other	0	0
Total	132,798	153,947

Hazardous Waste Quantity (ton)	2021	2022	2023
Disposal (Landfill)	0	0.107	2
Recycle	28.84	317.9	471.334
Reuse	0	38	0
Total	28.84	356.1	445.7

Nonhazardous Waste Quantity (ton)	2021	2022	2023
Disposal (Landfill)	0	218	334
Recycle	151,665	59,575	26,052
Reuse	0	0	496
Total	151,665	59,793	33,077

SOCIAL PERFORMANCE INDICATORS³

Employees by Gender	2022 Women	Men	2023 Women	Men
The Number of Employees	544	4,097	703	4,091
Total	4,641		4,794	
The Number of Managers	2022 Women	Men	2023 Women	Men
Top Management	1	7	1	6
Mid-Level Management	9	91	11	96
Total	108		114	
Employees by Category	2022 Women	Men	2023 Women	Men
Direct Employment (Blue-Collar)	279	3,295	443	3,311
Direct Employment (White-Collar)	265	802	260	780
The Number of Contracting Company Employees	17	406	12	309
Workforce by Payment Method	2022 Women	Men	2023 Women	Men
The Number of Hourly Paid Employees	119	3,126	233	3,069
The Number of Monthly Paid Employees	425	971	470	1,022
Total	544	4,097	703	4,091
Employees by Demography	2022 Women	Men	2023 Women	Men
Direct Employment	544	4,097	703	4,091
The Number of Contracting Company Employees	17	406	12	309
Employees Covered by Collective Bargaining Agreements	2022 Women	Men	2023 Women	Men
	310	3,308	492	3,353
Workforce by Contact Type	2022 Women	Men	2023 Women	Men
Permanent Employment Contract	544	4,097	703	4,091
Fixed-Term Employment Contract	0	0	0	0
Temporary Employment Contract	0	0	0	0
Total	544	4,097	703	4,091
Workforce by Employment Type	2022 Women	Men	2023 Women	Men
The Number of Full-Time Employees	544	4,097	703	4,091
The Number of Part-Time Employees	0	0	0	0
Total	544	4,097	703	4,091

Employees by Education Level	2022 Women	Men	2023 Women	Men
Uneducated	0	0	0	0
Primary/Secondary Education	156	1,093	197	1,035
High School	115	1,808	215	1,867
University and higher	273	1,196	291	1,189
Total	544	4,097	703	4,091
Top Management by Gender and Age Group	2022 Women	Men	2023 Women	Men
Over 50 years old	0	4	0	3
30-50 years old	1	3	1	3
Under 30 years old	0	0	0	0
Total	1	7	1	6
Mid-Level Management by Gender and Age Group	2022 Women	Men	2023 Women	Men
Over 50 years old	0	10	0	9
30-50 years old	9	91	11	87
Under 30 years old	0	0	0	0
Total	9	91	11	96
Employees by Gender and Age Group	2022 Women	Men	2023 Women	Men
Over 50 years old	12	141	19	124
30-50 years old	351	3,059	390	2,849
Under 30 years old	181	897	294	1,118
Total	544	4,097	703	4,091
The Number of Employees Leaving by Gender and Age Group	2022 Women	Men	2023 Women	Men
Over 50 years old	1	21	2	51
30-50 years old	42	388	117	914
Under 30 years old	16	168	92	577
Total	59	577	211	1,542
New Employees Hired by Gender and Age Group	2022 Women	Men	2023 Women	Men
Over 50 years old	2	9	1	10
30-50 years old	76	479	87	261
Under 30 years old	80	493	93	369
Total	158	981	181	640

²Environmental Performance Indicators cover all of Beyçelik Gestamp's facilities in Turkey and Romania.

³Social Performance Indicators cover all of Beyçelik Gestamp's facilities in Turkey and Romania.

