

Sustainability Report 2024

 **Beycelik
Gestamp**

 **Çelikform
Gestamp**

CESARETLE VARIZ
With Courage for a
Sustainable Future



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ABOUT THE REPORT

“We turn our commitments into action. We take responsibility for **the climate, people and the future.**”

ABOUT THE REPORT

At Beyçelik Gestamp, while production is carried out to high quality standards, sustainability, climate action and green transformation efforts have been strategically accelerated as a requirement of environmental and social responsibility. The second sustainability report, prepared in this context, aims to provide a transparent, comprehensive and up-to-date overview of sustainability performance.

The report covers sustainability activities between 1 January 2024 and 31 December 2024, applications developed in line with stakeholder priorities, and environmental, social and economic performance results. The report also highlights progress made within the framework of the United Nations Global Compact (UNGC) and the Women’s Empowerment Principles (WEPs).

Following the first report prepared based on GRI Standards in 2023, the scope of this year’s report has been further expanded; it has been prepared voluntarily based on the Turkish Sustainability Reporting Standards (TSRS) framework. In line with TSRS 1 – General Provisions on Disclosure of Sustainability-Related Financial Information, disclosure obligations regarding sustainability issues are addressed, while TSRS 2 – Climate-Related Disclosures covers the analysis of risks and opportunities related to climate change. The report covers all legal entities and production

facilities of Beyçelik Gestamp in Türkiye and abroad. Within this framework, environmental, social and economic data for the following five legal entities and a total of 13 facilities are presented in a consolidated manner:

- 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 Romanya S.R.L.

Working groups established under the leadership of the Beyçelik Gestamp Sustainability Committee played an active role in preparing the report. Data was verified within the framework of relevant control mechanisms and continuously updated throughout the reporting process. For Beyçelik Gestamp, the sustainability report is considered not only a means of providing information but also a tool for effective and transparent communication with stakeholders. Stakeholder feedback plays an important role in both managing environmental and social impacts and developing the content of the report. This report has not been externally assured by an independent third party.



MESSAGE FROM CHAIRMAN

Dear Stakeholders,

The world is going through a critical period in which economic, geopolitical and environmental balances are changing rapidly. The acceleration of energy transformation, the spread of green industrial policies, the transformation of production by digital technologies and the restructuring of supply chains mean a transition to a new trade order for the business world. Sustainability, efficiency and innovation play a decisive role in this transformation.

Geopolitical tensions have brought energy supply security to the forefront of the global agenda. Initiatives such as the European Union’s Border Carbon Adjustment Mechanism (CBAM) have made carbon footprint a key element of competition. Managing environmental impacts is now more than just a responsibility; it has become an integral part of corporate strategy.

Your sustainability approach is to build an innovative and resilient industrial ecosystem that creates value.

For Turkish industry, this process presents significant risks as well as powerful opportunities. At Beyçelik Gestamp, we view the green transition as a strategic step that will increase our competitive strength. In realising this vision, we treat risks not as threats but as strategic decision areas. With our management approach that enhances our corporate resilience, we evaluate economic, environmental

and operational developments together, integrating both potential risks and development opportunities into our strategies.

As Beyçelik Gestamp, we hold a strategic position in the transformation process of the global automotive industry.

With our advanced sheet metal forming technologies and solutions focused on safe and lightweight vehicle designs, we aim to increase both environmental and structural efficiency. Our product development capabilities for electric and new generation vehicles make us an active part of this transformation. We are preparing for a sustainable future with technology, human resources, environmental awareness and an ethical management approach. We plan all our investments with a sustainable growth perspective and are redefining the way we do business for a carbon-neutral future.

We believe that the phrase “Cesaretle Varız (With Courage)” best reflects Beyçelik Gestamp. This approach encourages us to produce, adapt quickly to innovation, remain dynamic, and build trust. As outlined in our 2024 Sustainability Report, we evaluate risks and opportunities together and share this approach openly with all our stakeholders based on the principles of transparency and accountability.

We continue to move forward with the same courage on our sustainability journey; we sincerely thank all our colleagues, business partners, and valued stakeholders who contribute to this process.

We will continue to move forward together towards a greener, more resilient and more sustainable future.

Yours sincerely,

Baran Çelik
Chairman of the Board



MESSAGE FROM GENERAL MANAGER

Dear Stakeholders,

Climate change, resource efficiency and environmental sustainability are now among the fundamental dynamics reshaping business models across all sectors. At Beyçelik Gestamp, we place environmental, social and governance principles at the heart of our business strategy with the goal of a sustainable future. We are implementing the changes required by the green transition in a planned, measurable and results-oriented manner across all processes, from production to governance. 2024 was a period in which we tangibly demonstrated the effects of this transition.

We are redesigning all our processes with measurable and results-oriented green transformation steps.

The transformation in the automotive sector necessitates the development of solutions that are safe, lightweight and compatible with new energy technologies. We are strengthening our expertise in engineering, technology and production in this direction, maintaining our position among the leaders in the sector. We are promoting practices that reduce environmental impacts, increase efficiency and create social benefits in our production processes. We set our strategic goals in line with the United Nations Sustainable Development Goals (SDGs), Türkiye’s 2053 Net Zero Emissions target, and the Green Development vision.

Our projects in R&D, digital transformation, and renewable energy have increased efficiency in energy and resource management, reduced carbon emissions, and saved on operational costs. Thanks to the solar power plant investments we have commissioned at three sites, we have achieved a reduction of approximately 3,000 tonnes of carbon emissions. Our investments to comply with climate regulations reduce compliance costs in the long term and facilitate our access to green financing sources. Our projects, which are compliant with the European

Union Taxonomy and the Carbon Border Adjustment Mechanism, protect us against carbon pricing risks while also increasing our competitiveness.

The growing market demand for products with a low carbon footprint creates a significant advantage for Beyçelik Gestamp. Life Cycle Assessment (LCA)-based product carbon footprint reporting and third-party verification processes build trust and preference among our main industrial customers. This strengthens our environmental performance and creates a foundation for sustainable growth in long-term partnerships.

Compliance with climate regulations is not only our responsibility; it is part of our competitive strength.

We are strengthening our fight against the climate crisis with scientifically based targets. In line with the Science Based Targets initiative (SBTi), our roadmap aims to achieve net zero Scope 1 and 2 emissions by 2035, reduce Scope 3 emissions by 50%, and become carbon neutral across our entire value chain by 2050.

The B+ CDP score we achieved in 2024 is an important indicator of the measurable improvement in our performance in combating climate change.

Managing the financial impacts of these targets is as much a priority as our carbon reduction targets themselves. We have enhanced our transparency approach by considering the principles of the Task Force on Climate-related Financial Disclosures (TCFD) to assess the financial impacts of climate-related risks and opportunities. This approach has given us a management perspective that emphasises that climate change is a financial issue beyond its environmental impacts.

We have strengthened sustainability principles in our supply chain and implemented programmes that support the development of our suppliers. We have prioritised

local sources in all processes except for patented product suppliers. By sourcing 91% of our first-tier suppliers from local sources, we have reduced our environmental impact and contributed to the strengthening of the local economy.

We are committed to investing in people as one of the strongest components of sustainability.

Supporting the development of our employees and providing an equal and inclusive working environment are among our priorities. We play an active role in national and international platforms to strengthen equal opportunities, keeping the principles of diversity and inclusion at the heart of our corporate culture . We are progressing towards our “Zero Accidents” goal through our work in occupational health and safety, continuously improving safe working conditions.

We continue our investment in people through programmes aimed at young people. Through these programmes, we provide experience to the professionals of the future and contribute to providing the industry with qualified human resources.

Following the publication of our first Sustainability Report last year, we are proud to share our TSRS-compliant report this year. Prepared in accordance with national and international sustainability standards, our report presents our environmental and social performance, our resilience to climate change, and our contributions to sustainable development in a clear, comprehensive, and data-driven approach.

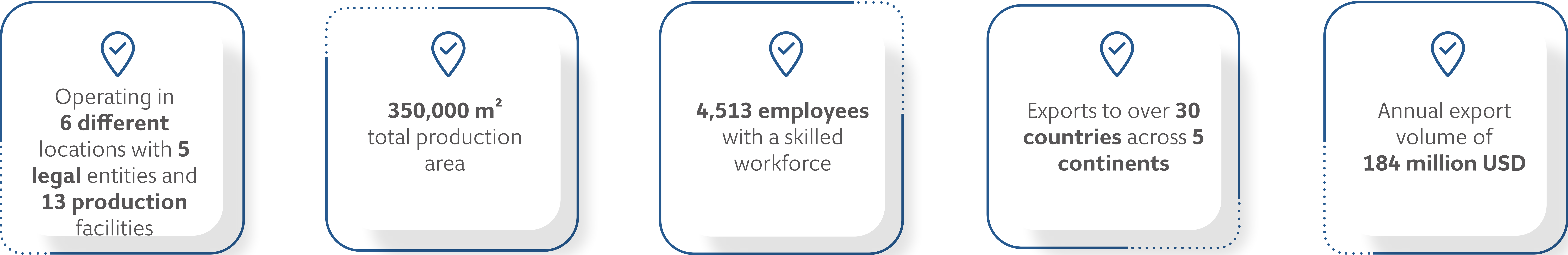
Our report will be an important milestone in our sustainability journey; I would like to thank all our teams who contributed to it and our stakeholders who empowered us with their support.

Yours sincerely,

Engin Meydan
Managing Director



Beyçelik Gestamp in Numbers



R&D, Energy and Digital Transformation Investments

- 4 R&D and Design Centres located in 4 separate locations
- Innovative solutions with 120 R&D employees
- 5,510,913 EUR in R&D and innovation investment
- Energy-focused transformation with 497,363 Euro in energy investment
- 252,245 EUR in environmental investment
- 4,778,807 EUR in process improvement and modernisation investments
- 3,736,947 EUR in digital transformation investment
- 469,838 EUR investment in occupational health and safety, prioritising employee well-being

Corporate Memberships

- UN Women’s Empowerment Principles (WEPs)
- Bursa Chamber of Commerce and Industry (BTSO)
- Bursa Businesswomen and Managers Association (BUIKAD)
- Vehicle Parts Suppliers Association (TAYSAD)
- Turkish Exporters Assembly (TİM)
- Turkish Quality Association (KalDer)
- Turkish Metal Manufacturers Association (MESS)
- Uludağ Exporters’ Associations Automotive Exporters’ Association (OİB)
- National Mould Manufacturers Association (UKUB)
- UN Global Compact (2025-2026 membership target)
- Science Based Targets initiative (SBTi) (2025-2026 commitment target)

University-Industry Collaborations

- Uludağ University,
- Bursa Technical University
- Gedik University
- Atılım University
- Yıldız Technical University
- R&D personnel actively participate in university committees and advisory boards to support academic collaborations. (For example: Bursa Technical University Faculty of Engineering and Natural Sciences, Uludağ University Technology Transfer Office, etc.)
- TÜBİTAK-supported, project-based SME collaborations
- SME collaborations in areas such as Design, Analysis, Development, Production, Software, and Innovation Management

2024 Awards and Achievements

Corporate Competence, Competitive Strength, and Financial Performance

At the “Award Ceremony for Those Adding Value to the Economy” organised by the Bursa Chamber of Commerce and Industry (BTSO), the award received in the “**Sector Leaders**” category once again demonstrated the contribution made to the regional economy and the strong position within the sector.

Çelikform Gestamp was awarded the Golden Star Award in the “**Manufacturer of the Year**” category at the Awards Ceremony held as part of the Suppliers Summit organised by Ford Otosan, in recognition of its outstanding performance in 2024.

Beyçelik Gestamp ranked 39th in the automotive sector and 299th overall in the Turkish Exporters Assembly’s 2024 Top 1000 Exporters Survey results.



 Beyçelik Gestamp Automotive: Ranked **39th** in the automotive sector and **299th** in the overall ranking.

 Çelikform Gestamp: Ranked **87th** in the sector ranking and **910th** in the overall ranking.

At the Export Champions Awards Ceremony organised by the Uludağ Automotive Industry Exporters’ Association (OİB),

 Beyçelik Gestamp Otomotiv received the “**Silver Category**” award.

 Beyçelik Gestamp Chassis and Çelikform Gestamp were deemed worthy of the “**Bronze Category**” awards.

Two companies were included in the Istanbul Chamber of Industry’s 2024 list of Türkiye’s 500 Largest Industrial Establishments:

 Beyçelik Gestamp Otomotiv: **moved up 11 places** compared to the previous year, ranking **124th**.

 Beyçelik Gestamp Chassis: **moved up 23 places** compared to the previous year, ranking **330th**.



2024 Awards and Achievements

Sustainability Performance and Environmental Awareness

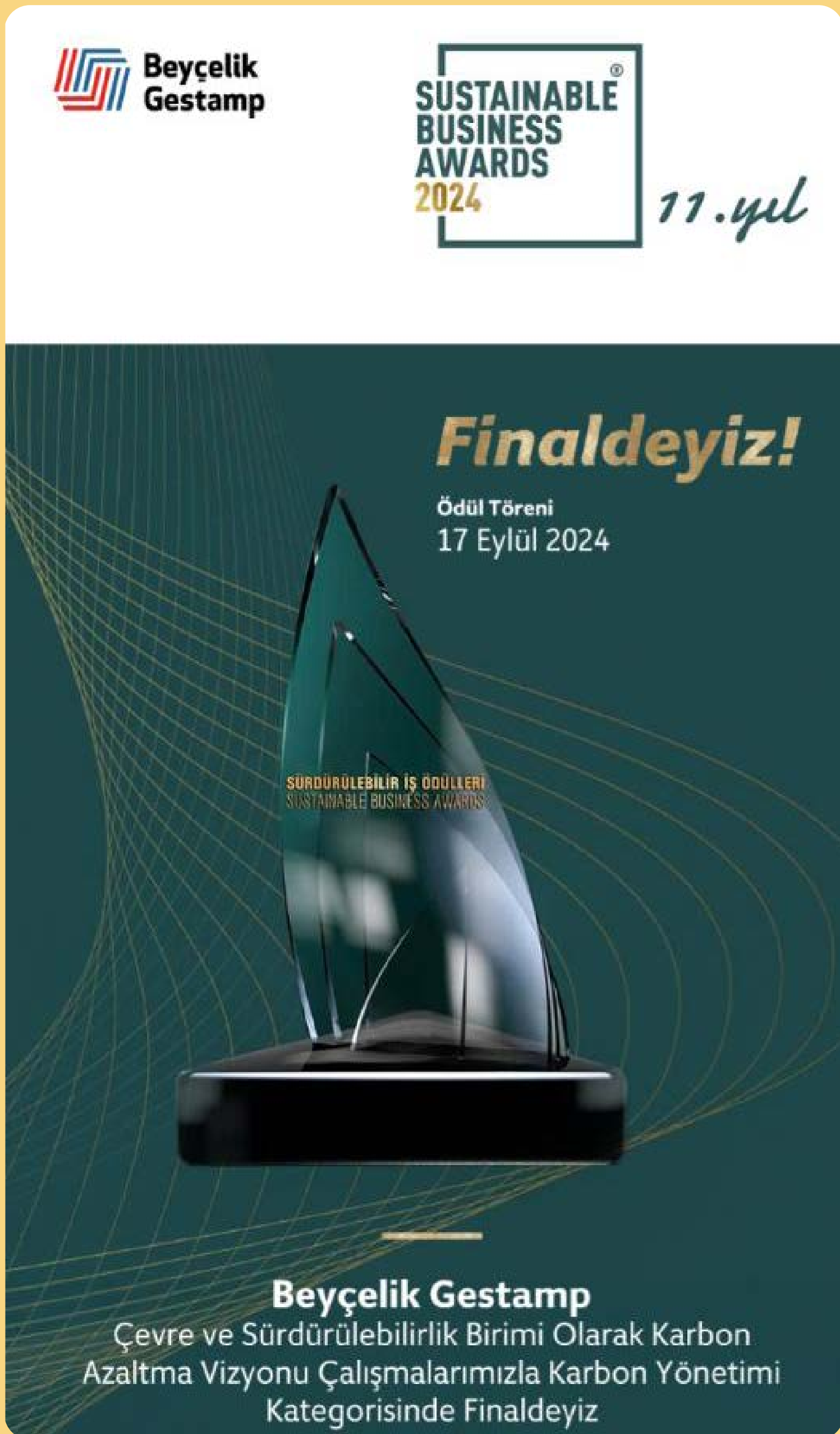
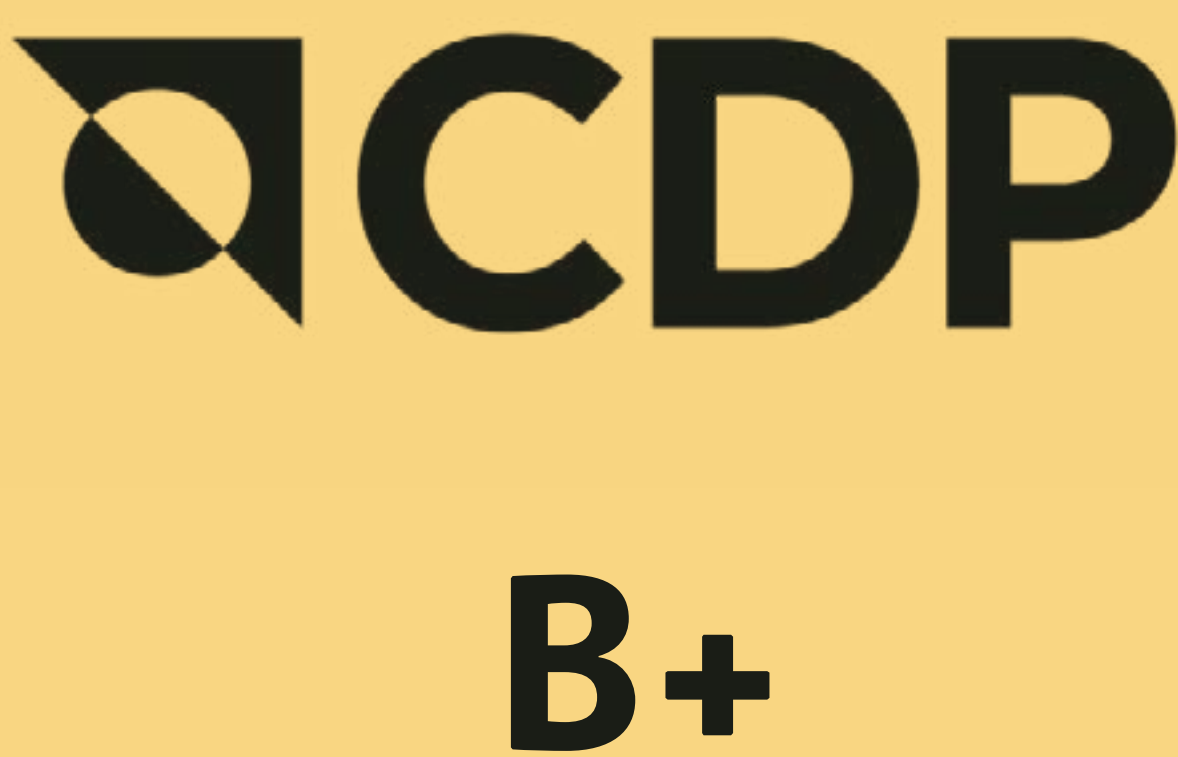
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Beyçelik Gestamp has achieved significant success thanks to its systematic management approach and practices in environmental awareness. It won second place among all sectors in the “**Environmentally Conscious Facility Competition**” organised in collaboration with BOSB and BOSİAD.
- 

The company was named a finalist in the “**Carbon Reduction Vision Project**” within the scope of the Sustainable Business Awards, thereby demonstrating its strategic commitment to the transition to a low-carbon economy on a national platform.
- 

Climate Change and Water Reporting is carried out through CDP (Carbon Disclosure Project), an international reporting platform. As a result of Beyçelik Gestamp’s 2024 CDP Climate Change Reporting, its score has been confirmed as **B+**, an improvement over the previous year.
- 

The **ISO 14001**, **ISO 45001** and **ISO 50001** standard audits conducted by the Turkish Standards Institute (TSE) were successfully completed with zero non-conformities, and the Yeniköy and TEKNOSAB facilities were recertified.



Innovation and Continuous Improvement

- 

According to the results of InovaLIG 2024, Beyçelik Gestamp won second place in the “**Innovation Resources**” category thanks to its integrated management of R&D investments, digital transformation projects and innovative product development processes.



Sporting Achievements That Strengthen Team Spirit



Throughout 2024, participation in various sporting events was organised to boost internal motivation and institutional loyalty, yielding successful results:

 TOSB Olympics Streetball Tournament: The Beyçelik Gestamp Chassis Basketball Team came **third** in the tournament.

 Turkuaz Cup Football Tournament: The Beyçelik Gestamp Yeniköy Football Team finished **second** in the tournament.

 DOSAB Football Tournament: The Beyçelik Gestamp Demirtaş Football Team achieved **second place** in the organisation.

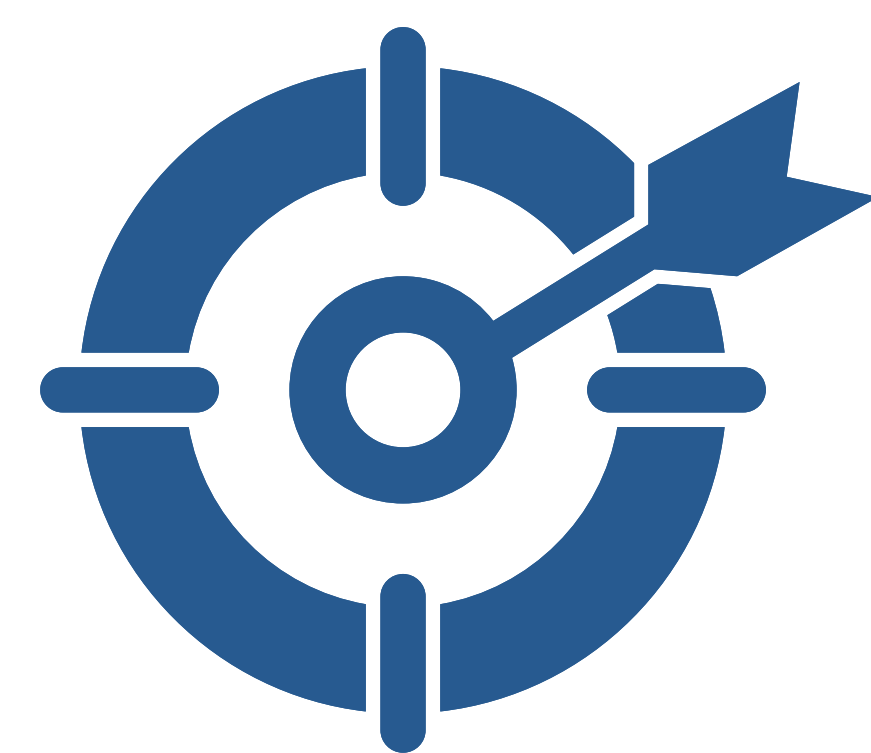
 Bursa Inter-Company Basketball League: Beyçelik Gestamp Basketball Team finished the league in **fourth place**.

 In the Eker I Run event, the team came **second** in the 5K Corporate Teams race and also collected donations for the Women's Labour Evaluation Foundation (KEDV), contributing to **social equality**.