Employee Turnover Rate	2022		2023	
	Women	Men	Women	Men
Total Employee Turnover Rate	0.11	0.14	0.30	0.376
Voluntary Employee Turnover Rate	0.087	0.0621	0.09	0.141
Involuntary Employee Turnover Rate	0.0208	0.0781	0.21	0.235
Total Employee Turnover Rate: Total number of employees leaving /Total number of employees Voluntary Employee Turnover Rate: The number of employees leaving voluntarily/Total number of employees Involuntary Employee Turnover Rate: The number of employees leaving involuntarily /Total number of employees				
Employee Turnover Rate by Gender and Age Group	2022		2023	
	Women	Men	Women	Men
Over 50 years old	0.0018	0.0051	0.0028	0.012
30-50 years old	0.077	0.095	0.17	0.223
Under 30 years old	0.029	0.041	0.13	0.141
Voluntary Employee Turnover Rate by Gender and Age Group	2022		2023	
	Women	Men	Women	Men
Over 50 years old	0	0.0001	0	0.023
30-50 years old	0.065	0.032	0.04	0.051
Under 30 years old	0.022	0.03	0.05	0.067
Involuntary Employee Turnover Rate by Gender and Age Group	2022		2023	
	Women	Men	Women	Men
Over 50 years old	0.0018	0.0041	0.08	0.12
30-50 years old	0.012	0.063	0.07	0.051
Under 30 years old	0.007	0.011	0.06	0.064
The Number of Employees Promoted	2022		2023	
	Women	Men	Women	Men
	31	165	22	127
The Number of Disabled Employees (Disability inclusion and enABlement)	2022		2023	
	Women	Men	Women	Men
Over 50 years old	0	6	0	7
30-50 years old	8	84	7	78
Under 30 years old	1	31	2	27
Total	9	121	9	112
Total Ethnic Minority Employees (Foreign Employees)	2022		2023	
	Women	Men	Women	Men
	1	11	0	13

Employees by Working Years	2022		2023	
	Women	Men	Women	Men
Employees Working for Less Than 5 Years	365	1,703	510	2,017
Employees Working for 5-10 Years	135	1,436	148	1,219
Employees Working for More Than 10 Years	44	958	45	855
Total	544	4,097	703	4,091
Training	2022		2023	
	Women	Men	Women	Men
Average Hours of Training per Employee	8.62	12.87	22.70	16.04
Total Training Hours (person x hour)	4,689	52,728	15,958	65,620
Sustainability Oriented Training (person x hour)	0	0	3	3
Carbon Management Oriented Training (person x hour)	0	0	68	23
Other Environmental Management Oriented Training (person x hour)	8	35	6	332
Quality Management Training (person x hour)	38	82	3,596	11,928
Occupational Health and Safety Training (person x hour)	4,622	52,500	5,770	30,005
Ethics and Compliance Training (person x hour)	5	18	57	574
Anti-Bribery and Anti-Corruption Training (person x hour)	0	0	0	24
Leadership Training (person x hour)	1	22	1,167	4,211
Technical/Operational	2	21	614	6,094
Compulsory	0	0	1,680	6,676
General	13	50	2,997	5,750
Training by Category	2022		2023	
	Women	Men	Women	Men
VOCATIONAL/TECHNICAL Training (person x hour)	15	72	4,230	10,054
COMPETENCY Training (person x hour)	2,918	21	2,674	13,777
COMPULSORY Training (person x hour)	1,756	52,635	9,054	41,789
Ratio of Women’s Salary and Remuneration to Men (%) (When comparing jobs of equal value)	2022		2023	
Permanent Employment Contract	No gender discrimination is observed in the salary policy.			
Employee Satisfaction Rate (%)	2022		2023	
	Women	Men	Women	Men
	56.47		50.59	