Mission, Vision and Values

Mission



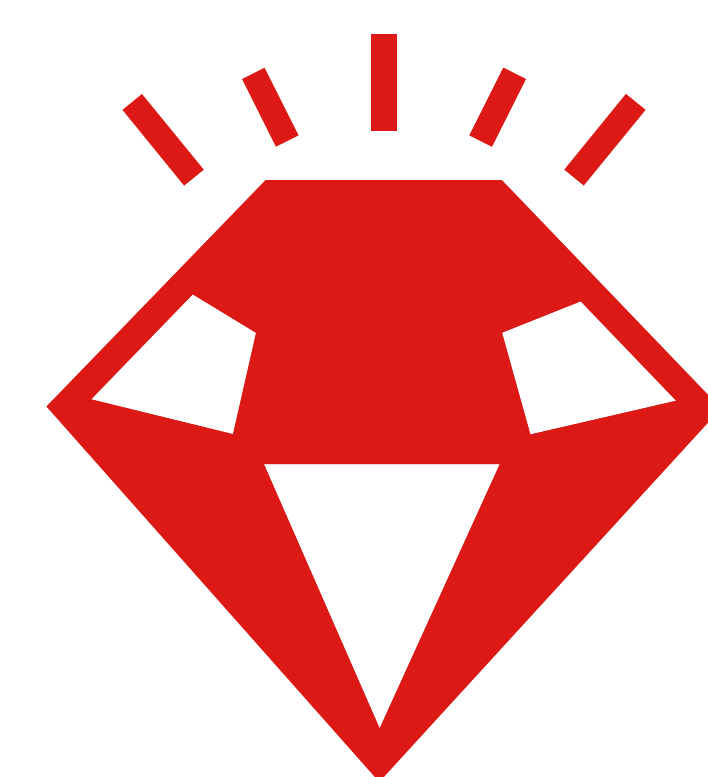
To be a reliable, productive and a distinctive leader company in the automotive sector by ensuring the satisfaction of our customers, employees, community and other stakeholders.

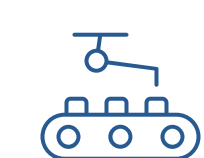
Vision



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

Values

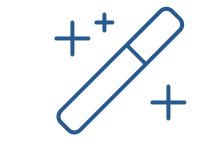


- 

Customer Focus
- 

Reliability
- 

Respect for Human
- 

Respect for Environment
- 

Continuous Improvement
- 

Being Dynamic
- 

Working with Team Spirit
- 

Cooperation Focus Innovation
- 

Innovator
- 

Commitment to Ethical Values



Sustainability Journey

1976

Establishment: Faik Çelik opened his first workshop and began manufacturing moulds for the stove and automotive industries.

1983

The company began producing moulds and series parts for the automotive industry.

1993

First public limited company: Beyçelik Otomotiv A.Ş. was established by Faik Çelik.

1996

ISO 9001 Certification: A Quality Management System was established and ISO 9001:2015 Certification was obtained.

2004

A first in the sector: Ford Q1 certificate was obtained.
ISO 14001 Certificate: An Environmental Management System was established and the ISO 14001:2015 Certificate was obtained.

2005

EFQM (European Foundation for Quality Management) Excellence Model Success Award was obtained.

2006

The companies within the Beyçelik Group were brought together under the umbrella of Faik Çelik Holding (now known as Beyçelik Holding).

2007

Beyçelik Gestamp: Beyçelik Gestamp A.Ş. was established as a result of a partnership with the Spanish company Gestamp Automocion.

2008

A Mould Factory was established in Bursa Demirtaş Industrial Zone with a closed area of 10,000 m².

Tofaş Quality and Performance Award was received.

2009

A first in its sector, an R&D Centre was established in Demirtaş Industrial Zone. The Automotive Industry Association's Most Successful Supplier Award and the Renault Subcontracting Success Award were received.

2010

Türkiye's first Hot Forming Factory, G16 Hemming Line, Assembly Factory, and Chassis Factory were established.

2011

The Ford Otosan Supplier of the Year Golden Star Award was received. An Automotive Quality Management System was established, and the IATF 16949:2016 Certificate was obtained.

2013

Tofaş Quality and Performance Award was received.

2014

Sheet Metal Preparation Centre was established.

2016

Çelikform, established in 1998, joined the group through a partnership with Gestamp and Beyçelik.

2017

The first foreign investment was made in Romania. The sector's first Design Centre was established.

ISO 45001 Certification: An Occupational Health and Safety Management System was established, and ISO 45001:2018 Certification was obtained.

2018

Ford Otosan "Supplier of the Year Gold Star Award" was received (2017).

The company received the second place award in Türkiye in the Innovation Organisation and Culture category at the İnovaLig awards. ISO/IEC 27001 Certification: An Information Security Management System was established, and ISO/IEC 27001:2013 certification was obtained.

2020

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

2021

Joined the Turquality Support Program. Türkiye's first R&D Centre based onchassis components has opened. With this centre, the number of R&D Centres within Beyçelik Gestamp increased to four.

2022

Production commenced at the Beyçelik Gestamp Mould Factory. ISO 50001 Certificate: Energy Management System established, ISO 50001:2018 Certificate

2023

Production commenced at the Beyçelik Gestamp TEKNOSAB Factory, Beyçelik Gestamp Yeniköy Factory, Çelikform Gestamp TEKNOSAB Factory, and Beyçelik Gestamp Chassis Factory.

Participation in the Carbon Disclosure Project (CDP) process has been achieved for the first time.

Beyçelik Gestamp Demirtaş Sheet Metal Forming and G1 Factory has become operational.

Roof SPP installations at Beyçelik Gestamp Yeniköy Factory have been completed and activated.

Work has commenced on institutionalising sustainability. The Sustainability Strategy and related policy documents have been published.

A corporate greenhouse gas inventory has been prepared. The investment process for establishing a second factory in Romania has been initiated.

2024

The Beyçelik Gestamp Romania Factory (BGR-2) investment has been completed and the facility has commenced operations.

The rooftop solar power plant projects at Beyçelik Gestamp Teknoloji ve Kalıp A.Ş., Çelikform Gestamp Otomotiv A.Ş., BGY Yeniköy and BGT TEKNOSAB facilities have been completed and successfully commissioned.

1970

1990

2000

2010

2020

2024

About the Report

About Beyçelik Gestamp

Governance Structure

Risk Management

Sustainability Strategy

Enviromental Performance

Contributing to Work Life and Social Development

Sustainability in the Value Chain

Continuous Development and Improvement

Social Performance

Attachments



ABOUT BEYÇELİK GESTAMP

“We push boundaries with our engineering power. We take pioneering steps for advanced technology.”

Beyçelik Gestamp has a technology and R&D centre that can work in collaboration with its customers. All necessary CAD-CAE software and measuring devices are used for the development and production of new products.

Design work focuses on moulding products of strategic importance, such as bumpers, mudguards, front and centre pillars, moving parts, and body assembly parts. The widespread use of ultra-high-strength steel applications enables improvements in weight reduction and passenger safety.

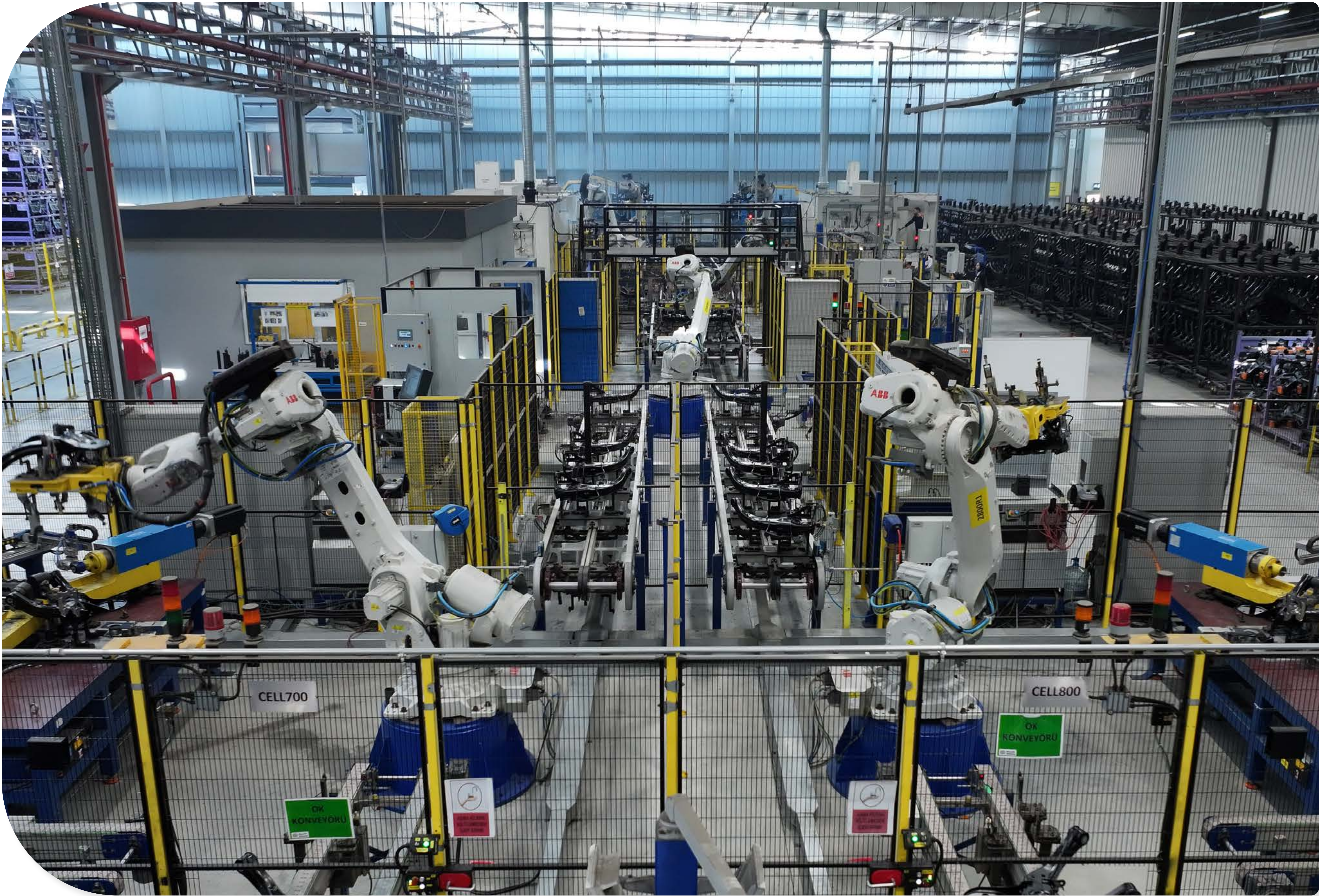
Human resources and technical equipment are utilised to enable collaboration with the engineering teams of vehicle manufacturers at every stage, from the concept phase to the production phase of the vehicle.

Work is carried out at both Beyçelik Gestamp R&D centres and customer R&D centres to ensure a rapid response to requests.

Importance is placed on developing new technologies to obtain high-performance products. Work on developing steels with higher mechanical properties is directing research into the technologies required for shaping and assembling new-generation materials.

All necessary methodologies are used to test the compliance of new products with standards.

- Test Measurement Equipment
- Material Content Measurement Equipments
- 3D Measuring Machines
- Climatic Chamber



Beyçelik Gestamp Legal Entities

Beyçelik Gestamp Otomotiv Sanayi A.Ş.

Founded in 1976, Beyçelik established Beyçelik Gestamp in 2007 through a partnership with Gestamp Automocion, a leading international automotive metal company based in Spain. Beyçelik Gestamp Inc. is an international company that designs, develops and manufactures moulds, equipment and components for the automotive metal industry. It supports safer and lighter vehicle designs by creating innovative products, thereby serving the core principles of enhancing human safety, reducing energy consumption and protecting the environment. Beyçelik Gestamp A.Ş., which has Türkiye’s first R&D centre in the field of sheet metal forming and moulding, is a preferred organisation for major industries with its innovative approach and investments that parallel the automotive sector and incorporate the latest technology.

Beyçelik Gestamp Şasi Otomotiv A.Ş.

As of April 2012, the Gebze facility began operating as Beyçelik Gestamp. In December 2013, the company name changed to Beyçelik Gestamp Şasi Otomotiv San. Ltd. Şti. In 2017, Faik Çelik Holding changed its name to Beyçelik Holding. In 2018, the company name was changed to Beyçelik Gestamp Şasi Otomotiv A.Ş. With the activation of the Toyota lines and the press shop in October 2018, serial production also commenced at the new factory. In 2023, with the addition of a third production centre in TAYSAD OIZ, shipments are currently being made from all three factories.

Çelikform Gestamp Otomotiv A.Ş.

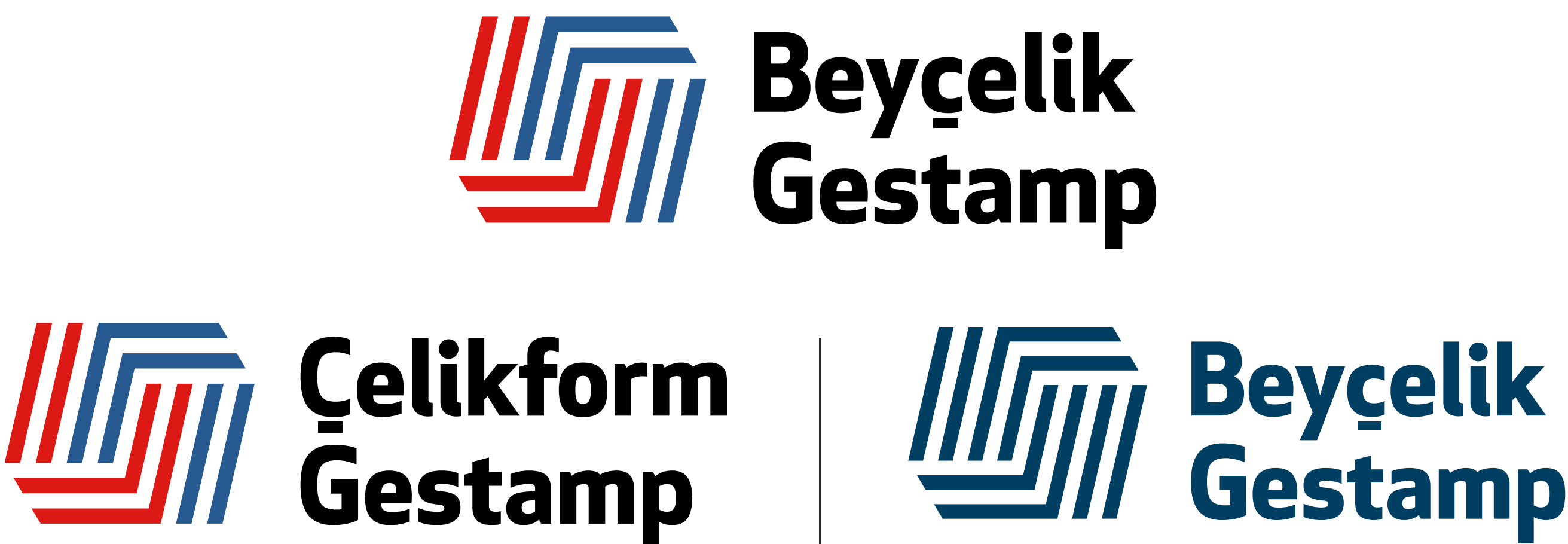
In 2015, with its new organisational structure, Çelikform Otomotiv A.Ş. accelerated its efforts with capacity-enhancing, quality and efficiency-oriented investments, utilising Beyçelik Gestamp’s knowledge base and technological strength. It aimed to produce products that meet customer needs and expectations in an environmentally friendly manner, at minimum cost, with consistent and reliable quality. As a result of the partnership with the Spanish company Gestamp, the company name was changed to Çelikform Gestamp, expanding its capabilities through the global market strength of its partner.

Beyçelik Gestamp Teknoloji ve Kalıp San. A.Ş.

Beyçelik mould production unit, which commenced operations in 1977, has accelerated its investments aimed at increasing capacity, quality and efficiency in line with contemporary requirements, leveraging its experience in the repair, maintenance and inspection of existing and newly produced moulds. Following its partnership with Gestamp in 2007, it continued its operations as a Mould Factory in Demirtaş OIZ. With the aim of producing products that meet customer needs and expectations at the lowest cost, in a continuous and reliable quality while protecting the environment, Beyçelik Gestamp Technology and Mould Factory moved to its new production site in Bursa TEKNOSAB at the end of 2021. Operating in a 10,000 m² closed area, Beyçelik Gestamp Technology and Mould Factory carries out R&D, design, feasibility and manufacturing activities related to hot and cold sheet metal forming mould technologies internationally.

Beyçelik Gestamp Romania S.R.L.

Beyçelik Gestamp, which began its global investments in Romania, acquired MPO in 2017. It is located 5 km from the Dacia Romania factory in Argeş 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. The main objective is to increase the market share in Romania and become the first choice supplier in the sheet metal market.



Beyçelik Gestamp Legal Entities	Facility Code Name	Year the Facility Began Operations or Year of	Location	Facility/Factory Name	Production Area (m ²)	Enclosed Area (m ²)	Area of Operation
Beyçelik Gestamp Otomotiv Sanayi A.Ş.	BGO-Centre	1993	Bursa Organised Industrial Zone (BOSB), Nilüfer/ BURSA	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	37,140	35,003	The Beyçelik Gestamp Sheet Metal Forming and Assembly factory, operating on an area of 37,140 m ² in the Bursa Organised Industrial Zone, manufactures using the World Class Manufacturing (WCM) model; robotic tandem, progressive, transfer press lines and robotic welding cells.
	BGO TEKNOSAB	2023	Bursa Technology Organised Industrial Zone (TEKNOSAB), Karacabey/BURSA	Beyçelik Gestamp Otomotiv Sanayi A.Ş.- TEKNOSAB Branch	76,018	35,680	Beyçelik Gestamp, operating in a 35,680 m ² enclosed area in the Bursa Technology Organised Industrial Zone (TEKNOSAB), manufactures products using the World Class Manufacturing (WCM) model at its Sheet Metal Forming and Assembly factory, utilising eccentric cutting presses, robotic tandem, progressive and transfer press lines, and robotic welding cells.
	Branch 2-BGD	2012	Demirtaş Organised Industrial Zone (DOSAB), Osmangazi/BURSA	Beyçelik Gestamp Otomotiv Sanayi A.Ş.- Bursa Branch 2	25,386	9,551	Beyçelik Gestamp Hot Forming and G1 Factory operates on an area of 25,386 m ² in Bursa Demirtaş Organised Industrial Zone. Established in 2012 as Türkiye's first hot forming factory, the facility produces high-strength sheet metal parts using hot forming lines, cooling units and robotic automation technologies. The G1 & Hemming Line produces outer surface panel sheets for the automotive industry using a robot-automated, 2,000-tonne capacity press line and assembly cells for pressing and final assembly.
	Branch 3-BGA	2012	Bursa Organised Industrial Zone (BOSB), Nilüfer/ BURSA	Beyçelik Gestamp Otomotiv Sanayi A.Ş.- Bursa Branch 3	20,000	14,700	Beyçelik Gestamp Assembly Plant and Steel Service Centre operates in the Organised Industrial Zone on an area of 20,000 m ² . The Assembly Plant manufactures products using hot and cold-formed sheets of varying thicknesses and strengths, employing robot-automated resistance welding, gas shielded welding and five-axis laser cutting processes. The Steel Service Centre has a sheet metal processing capacity of 0.40-7 mm thickness and a sheet metal storage capacity of 2,000 tonnes. Annually, 200,000 tonnes of sheet metal material is prepared according to production programmes and sent to the press section for forming.

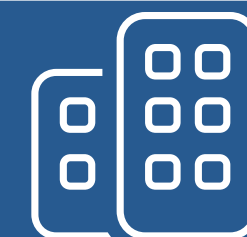
Beyçelik Gestamp Legal Entities	Facility Code Name	Year the Facility Began Operations or Year of	Location	Facility/Factory Name	Production Area (m ²)	Enclosed Area (m ²)	Area of Operation
Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Branch 4-BGS	1993	Bursa Organised Industrial Zone (BOSB), Nilüfer/ BURSA	Beyçelik Gestamp Otomotiv Sanayi A.Ş.- Bursa Branch 4	9,595	7,381	Beyçelik Gestamp Assembly Plant and Steel Service Centre operates in the Organised Industrial Zone, covering a total area of 9,595 m ² . The Assembly Plant manufactures products using hot and cold-formed steel sheets of varying thicknesses and strengths, employing robot-automated resistance welding, gas shielded welding, and five-axis laser cutting processes. The Steel Service Centre has a sheet metal processing capacity of 0.40-7 mm thickness and a sheet metal storage capacity of 2,000 tonnes. Annually, 200,000 tonnes of sheet metal material is prepared according to
	BGY-Yeniköy Branch	2023	Başiskele Municipality, Başiskele/KOCAELİ	Beyçelik Gestamp Otomotiv Sanayi A.Ş.- Yeniköy Branch	24,023	20,187	Operating on a 24,023 m ² site in Başiskele, Kocaeli, the Beyçelik Gestamp Yeniköy Factory is equipped with 160 robots and carries out assembly production in line with the latest technologies.
Beyçelik Gestamp Teknoloji ve Kalıp San.	BGT TEKNOSAB	2022	Bursa Technology Organised Industrial Zone (TEKNOSAB), Karacabey/BURSA	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş. - TEKNOSAB Branch	15,000	10,762	Beyçelik Gestamp Technology and Mould Industry Inc., operating in a 10,762 m ² closed area in the Bursa Technology Organised Industrial Zone (TEKNOSAB), carries out R&D design, feasibility and manufacturing activities related to hot and cold sheet metal forming mould technologies internationally.
Çelikform Gestamp Otomotiv A.Ş.	CEF-Centre	1998	Bursa Organised Industrial Zone (BOSB), Nilüfer/ BURSA	Çelikform Gestamp Otomotiv A.Ş	8,500	7,500	Operating in a 8,500 m ² enclosed area in the Bursa Organised Industrial Zone, Çelikform Gestamp Otomotiv Inc. manufactures standard and high-strength sheet metal, as well as pipe and aluminium forming. Çelikform Gestamp designs and manufactures profile door glass frames, sliding door rails and mechanisms, lock mechanisms, and vehicle crash safety crossbars using special processes and machinery developed by Çelikform Gestamp.