Employee Benefits Offered	Permanent Employment Contract
Salary	✓
Maternity Leave	✓
Parental Leave	✓
Eid Payouts	✓
Seniority Award	✓
Health Insurance	✓
Dining Hall Service	✓
Phone and Cell Phone	For Some Titles
Vehicle Allocation	For Some Titles
Maternity Payout	✓
Death Payout	✓
Marriage Payment	✓
Bonus Payouts	✓
Complementary Health Insurance	✓
Seniority Incentive Bonus	✓
Public Transport Support	✓
Car	✓

OHS Training	2022	2023
Average Hours of OHS Training per Employee	12.3	7.5
Total OHS Training Hours (person x hour)	57,122	35,775

Employees Under the OHS System	2022		2023	
	Women	Men	Women	Men
Blue-Collar	279	3,295	443	3,311
Blue-Collar White-Collar	265	802	260	780
Sub-Total	544	4,097	703	4,091
Total	4,641		4,794	

Occupational Health and Safety	2022	2023
Total Number of Employees	4,641	4,794
Total Working Hours in a Day	8	8
Total Working Days in a Month	26	26
Total Working Hours in a Month	965,328	997,152
Total Working Hours in a Year	11,583,936	11,965,824
The Number of Fatal Accidents	0	0
The Number of Injuries	133	219
Total Number of Accidents	133	219
Total Number of Lost Workdays	1,132	1,831
Accident Frequency Rate	0.92	1.16
Accident Severity Rate	0	2.63
The Number of Occupational Disease	0	0
Near Miss Reported	65	72