Beyçelik Gestamp Legal Entities	Facility Code Name	Year the Facility Began Operations or Year of	Location	Facility/Factory Name	Production Area (m ²)	Enclosed Area (m ²)	Area of Operation
Çelikform Gestamp Otomotiv A.Ş.	CEF TEKNOSAB	2023	Bursa Technology Organised Industrial Zone (TEKNOSAB), Karacabey/BURSA	Çelikform Gestamp Otomotiv A.Ş. - TEKNOSAB Branch	10,240	10,240	Operating on a 10,240 m ² area in the Bursa Technology Organised Industrial Zone (TEKNOSAB), Çelikform Gestamp Otomotiv A.Ş. shapes standard and high-strength sheet metal and pipes. Çelikform Gestamp designs and manufactures profile door glass frames, sliding door rails and mechanisms, lock mechanisms, and vehicle crash safety crossbars using special processes and machinery developed by Çelikform Gestamp.
Beyçelik Gestamp Şasi Otomotiv A.Ş.	BGC-1	2018	Automotive Supply Industry Specialised Organised Industrial Zone (TOSB), Çayırova/ KOCAELİ	Beyçelik Gestamp Şasi Sanayi A.Ş. - Çayırova Branch	15,001	10,147	Operating on a 15,001 m ² site in the Kocaeli Taysad Organised Industrial Zone, Beyçelik Gestamp Şasi A.Ş. manufactures products using high technology and robot-automated cold forming, robotic MIG/MAG welding, cathodic dip painting, post-painting machining and bushing processes. The facility manufactures swing arms, engine mounts, rear axles, chassis carrier arms, and boot lid mechanisms designed by Beyçelik Gestamp Şasi.
	BGC-2	2007	Automotive Supply Industry Specialised Organised Industrial Zone (TOSB), Çayırova/ KOCAELİ	Beyçelik Gestamp Şasi Sanayi A.Ş.Industry Inc.	24,300	15,000	Operating on a 24,300 m ² site in the Kocaeli Taysad Organised Industrial Zone, Beyçelik Gestamp Şasi A.Ş. manufactures products using high technology and robot-automated cold forming, robotic MIG/MAG welding, cathodic dip painting, post-painting machining and bushing processes. The facility manufactures swing arms, engine mounts, rear axles, chassis carrier arms, and boot lid mechanisms designed by Beyçelik Gestamp Şasi.
	BGC-3	2023	Automotive Supply Industry Specialised Organised Industrial Zone (TOSB), Çayırova/ KOCAELİ	Beyçelik Gestamp Şasi Sanayi A.Ş. - TOSB Branch	71,701	45,000	Operating on an area of 71,701 m ² in the Kocaeli Taysad Organised Industrial Zone, Beyçelik Gestamp Şasi A.Ş. manufactures products using high technology and robot-automated cold forming, robotic MIG/MAG welding, cathodic dip painting, post-painting machining and bushing processes. The facility manufactures swing arms, engine mounts, rear axles, chassis carrier arms, and boot lid mechanisms designed by Beyçelik Gestamp Chassis .

Beyçelik Gestamp Legal Entities	Facility Code Name	Year the Facility Began Operations or Year of	Location	Facility/Factory Name	Production Area (m ²)	Enclosed Area (m ²)	Area of Operation
Beyçelik Gestamp Romanya S.R.L.	BGR-1	2017	Pitești/ROMANIA	Gestamp Beycelik Romania SRL	21,979	21,979	The Beyçelik Gestamp Romania Factory, operating in a 33,000 m ² enclosed area in the city of Pitești, Romania, manufactures pressed and welded sheet metal parts and components.
	BGR-2	2024	Pitești/ROMANIA	Gestamp Beycelik Romania SRL	23,375	23,375	The Beyçelik Gestamp Romania Factory, operating in a closed area in the city of Pitești, Romania, manufactures pressed and welded sheet metal parts and components. It produces aluminium battery trays using welded joining, hybrid joining and coating processes.

2024 Sustainability Highlights

Corporate Governance



- The Beyçelik Gestamp Romania Factory (BGR-2) investment has been completed and the facility has commenced operations.
- Exports have been made to more than 30 countries across 5 continents.
- The export volume has reached a total of \$184 million, an increase of 31% compared to 2023.
- For detailed information on awards and lists, please refer to the “[2024 Awards and Achievements](#)” section.

Sustainability Strategy



- In line with TSRS 1 – General Provisions on Disclosure of Sustainability-Related Financial Information and TSRS 2 – Climate-Related Disclosures, sustainability and climate change-related risks and opportunities were analysed, and the resilience of the business strategy was addressed.
- Beyçelik Gestamp’s priority sustainability issues have been identified and a Materiality Analysis has been completed in this context.
- The Sustainability Management Organisation (Sustainability Committee, Sustainability Working Group and Sub-Working Groups, Energy Board, Risk Management Committee) has continued its activities.
- Performance monitoring and evaluation studies were conducted in relation to the defined short, medium and long-term sustainability goals.

Continuous Improvement and Enhancement



- Assessments were carried out under national and international environmental, social and governance standards such as the Carbon Disclosure Project (CDP), Manufacture2030 (M2030), Supplier Assurance Questionnaire (SAQ), EcoVadis, Responsible Business Alliance (RBA), DQS and Supply Chain ESG. The scores obtained were above the industry averages.
- Work was carried out on 46 R&D projects, 13 of which were new (5 supported by TÜBİTAK).
- Three new patent applications were filed, and eight new patents were registered.
- Collaborations were established on 35 projects with universities and suppliers, primarily in the main industries.
- Within the academic sphere, a total of 3 academic works were published, including 2 conference papers and 1 article.
- Seventeen R&D and Innovation Training sessions and five Innovation and Technology Days were organised to support employee development.
- An investment of 160 million TL was made in the field of R&D and innovation.
- Over 1 million Euro was invested in the field of digital transformation.
- The Innovation Workshop was developed, and 17 different innovation training courses were given to engineers working at Beyçelik Gestamp R&D Centres by expert trainers in their field.
- Care was taken to commercialise the products developed as a result of R&D and innovation activities; in this regard, over 1.6 billion TL in revenue and 34 million TL in savings on production lines were achieved.
- In 2024, R&D and Technology workshops were launched. Beyçelik Gestamp Technology and Moulding Inc.
- Various projects carried out as part of the digital transformation increased the efficiency, traceability and accuracy of processes; in addition, many applications were implemented in the field of information security and cyber security. Details of the work can be found in the section “Digital Transformation Journey”.



Sustainability in the Value Chain

- As of 2024, Beyçelik Gestamp has a total of 1,776 suppliers, 187 of which are first-tier suppliers. Ninety-one per cent of first-tier suppliers are local suppliers.
- In 2024, a total of 251 suppliers were audited, and the supplier performance evaluation result was 98.6%.
- Two new 6-Sigma projects have been implemented to improve quality and minimise errors in business processes.
- In order to respond to customer expectations for low-carbon products and make the product portfolio climate-resilient, infrastructure work has begun to define science-based emission reduction targets (SBTi).

Combating Climate Change

- The corporate greenhouse gas inventory (Scope 1, 2, 3) has been calculated in accordance with international protocols, and corporate carbon footprint studies have been digitised.
- Renewable energy investments continue uninterrupted in line with the energy management strategy. Rooftop solar power plant projects carried out at the TEKNOSAB, BGY Yeniköy and BGD Demirtaş facilities have been successfully completed and commissioned. As a result of these efforts, the total installed capacity from renewable energy sources has reached 13,500 MWh per year. By 2025, with the commissioning of the approximately 1,500 MWh capacity rooftop solar power plant project at the BGR1 facility in Romania, the total renewable energy production capacity is targeted to reach 15,000 MWh.
- PV production, recorded at 2,145,081 kWh in 2023, reached 6,690,322 kWh in 2024.
- A total of 7,116,467 Euro was invested in environmental, social and governance (ESG) initiatives.
- As a result of the CDP Climate Change Reporting in 2024, the score has been confirmed as B+, an improvement over the previous year.
- Climate-related risks and opportunities, along with their financial impacts, were identified in accordance with TSRS-2.
- The GHG Protocol and ISO 14064-1:2018 standard accredited third-party data verification process for the 2024 carbon footprint reports for four legal entities has been completed.
- The aim is to reduce water consumption through a rainwater harvesting and storage project to be implemented at the Beyçelik Gestamp TEKNOSAB Factory during the 2024-2025 period.
- As of 2024, Beyçelik Gestamp has taken a concrete and systematic step in the field of biodiversity by establishing its Biodiversity Management Plan.

Contribution to Working Life and Social Development

- The percentage of female employees increased from 17% in 2023 to 19.8% in 2024.
- Beyçelik Gestamp provided a total of 48,244 person-hours of training in 2024.
- The average number of training hours per employee was measured as 13.20 hours for men and 18.40 hours for women.
- The total number of training hours was determined as 39,537 person-hours for men and 8,706 person-hours for women.
- An investment of 469,828 euros was made in the field of Occupational Health and Safety.
- In 2024, the 56th and 57th Beyçelik Gestamp Sharing and Award Ceremonies were held, and a total of 671 people from 7 factories were awarded in the categories of OHS, Continuity, Suggestions, R&D and social activities.
- For detailed information on the Internal Social Events held in 2024 and the activities carried out under the Beyçelik Gestamp Active umbrella, please refer to the “Employee Engagement” section.
- A total of 15,049 person-hours of OHS training was provided to employees.
- The target for 2024 is “Zero Workplace Accidents”.





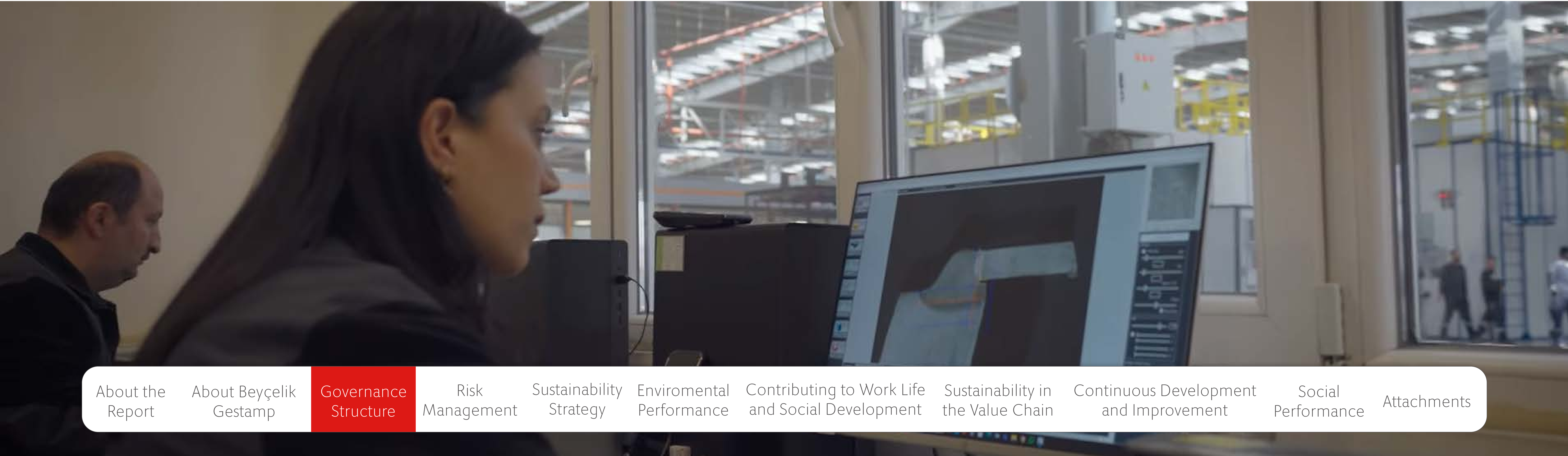
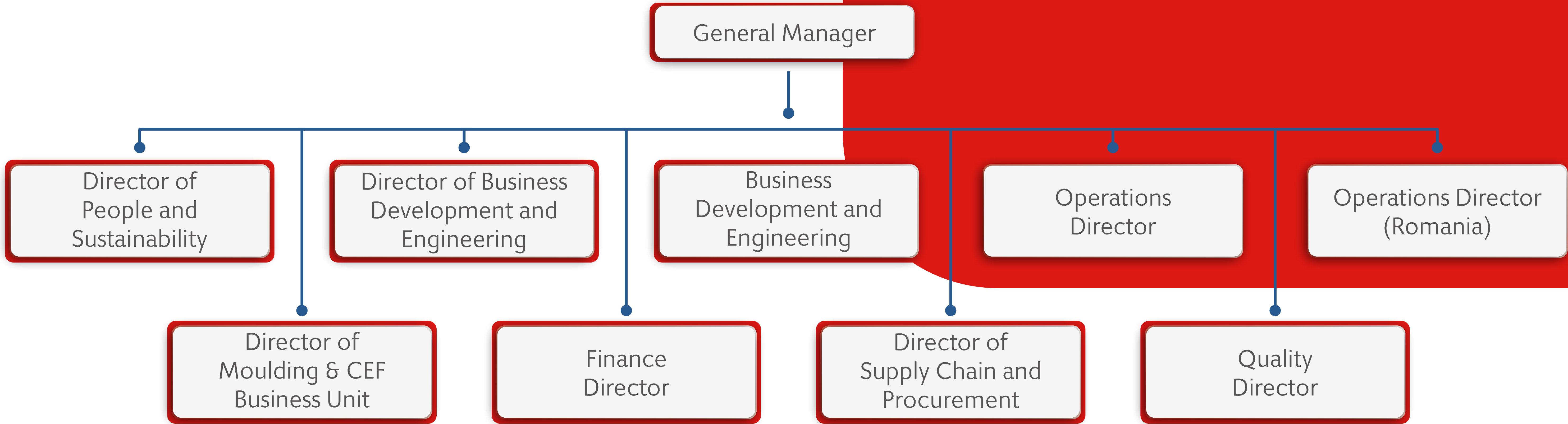
GOVERNANCE STRUCTURE

“We take ownership of responsibility with our strong governance structure and manage with transparency.”