ANNEX 2. GRI CONTENT INDEX

Statement of use	Beyçelik Gestamp has reported in accordance with the GRI Standards for the period 1 January to 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	‘Since a GRI Sector Standard specific to the Automotive Supply Industry has not yet been developed, no GRI Sector Standard has been applied.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	GRI 2: 1 The Organization and Its Reporting Practices					
	2-1 Organizational details					
	Legal Name	Beyçelk Gestamp	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	Nature of ownership and legal structure	About This Report, pp.3				
	Location of Headquarters	Işıktepe Organize Sanayi Bölgesi Kahverengi Cad. No:21 16215 Nilüfer / Bursa / Türkiye ANNEX 5. Contact, pp.141				
	Countries of Operations	Message from General Manager, pp.6 Beyçelik Gestamp At A Glance, pp.10 About Beyçelik Gestamp, pp.14				
	2-2 Entities included in the organization's sustainability reporting	About This Report, pp.3				
	2-3 Reporting period, frequency and contact point	About This Report, pp.3 Reporting will be done annually.				
	2-4 Restatements of information	This report is Beyçelik Gestamp's first sustainability report prepared in accordance with international standards (GRI, UN Global Compact, UN WEPs, GHG Protocol, ISO 14064-1, UN SDGs).				
	2-5 External assurance	No external audit has been carried out for sustainability issues.				
	GRI 2: 2 Activities and Workers					
	2-6 Activities, value chain and other business relationships	Message from Chairman, pp.4 Message from General Manager, pp.6 Beyçelik Gestamp At A Glance, pp.10 About Beyçelik Gestamp, pp.14-18 Sustainable Supply Chain Management, pp.78 There was no significant change in the size, structure, ownership or supply chain of the organization during the reporting period.				
	2-7 Employees	Beyçelik Gestamp At A Glance, pp.10 About Beyçelik Gestamp, pp.14 Employee Profile, pp.105 ANNEX 1. Social Performance Indicators, pp.123-125				
	2-8 Workers who are not employees	ANNEX 1. Social Performance Indicators, pp.123				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	GRI 2: 3 Governance					
	2-9 Governance structure and composition	Governance Structure, pp.19-20 Sustainability Governance, pp.48-53 Committees, pp.21-26 Corporate Governance Approach, pp.32-34				
	2-10 Nomination and selection of the highest governance body		2-10 a, 2-10 b	Confidentiality constraints	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose information regarding the selection and appointment of the highest governance body.	
	2-11 Chair of the highest governance body	Governance Structure, pp.19				
	2-12 Role of the highest governance body in overseeing the management of impacts	Stakeholder Engagement, pp.42 Risk Management and Internal Audit, pp.37 Sustainability-Related Risks and Opportunities, pp.53 Governance Structure, pp.19 Materiality Analysis, pp.55 Combating Climate Change, pp.82-101 Sustainability Strategy, pp.46-61 Work Life and Contribution to the Social Development, pp.102-119				
	2-13 Delegation of responsibility for managing impacts	Governance Structure, pp.19-20 Sustainability Governance, pp.48-53				
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance, pp.48-53				
	2-15 Conflicts of interest	Business Ethics and Compliance, pp.35-36 Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy Beyçelik Gestamp Business Code of Ethics				
	2-16 Communication of critical concerns	Sustainability Governance, pp.48-53 Business Ethics and Compliance, pp.35-36 Stakeholder Engagement, pp.42				
	2-17 Collective knowledge of the highest governance body		2-17 a	Confidentiality constraintsa	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information.	
	2-18 Evaluation of the performance of the highest governance body		2-18 a, 2-18 b, 2-18 c	Confidentiality constraintsa	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION REQUIREMENT (S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.	
General disclosures							
GRI 2: General Disclosures 2021	2-19 Remuneration policies		2-19 a, 2-19 b	Confidentiality constraints	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information.		
	2-20 Process to determine remuneration	Employee Profile, pp.105 Diversity, Inclusion, and Equal Opportunity, pp.106 Performance, Remuneration, and Social Benefits, pp.112					
	2-21 Annual total compensation ratio		2-21 a, 2-21 b, 2-21 c	Confidentiality constraints	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information.		
	GRI 2: 4 Strategy, Policies, and Practices						
	2-22 Statement on sustainable development strategy	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53					
	2-23 Policy commitments	Corporate Governance Approach, pp.34 https://beycelikgestamp.com.tr/en/corporate/our-policies					
	2-24 Embedding policy commitments	Corporate Governance , pp.34 Business Ethics and Compliance, pp.35-36 Sustainability Governance, pp.48-53					
	2-25 Processes to remediate negative impacts	Business Ethics and Compliance, pp.35-36					
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Compliance, pp.35-36 Beyçelik Gestamp Business Code of Ethics					
	2-27 Compliance with laws and regulations	Business Ethics and Compliance, pp.35-36 During the reporting period, no incidents of non-compliance with national or international laws occurred, and no administrative or financial penalties were incurred related to non-compliance with laws and regulations.					
	2-28 Membership associations	Corporate Memberships, pp.43					
	GRI 2: 5 Stakeholder Engagement						
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, pp.42 Corporate Memberships, pp.43					
	2-30 Collective bargaining agreements	Employee Profile, pp.105 Beyçelik Holding Human Rights Policy ANNEX 1. Social Performance Indicators, pp.123-125					
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.				
	3-2 List of material topics	Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57					

GRI 200: ECONOMIC STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Economic Performance (Material Topic Name as Economic Performance, Global Market Availability)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Message from General Manager, pp.6 Beyçelik Gestamp At A Glance, pp.10 About Beyçelik Gestamp, pp.14				
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability-Related Risks and Opportunities, pp.53-54				
	201-4 Financial assistance received from government	No financial support was received from any government during the reporting period.				
Market Presence (Material Topic Name as Economic Performance, Global Market Availability)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		202-1 a	Confidentiality constraints	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information.	
	202-2 Proportion of senior management hired from the local community		202-2 a	Confidentiality constraints	Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information. Due to the organization's confidentiality policies, Beyçelik Gestamp does not publicly disclose this information.	
Procurement Practices (Material Topics Name as Sustainable Procurement, Logistics, and Supply Chain Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Supply Chain Compliance Policy				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainable Supply Chain Management, pp.76-78				

GRI 200: ECONOMIC STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Anti-Corruption (Material Topic Name as Combating Anti-Competitive Conduct and Anti-Corruption)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 205: Anti- corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Bribery and Anti-Corruption, pp.40 Beyçelik Gestamp Business Code of Ethics Beyçelik Gestamp Anti-Bribery and Anti- Corruption Policy				
	205-2 Communication and training about anti- corruption policies and procedures	Anti-Bribery and Anti-Corruption, pp.40				
	205-3 Confirmed incidents of corruption and actions taken	There were no confirmed cases of corruption within the organization or among our business partners, and we have no ongoing lawsuits or legal penalties related to corruption.				
Anti-competitive behavior (Material Topic Name as Combating Anti-Competitive Conduct and Anti-Corruption)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 206: Anti- competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Compliance, pp.35-36 Beyçelik Gestamp Business Code of Ethics Beyçelik Gestamp Anti-Bribery and Anti- Corruption Policy There were no ongoing or completed legal actions related to anti-competitive behavior, anti-trust, or monopoly law violations during the reporting period.				
Tax (Material Topic Name as Economic Performance, Global Market Availability)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Tax Governance, pp.41				
GRI 207: Tax 2019	207-1 Approach to tax	Tax Governance, pp.41				
	207-2 Tax governance, control, and risk management	Tax Governance, pp.41				
	207-3 Stakeholder engagement and management of concerns related to tax	Tax Governance, pp.41				

GRI 300: ENVIRONMENTAL STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Materials (Material Topic Name as Management of Raw Materials and Natural Resources)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Natural Resources and Waste Management, pp.99-100 ANNEX 1. Environmental Performance Indicators, pp.122				
	301-2 Recycled input materials used	Natural Resources and Waste Management, pp.99-100 ANNEX 1. Environmental Performance Indicators, pp.122				
	301-3 Reclaimed products and their packaging materials	Natural Resources and Waste Management, pp.99-100 ANNEX 1. Environmental Performance Indicators, pp.122				
Energy (Material Topic Name as Emission Reduction, Energy Management, and Combating Climate Change)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Greenhouse Gas Emissions and Energy Management pp.90 ANNEX 1. Environmental Performance Indicators, pp.122				
	302-3 Energy intensity	Greenhouse Gas Emissions and Energy Management pp.90 ANNEX 1. Environmental Performance Indicators, pp.122				
	302-4 Reduction of energy consumption	Greenhouse Gas Emissions and Energy Management pp.95-97 ANNEX 1. Environmental Performance Indicators, pp.122 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				
	302-5 Reductions in energy requirements of products and services	Greenhouse Gas Emissions and Energy Management pp.95-97 ANNEX 1. Environmental Performance Indicators, pp.122 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				

GRI 300: ENVIRONMENTAL STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Water and effluents (Material Topic Name as Water Use Efficiency and Water Management)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management, pp.98 Beyçelik Gestamp Environment, Energy, and Water Policy				
	303-2 Management of water discharge- related impacts	Water and Wastewater Management, pp.98 Beyçelik Gestamp Environment, Energy, and Water Policy				
	303-3 Water withdrawal	Water and Wastewater Management, pp.98 ANNEX 1. Environmental Performance Indicators, pp.122				
	303-4 Water discharge	Water and Wastewater Management, pp.98 ANNEX 1. Environmental Performance Indicators, pp.122				
	303-5 Water consumption	Water and Wastewater Management, pp.98 ANNEX 1. Environmental Performance Indicators, pp.122				
Biodiversity (Material Topic Name as Biodiversity and Ecosystem Conservation)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity, pp.101				
Emissions (Material Topic Name as Emission Reduction, Energy Management, and Combating Climate Change)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions and Energy Management pp.88-89 ANNEX 1. Environmental Performance Indicators, pp.122				
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions and Energy Management pp.88-89 ANNEX 1. Environmental Performance Indicators, pp.122				