Governance Structure

At Beyçelik Gestamp, sustainability management is shaped by a strong governance approach that permeates all levels of the corporate structure. Under the strategic oversight and guidance of the Board of Directors, this structure, which makes significant contributions to the implementation of the company’s strategic objectives, consists of a total of 10 boards and committees. The Ethics Committee, R&D and Innovation Committee, Innovation Ambassadors Group, Digital Transformation Committee, Equality Committee, Occupational Health and Safety Committee, and the Sustainability Management Organisation established in 2023 (Sustainability Committee, Sustainability Working Group and Sub-Working Groups, Energy Board, Risk Management Committee) form the fundamental components of corporate governance. The boards and committees, operating at different levels, support management performance through regular reporting and evaluation mechanisms, enabling stakeholder expectations to be taken into account and risks and opportunities to be managed in a timely manner.

All organisationally structured processes are positioned as a robust corporate structure that serves Beyçelik Gestamp’s long-term value creation objectives, going beyond an administrative framework.



BEYÇELİK GESTAMP BOARD OF DIRECTORS		
The Beyçelik Gestamp Board of Directors consists of six members, including the Chairman of the Board. The current Chairman of the Board also serves as Chairman of the Board of Beyçelik Holding. The company has a corporate governance structure based on the principles of responsibility, fairness, transparency and accountability.		
Title (Board Chairman, Board Member, etc.)	Name-Surname	Description
Chairman of the Board	Baran Çelik	Authorised to Represent Individually.
Board Member	Faik Çelik	Authorised to Represent Jointly. (Jointly Authorised Representatives: Francisco Jose Riberas Mera, Francisco Lopez Pena, Juan Maria Riberas Mera)
Member of the Board of Directors	Cihan Çelik	Authorised to Represent Jointly. (Jointly Authorised Representatives: Francisco Jose Riberas Mera, Francisco Lopez Pena, Juan Maria Riberas Mera)
Board Member	Francisco Lopez Pena	Authorised to Act Jointly. (Jointly Authorised Representatives: Cihan Çelik, Faik Çelik)
Board Member	Juan Maria Riberas Mera	Authorised to Act Jointly. (Jointly Authorised Representatives: Cihan Çelik, Faik Çelik)
Board Member	Francisco Jose Riberas Mera	Authorised to Act Jointly. (Jointly Authorised Representatives: Cihan Çelik, Faik Çelik)

BEYÇELİK GESTAMP MIDDLE MANAGEMENT	
Title	Subordinate Departments
Human Resources and Sustainability Director	Organisational Development and Academy, Talent Management and Human Resources Operations, Industrial Relations, Environment and Sustainability, R&D and Innovation, Information Technology, Health Unit
Finance Director	Cost Accounting, Accounting, Finance, Budgeting, Planning and Control, Financial Reporting
Supply Chain and Procurement Director	External Logistics, Planning, Supply Chain & Optimisation, Procurement, Material Sourcing
Quality Director	Quality Management Systems, Customer Quality
Business Development and Engineering Director (Body)	Business Development, Engineering, Investments, Production Technologies
Business Development and Engineering Director	Business Development, Engineering, Production Technologies
Operations Director	Factory Management (Production, Production Engineering, Maintenance, Process & Project Quality, Internal Logistics)
Moulding Unit Director	Mould Manufacturing, Mould Engineering (Design, Process and Feasibility), Quality-Method-Planning, BGTS, Projects, Business Development, Purchasing
Operations Director (Romania)	Human Resources, Environment, Quality System & Customer Quality, Maintenance, Business Development, Financial Reporting, Engineering, Supply Chain, Purchasing & External Relations, Finance & Accounting, Factory Management BGR1-BGR2 (Process & Project Quality,

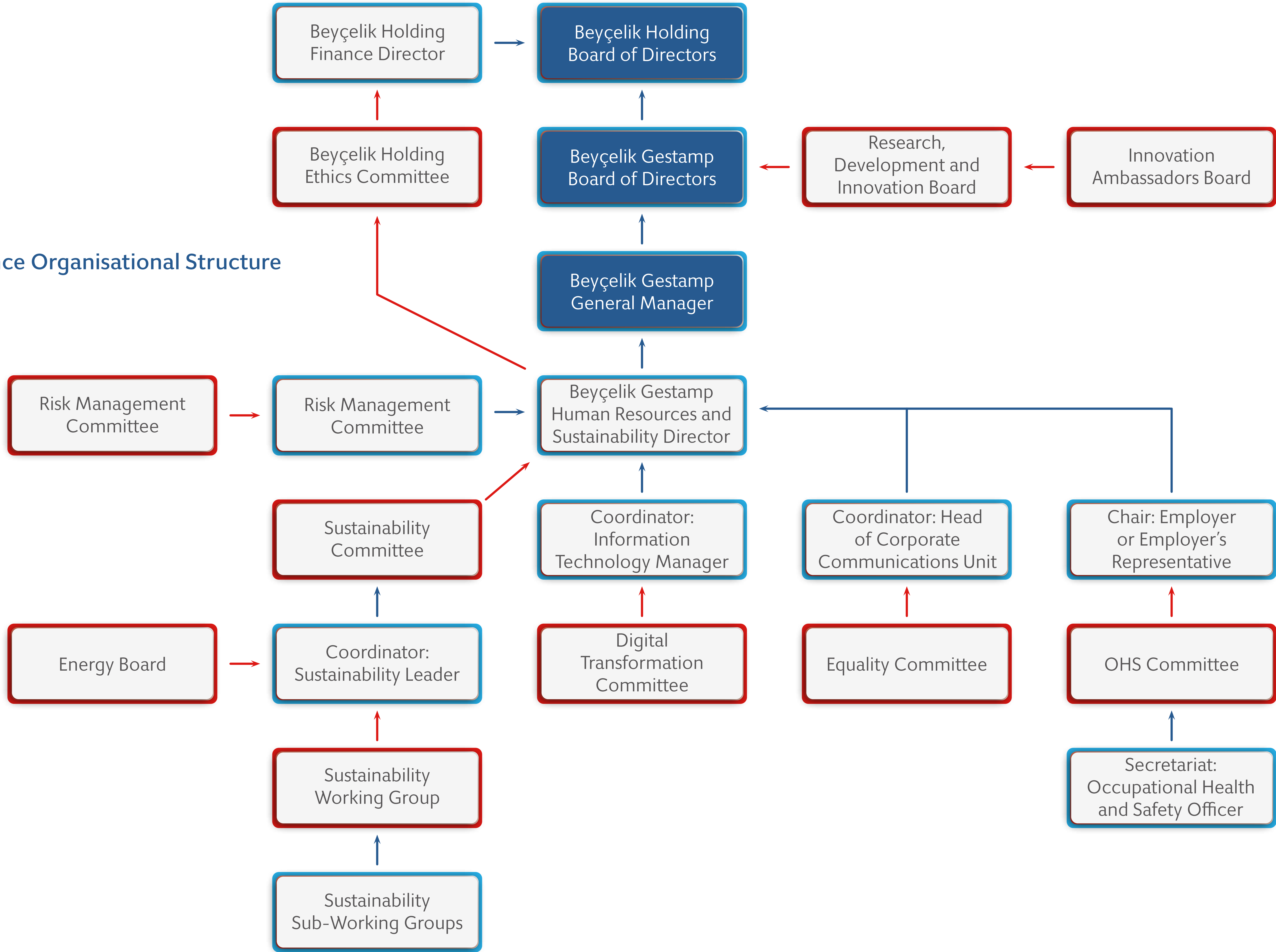
BEYÇELİK GESTAMP SENIOR MANAGEMENT
Beyçelik Gestamp Senior Management ensures that company activities are conducted in accordance with legislation, internal policies and committed principles; it manages and represents the company in line with long-term objectives under fair competition conditions, taking into account environmental, social, economic and governance risks and opportunities through its strategic decisions. The Senior Management structure consists of the Chairman of the Board of Directors and the General Manager. The duties and responsibilities of these two positions are clearly separated, and the principle of separation of powers is adopted in senior management. This ensures that authority and responsibility are distributed in a balanced manner in corporate governance decision-making processes. Decisions regarding operational practices focused on sustainability and green development are handled by the Chief Executive Officer; performance evaluation and monitoring processes are carried out within this scope.

Board of Directors

The Board of Directors is responsible for ensuring that the sustainability approach is embraced at the highest level in line with the company's vision, mission and strategic objectives. Acting in accordance with the principles of commitment to ethical principles, transparency, accountability and consideration of stakeholder expectations, the Board ensures that all governance processes are carried out in line with corporate governance standards. Identifying risks and opportunities in a timely manner, determining long term value creation strategies and implementing the necessary policies are among the key responsibilities of the Board of Directors.

The Board of Directors works in close cooperation with all committees and boards to effectively fulfil its oversight role. Regular reports and assessments from the committees ensure that decision-making processes are more inclusive, data-driven and forward-looking. Through the boards and committees it has established, the Board of Directors ensures effective oversight of corporate sustainability while fulfilling its strategic guidance responsibilities.

Detailed explanations of the duties, responsibilities and scope of activities of all boards, committees and working groups within the organisational structure are provided in the relevant board or committee. Information on each board and committee is presented in detail under the relevant section headings.