GRI 300: ENVIRONMENTAL STANDARD SERIES						
			OMISSION			
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	REQUIREMENT (S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
Emissions (Material Topic Name as Emission Reduction, Energy Management, and Combating Climate Change)						
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions and Energy Management pp.88-89 ANNEX 1. Environmental Performance Indicators, pp.122				
	305-4 GHG emissions intensity	Greenhouse Gas Emissions and Energy Management pp.90 ANNEX 1. Environmental Performance Indicators, pp.122				
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions and Energy Management pp.95-97 ANNEX 1. Environmental Performance Indicators, pp.122 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				
Waste (Material Topic Name as Zero Waste, Recycling, and Circular Economy Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Environment, Energy, and Water Policy				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Natural Resources and Waste Management, pp.99-100				
	306-2 Management of significant waste-related impacts	Natural Resources and Waste Management, pp.99-100				
	306-3 Waste generated	Natural Resources and Waste Management, pp.99-100 ANNEX 1. Environmental Performance Indicators, pp.122				
	306-4 Waste diverted from disposal	Natural Resources and Waste Management, pp.99-100 ANNEX 1. Environmental Performance Indicators, pp.122				
	306-5 Waste directed to disposal	Natural Resources and Waste Management, pp.99-100 ANNEX 1. Environmental Performance Indicators, pp.122				
Supplier environmental assessment (Material Topic Name as Sustainable Procurement, Logistics, and Supply Chain Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Supply Chain Compliance Policy				
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Supply Chain Compliance Policy				

GRI 400: SOCIAL STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Employment (Material Topics Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Gender Equality Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Gestamp Human Resources Policy Beyçelik Holding Sustainability Policy Beyçelik Gestamp Diversity and Inclusion Policy				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Profile, pp.105 ANNEX 1. Social Performance Indicators, pp.123-125				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part- time employees	Performance, Remuneration, and Social Benefits, pp.112				
	401-3 Parental leave	Diversity, Inclusion, and Equal Opportunity, pp.106 ANNEX 1. Social Performance Indicators, pp.123-125				
Occupational health and safety (Material Topic Name as Occupational Health and Safety)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Occupational Health and Safety Policy				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pp.115				
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pp.116- 117 Risk Management, pp.37-39				
	403-3 Occupational health services	Occupational Health and Safety, pp.117				
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pp.115-118				
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pp.116 ANNEX 1. Social Performance Indicators, pp.125				
	403-6 Promotion of worker health	Occupational Health and Safety, pp.117				

GRI 400: SOCIAL STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Occupational health and safety (Material Topic Name as Occupational Health and Safety)						
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pp.115-118				
	403-8 Workers covered by an occupational health and safety management system	ANNEX 1. Social Performance Indicators, pp.123-125				
	403-9 Work-related injuries	Occupational Health and Safety, pp.117 ANNEX 1. Social Performance Indicators, pp.125				
	403-10 Work- related ill health	Occupational Health and Safety, pp.117 ANNEX 1. Social Performance Indicators, pp.125				
Training and Education (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Management, Training, and Career Management, pp.111 ANNEX 1. Social Performance Indicators, pp.123-125				
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management, Training, and Career Management, pp.109-111 Employee Satisfaction, pp.113-114				
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance, Remuneration, and Social Benefits, pp.122 ANNEX 1. Social Performance Indicators, pp.123-125				
Diversity and equal opportunity (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Respecting Human Rights; Gender Equality Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Beyçelik Holding Sustainability Policy Beyçelik Gestamp Diversity and Inclusion Policy				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Governance Structure, pp.19-20 Employee Profile, pp.105 Diversity, Inclusion, and Equal Opportunity, pp.106-108 Employee Satisfaction, pp.113-114 Performance, Remuneration, and Social Benefits, pp.112 ANNEX 1. Social Performance Indicators, pp.123-125				
	405-2 Ratio of basic salary and remuneration of women to men	Performance, Remuneration, and Social Benefits, pp.122				

GRI 400: SOCIAL STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Non-discrimination (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Respecting Human Rights; Gender Equality Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity, Inclusion, and Equal Opportunity, pp.106-107 Beyçelik Gestamp Diversity and Inclusion Policy				
Freedom of association and collective bargaining (Material Topic Name as Respecting Human Rights)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee Profile, pp.105 Beyçelik Holding Human Rights Policy ANNEX 1. Social Performance Indicators, pp.123-125				
Child Labor (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Respecting Human Rights)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Diversity, Inclusion, and Equal Opportunity, pp.106-107 Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Business Code of Ethics Beyçelik Holding Human Rights Policy Beyçelik Gestamp Supply Chain Compliance Policy				
Forced or compulsory labor (Material Topic Name as Diversity, Equal Opportunity, Human Resources Practices, and Talent Management; Respecting Human Rights)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Diversity, Inclusion, and Equal Opportunity, pp.106-107 Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Business Code of Ethics Beyçelik Holding Human Rights Policy Beyçelik Gestamp Supply Chain Compliance Policy				
Security Practices (Material Topic Name as Respecting Human Rights)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Respecting Human Rights, pp.40				

GRI 400: SOCIAL STANDARD SERIES						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT (S) OMITTED	REASON	EXPLANATION	
Rights of indigenous peoples (Material Topic Name as Respecting Human Rights)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Investing in Society, pp.118-119				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violation of the rights of indigenous peoples have occurred during the reporting period.				
Local Communities (Material Topic Name as Public Relations, Civil Society, and Local Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Investing in Society, pp.118-119				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	It is not being implemented.				
	413-2 Operations with significant actual and potential negative impacts on local communities	It is not being implemented.				
Supplier Social Assessment (Material Topic Name as Sustainable Procurement, Logistics, and Supply Chain Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Supply Chain Compliance Policy				
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Supply Chain Compliance Policy				
Customer Privacy (Material Topic Name as Information Security, Artificial Intelligence, and Digitalization Practices)						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Digital Transformation Journey, pp.72-73 Beyçelik Gestamp Information Security Management System Policy				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no complaints regarding violations of customer privacy or loss of customer data during the reporting period.				

ADDITIONAL MATERIAL TOPICS						
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION REQUIREMENT (S) OMITTED	REASON	EXPLANATION	GRI SECTOR STANDARD REF. NO.
Product Quality and Safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Product Quality and Safety, pp.80-81				
Customer Satisfaction						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Customer Satisfaction, pp.78-79				
R&D, Innovation, and Technology						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 R&D, Innovation, and Technology, pp.64-72				
Emergency and Disaster Management, Resilience Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Greenhouse Gas Emissions and Energy Management pp.87-97 Occupational Health and Safety, pp.118				
International Compliance and Sustainable Development Networks Engagement						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Corporate Memberships, pp.43 Sustainability Targets, pp.49 Beyçelik Holding Sustainability Policy ANNEX 3. UN Global Compact Content Index, pp.139 ANNEX 4. UN WEPs Content Index, pp.140				
Stakeholder Engagement and Governance Practices						
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from Chairman, pp.4 Message from General Manager, pp.6 Sustainability Governance, pp.48-53 Materiality Analysis, pp.55-57 Stakeholder Engagement, pp.42 Corporate Memberships, pp.43 Awards/Achievements, pp.44 Investing in Society, pp.118-119				