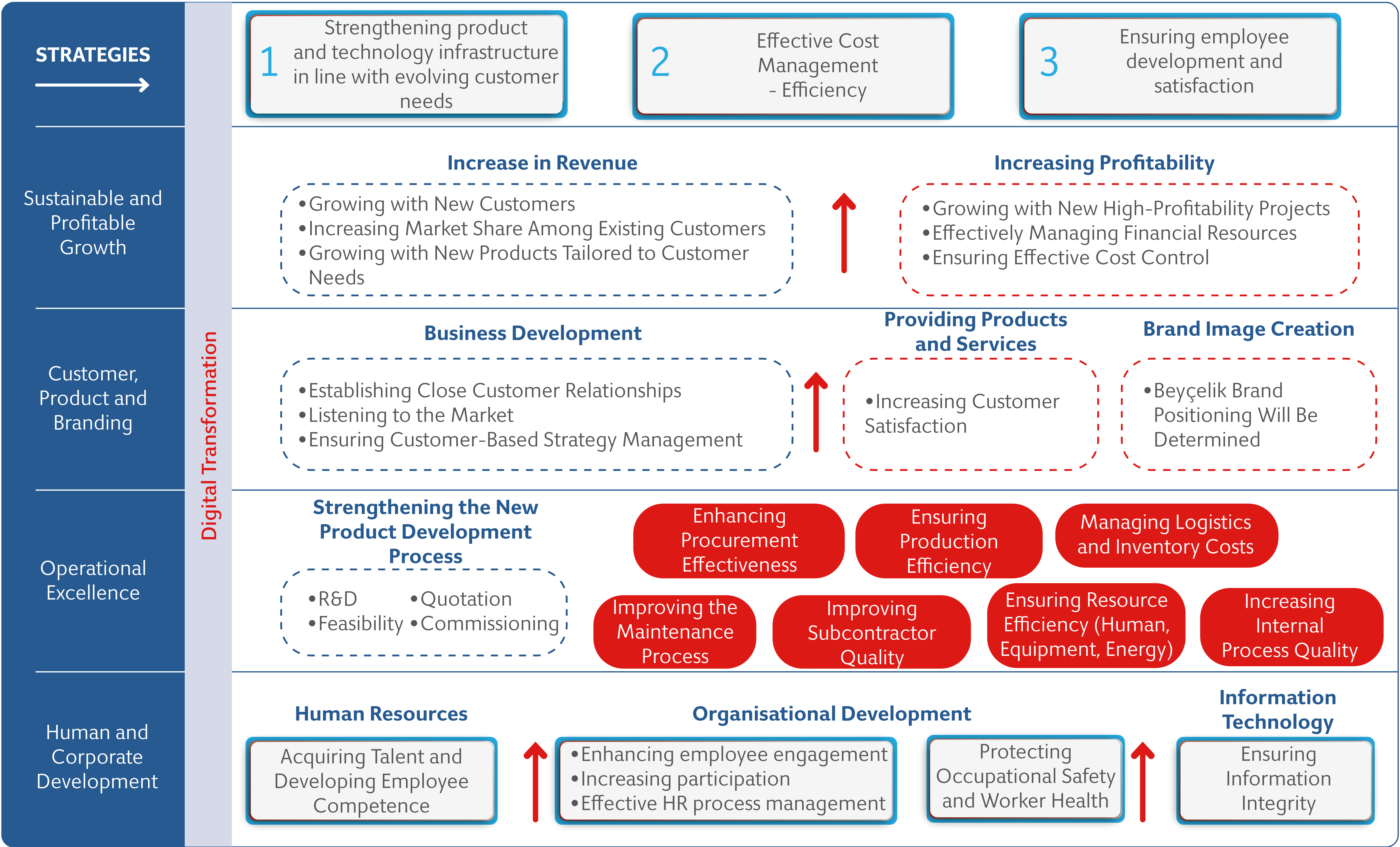
Corporate Strategy

Beyçelik Gestamp views corporate governance not merely as an obligation, but as a fundamental element of long-term value creation. The company’s management philosophy is shaped by the principles of transparency, fairness, accountability and responsibility, and is integrated into all business processes. With its commitment to ethical values and its inclusive and egalitarian approach aim to create a safe and fair working environment for all stakeholders.

The corporate governance system is operated under the leadership of the Beyçelik Gestamp Board of Directors, through affiliated committees and the CHRO Directorate, which is responsible for coordination. The structure is systematically organised under the headings of Structure, Corporate Strategy, Corporate Policies, Mission, Vision and Values, Performance Monitoring and Evaluation, Management System Documents and Certificates, Management Review (MR), and related reports and statements.

Beyçelik Gestamp’s corporate governance approach places sustainability at the heart of its strategic objectives. When implementing, it adopts a model based on continuous improvement in the areas of internal control, auditing, stakeholder communication and corporate development.

Beyçelik Gestamp Corporate Strategy



Beyçelik Gestamp Corporate Governance Structure

Within the scope of the corporate governance approach, numerous up-to-date and comprehensive policies, procedures, and practices have been implemented within the company. Coordinated by the Quality Management Systems Directorate, these documents are prepared in collaboration with process owners and made available to all employees. All these documents serve as guidelines not only for regulatory compliance but also in line with corporate ethics, social responsibility, and sustainable development principles.

All policies can be accessed [here](#).

Key Policies Implemented at Beyçelik Gestamp

Beyçelik Gestamp Sustainability Policy

Beyçelik Gestamp Human Rights Policy

Beyçelik Gestamp Business Ethics Rules

Beyçelik Gestamp Environment, Energy and Water Policy

Beyçelik Gestamp Occupational Health and Safety Policy

Beyçelik Gestamp Human Resources Policy

Beyçelik Gestamp Information Security Management System Policy

Beyçelik Gestamp Gender Equality Policy

Beyçelik Gestamp Supply Chain Compliance Policy

Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy

Beyçelik Gestamp Conflict Minerals Policy

Beyçelik Gestamp Diversity and Inclusion Policy

Beyçelik Gestamp Laboratory Policy

Beyçelik Gestamp Information Technology Service Management Policy

Beyçelik Gestamp Quality Policy Biodiversity Management Plan



Business Ethics and Compliance

Beyçelik Gestamp builds all its activities on the principles of transparency, honesty and responsibility. It always adopts a fair, respectful and trust-based approach in its relationships with its employees, business partners, customers and suppliers. An ethical business culture goes beyond simply complying with rules; it forms the basis of the company's sustainable growth and reputable corporate identity.

Full compliance with laws and regulations, protecting employee rights and equal opportunities, maintaining the highest level of customer satisfaction, and working with suppliers within a framework of fair competition are among the company's priorities.

While fulfilling its occupational health and safety and environmental responsibilities, it fully complies with its obligations to protect its employees, society and the natural environment. Confidentiality, transparent reporting, prevention of conflicts of interest and rejection of bribery are integral parts of Beyçelik Gestamp's business culture.

To prevent ethical violations, the responsibilities of all employees are clearly defined, and an independent Ethics Committee operates to evaluate related reports. Employees and all stakeholders can confidently seek guidance on upholding ethical values and enforcing rules.

Ethics Committee and Compliance Mechanism

At Beyçelik Gestamp, the ethical compliance process is carried out by the Ethics Committee within the framework of the principles of transparency, confidentiality and accountability. The Committee is authorised to evaluate reports and applications regarding ethical principles, investigate possible violations and determine the necessary actions.

The Ethics Committee reports to the CEO of Beyçelik Holding, and the Committee Chair is the Chief Financial Officer of Beyçelik Holding. Other members include the Holding Internal Audit Director, the Beyçelik Holding Human Resources, Technology and Innovation Director, the Warmhaus General Manager, and the Beyçelik Gestamp Human Resources and Sustainability Director.

The Committee conducts its activities in accordance with the Ethics Committee Regulations; reports and applications are handled on a confidential basis. Relevant individuals are only informed to the extent necessary for the investigation. Impartiality, avoidance of conflicts of interest, and protection of employee rights are among the fundamental priorities during the investigation of violations.

Violation of ethical rules is a process that may result in disciplinary action when necessary. This process covers not only the employee who committed the violation, but also those who failed to report it or turned a blind eye to the unethical situation.

No complaints or reports of violations were submitted to the Ethics Committee in 2024. Ethical compliance audits were conducted periodically to proactively prevent potential risks, and managers' responsibilities in this area were reaffirmed. The continuity of corporate ethical compliance is monitored by the Internal Audit Directorate, and managers are positioned as the primary actors responsible for the implementation of ethical rules.

Reporting Channels

Employees and third parties may report situations that violate ethical principles to the Ethics Committee using the following communication channels:

- **Email:** etik@beycelik.com.tr
- **Telephone:** +90 216 300 16 17
- **Post:** Beyçelik Holding, TOSB, 1st Street No:5, 41420, Çayırova/ Kocaeli Türkiye



Governance Structure and Sustainability Management

Senior Oversight and Roles

At Beyçelik Gestamp, ultimate oversight responsibility for sustainability issues lies with the Board of Directors and senior management, led directly by the General Manager. The assessment of sustainability risks and opportunities and their integration into the company's strategic decisions is carried out within a multi-layered and integrated structure within the governance systems. Decisions taken within the scope of operational activities based on Sustainability and Green Development are evaluated by the General Manager; the performance and monitoring processes of these decisions are tracked under the coordination of senior management.

Governance Bodies and Competencies

The dissemination of the sustainability agenda throughout the company is supported by units under the direct responsibility of the Human Resources and Sustainability Directorate. The highest representative of this structure, the Beyçelik Gestamp Human Resources and Sustainability Director (CHRO), also chairs the Sustainability Committee and bears strategic responsibility for managing economic, environmental and social impacts, as well as sustainability-related risks and opportunities.

The Environment and Sustainability Unit, which operates under the Beyçelik Gestamp Chief Human Resources and Sustainability Officer (CHRO), works in coordination with all production locations. The unit consists of a director, a unit leader and two specialist staff members, ensuring the effective implementation of sustainability, environmental management and climate change practices across the company.

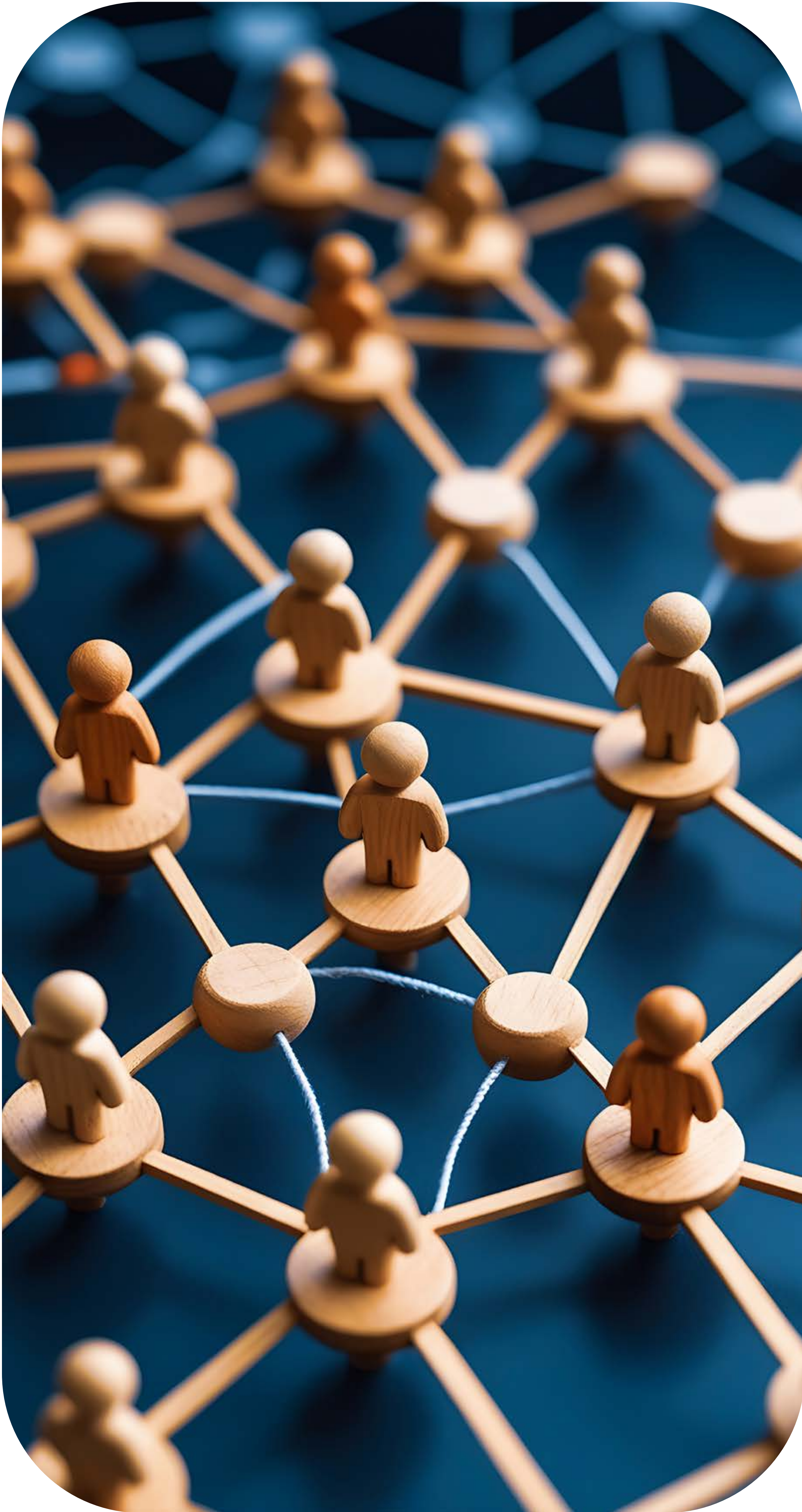
The awareness and competence of managers serving on sustainability committees regarding environmental, social and governance (ESG) issues are supported by continuous training, and these competencies are integrated into job descriptions through internal policies and procedures. Annual competency matrices are created to develop employees' knowledge and competencies in these areas; current and target levels are regularly monitored and evaluated by the Academy Unit.