ANNEX 3. UN GLOBAL COMPACT CONTENT INDEX

The Ten Principles of the UN Global Compact	Section/Page
HUMAN RIGHTS	
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Business Ethics and Compliance, pp.35-36 Employee Profile, pp.105 Diversity, Inclusion, and Equal Opportunity, pp.106-108 Performance, Remuneration, and Social Benefits, pp.112 Beyçelik Gestamp Human Resources Policy Beyçelik Gestamp Code of Business Ethics Beyçelik Holding Human Rights Policy Beyçelik Gestamp Social Gender Equality Policy Beyçelik Gestamp Diversity and Inclusion Policy
Principle 2: Business should make sure that they are not complicit in human rights abuses.	
LABOUR	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Employee Profile, pp.105 Beyçelik Holding Human Rights Policy ANNEX 1. Social Performance Indicators, pp.123-125
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Sustainable Supply Chain Managemenvt, pp.76-78 Beyçelik Gestamp Business Code of Ethics Beyçelik Gestamp Supply Chain Compliance Policy Beyçelik Holding Human Rights Policy Beyçelik Gestamp Diversity and Inclusion Policy
Principle 5: Businesses should uphold the effective abolition of child labour.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Sustainable Supply Chain Management, pp.76-78 Beyçelik Gestamp Business Code of Ethics Beyçelik Gestamp Supply Chain Compliance Policy Beyçelik Holding Human Rights Policy Beyçelik Gestamp Diversity and Inclusion Policy
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Beyçelik Gestamp Business Code of Ethics Beyçelik Gestamp Social Gender Equality Policy Beyçelik Gestamp Diversity and Inclusion Policy
ENVIRONMENT	
Principle 7: Businesses should support a precautionary approach to environmental challenges.	
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Combating Climate Change, pp.82-101 ANNEX 1. Environmental Performance Indicators, pp.122 Beyçelik Gestamp Environment, Energy, and Water Policy
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	
ANTI-CORRUPTION	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Bribery and Anti-Corruption, pp.40 Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy Beyçelik Gestamp Business Code of Ethics

ANNEX 4. UN WEPS CONTENT INDEX

The Seven Principles of the UN WEPs	Section/Page
Principle 1: Establish high-level corporate leadership for gender equality.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Investing in Society, pp.118-119 Beyçelik Gestamp Social Gender Equality Policy
Principle 2: Treat all women and men fairly at work- respect and support human rights and nondiscrimination.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Respecting Human Rights, pp.40 Beyçelik Gestamp Human Resources Policy Beyçelik Holding Human Rights Policy Beyçelik Gestamp Social Gender Equality Policy
Principle 3: Ensure the health, safety and well-being of all women and men workers.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Beyçelik Gestamp Business Code of Ethics Beyçelik Gestamp Occupational Health and Safety
Principle 4: Promote education, training and professional development for women.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Talent Management, Training, and Career Management, pp.109-111
Principle 5: Implement enterprise development, supply chain and marketing practices that empower women.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Respecting Human Rights, pp.40 Beyçelik Holding Human Rights Policy Beyçelik Gestamp Social Gender Equality Policy
Principle 6: Promote equality through community initiatives and advocacy.	Investing in Society, pp.118-119
Principle 7: Measure and publicly report on progress to achieve gender equality.	Diversity, Inclusion, and Equal Opportunity, pp.106-108 Investing in Society, pp.118-119 Beyçelik Holding Sustainability Policy

ANNEX 5. CONTACT

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*Includes data for the year 2024.

BGO: Beyçelik Gestamp Central Sheet Metal Forming and Welding Plant; BGO TEKNOSAB: Beyçelik Gestamp TEKNOSAB Plant; BGD: Beyçelik Gestamp Demirtaş Hot Stamping and G1 Plant; BGA: Beyçelik Gestamp Assembly Plant; BGS: Beyçelik Gestamp Steel Service Center; BGY: Beyçelik Gestamp Yeniköy Plant; BGT-TEKNOSAB: Beyçelik Gestamp Tooling Plant; CEF: Çelikform Gestamp Roll Form & Mechanism Plant; TEKNOCF: Çelikform Gestamp TEKNOSAB Plant; BGC: Beyçelik Gestamp Chassis Plant; BGR: Beyçelik Gestamp Romania Plant

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