Beyçelik Gestamp has created an "Environment and Sustainability – Climate Change Competency Matrix" to develop the competencies of employees working in the field of environmental sustainability and climate change. The matrix is structured with a four-level competency scale that measures employees' knowledge and application levels under 20 technical headings related to the environment and sustainability. Transition criteria and expected behavioural characteristics have been defined for each competency, thus enabling the simultaneous assessment of technical knowledge and behavioural competencies. The matrix makes it possible to monitor both individual development and organisational capacity development.

The competency matrix covers critical technical areas such as carbon footprint management, waste management, energy efficiency, ISO 14001/50001 system knowledge, water and chemical management, corporate sustainability reporting, life cycle analysis (LCA), environmental legislation monitoring, and circular economy.

In 2024, all employees received 'Sustainability' training via the Beyçelik Digital Education Portal, creating a shared corporate awareness. Members of the Beyçelik Gestamp Sustainability Committee also received 240 hours of 'ESG Management Training'. As a result of this training, the integration of sustainability goals into business processes was strengthened, and the aim was to make the ESG perspective more effective in decision-making processes.





Information and Monitoring Processes

Sustainability performance is reported to senior management at the Management Review meetings held at the end of the year; managers evaluate this performance alongside the operational success of the business units. The results of internal audits conducted under the Environmental and Energy Management Systems and the achievement of annual environmental targets are also discussed at these meetings; short- and long-term action plans are developed based on the findings and their implementation is monitored.

Integration and Internal Controls

Sustainability management is not limited to environmental issues; it is integrated into all core business processes, including financial, technical, human resources, and supply chain. Thanks to this holistic structure, issues such as reducing environmental impacts and employee health and safety have become an integral part of governance processes.

The “Sustainability Management Organisation”, which involves the active participation of senior and middle management and is formed with the involvement of managers and employees from different business units, ensures that the company’s sustainability strategy is implemented in line with short, medium and long-term goals. The organisation is responsible for measuring, assessing and monitoring the economic, environmental and social impacts and risks arising from operational activities, as well as for the regular and reliable reporting of sustainability data.

Within the scope of its internal control systems, the company continuously monitors sustainability risks through risk assessment, legal compliance tracking, internal auditing and performance monitoring tools; it evaluates the effectiveness of these processes through regular audits.

Performance and Remuneration

Beyçelik Gestamp approaches the achievement of sustainability goals with a performance-based governance model, supporting its success in environmental, social and governance areas with measurable and monitorable indicators.

Critical environmental, social and governance (ESG) performance indicators are reflected in performance evaluations, particularly at the managerial level; responsibility sharing is strengthened by including certain targets in the individual KPI system.

A sustainability-based performance measurement and reward system is implemented at management levels. Executive bonuses are directly linked to environmental, social and governance (ESG) indicators. One of the four main objectives (OKR system) set for senior managers is focused on environmental sustainability. The indicator defined within the scope of this objective determines 25% of the annual performance bonuses.

The OKR structure, which translates the company’s sustainability strategy into concrete actions, is built around five key priorities:

Goal-Oriented Performance Management Mechanism

Environmental Sustainability

Energy efficiency projects, renewable energy investments and subsidiary industry control mechanisms aim to reduce emissions by 2%. Sub-indicators for achieving this objective are monitored regularly on a monthly basis, with specific task definitions for each department and function.

Responsible Governance and Cybersecurity

Objectives such as increasing ESG maturity, creating stakeholder engagement plans and business continuity plans, and backing up critical IT systems are aimed at strengthening the company’s governance capabilities. These are structured on a quarterly and annual basis.

Occupational Health and Safety

A systematic and continuous improvement approach towards employee health has been adopted through sub-indicators defined under headings such as reducing accident rates, quickly closing risks, and spreading the OHS culture.

Employee Engagement and Development

Sustainability principles in human capital management are based on indicators such as increasing annual employee engagement survey results to above 70%, achieving 100% training participation rates, and reducing absenteeism rates to below 2%. Specific responsibilities have been assigned for each target and indicator; all management levels, from directorship to manager level, have been integrated into the OKR system. Reporting frequency is structured on a monthly, quarterly and annual basis, depending on the nature of the indicators.

Sustainability Monitoring through Committee Mechanisms

Overall Structure

At Beyçelik Gestamp, sustainability activities are carried out under the supervision of the Board of Directors and the General Manager within a multi-layered governance structure. The Beyçelik Gestamp Sustainability Management Organisation is designed to work in line with corporate strategy and consists of the Sustainability Committee, Sustainability Leader, Sustainability Working Group, Sub-Working Groups, Energy Board, and Risk Management Committee.

Sustainability Committee

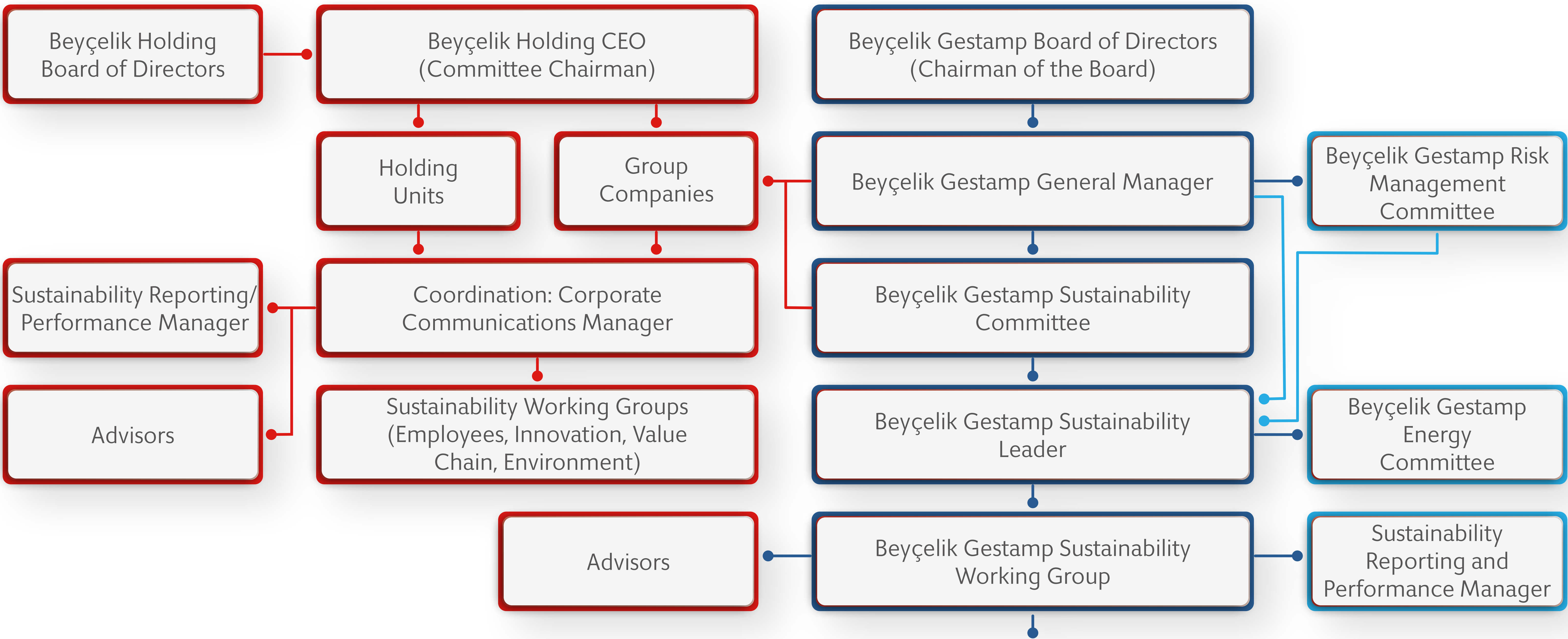
Reporting to the Board of Directors, the Sustainability Committee is responsible for shaping the company’s sustainability strategy, setting targets and guiding implementation processes. The committee is chaired by the Chief Human Resources and Sustainability Officer (CHRO).

The committee has a multidisciplinary structure with the participation of senior managers representing different business lines. The Operations Directors for Turkey and Romania, the Body and Chassis Business Development and Engineering Directors, the Mould Business Unit, the Finance and Supply Chain Directors, and the Sustainability Leader & HSE Manager are among the permanent members of the committee.

The Sustainability Leader is responsible for the management of EHS issues across the company, performance monitoring, data flow, and internal coordination processes. This role is carried out by the Beyçelik Gestamp Environment and Sustainability Manager. The Leader, also acts as the secretary of the Sustainability Committee; organises Working Group, Sub-Working Group and Energy Board meetings and communicates the outputs of these bodies to Senior Management.

The Committee is responsible for establishing and updating sustainability policies and strategies, determining Beyçelik Gestamp’s priority issues, setting short-, medium- and long-term goals in light of these priority issues, and developing strategies in line with national and international developments. It works in coordination with the Risk Management Committee to identify and monitor sustainability and climate-related risks and opportunities. The Committee meets at least twice a year, takes decisions by simple majority, and reports its activities to Senior Management through the Sustainability Leader, who acts as its secretary.

Beyçelik Gestamp Sustainability Management Organisation



Employee Working Group

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

Innovation Working Group

- Research and Development, Innovation and Technology
- Information Security, Artificial Intelligence and Digitalisation Practices
- Emergency and Disaster Management, Resilience Applications

Value Chain Working Group

- Product Quality and Safety
- Customer Satisfaction
- Sustainable Procurement, Logistics and Supply Chain Applications
- Stakeholder Engagement and Governance Practices
- Combating Anti-Competitive Behaviour and Corruption
- Human Rights Throughout the Value Chain
- Economic Performance, Global Markets and Market Presence
- International Compliance and Participation in Sustainable Development Networks

Environmental Working Group

- Reducing Emissions, 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

Energy Committee

Energy is a fundamental input in Beyçelik Gestamp’s production processes, and energy efficiency and consumption reduction are among the company’s priority sustainability goals. Operational activities carried out under the ISO 14001:2015 Environmental Management System and ISO 50001:2018 Energy Management System are supported by regular certification and continuous improvement processes.

The Energy Committee operates with the aim of systematising energy management and promoting efficiency-focused projects across the organisation. The Committee is chaired by the Environment and Sustainability Manager, who is also the Sustainability Leader at ; the Committee includes Site Energy Managers, Environmental Specialists, Site Production Managers, Site Maintenance Managers, and Maintenance Unit Leaders. The committee meets at least four times a year; decisions are taken by simple majority, and the agenda and coordination of meetings are managed by the Sustainability Leader. Key areas of focus for the committee include energy consumption, performance tracking, improvement projects, and the use of renewable energy.

Risk Management Committee

The Risk Management Committee is responsible for the early detection, assessment, and management of corporate risks at Beyçelik Gestamp. The committee takes a holistic approach to financial, operational, strategic, reputational, compliance and environmental risks that could affect the company’s strategic objectives, while also identifying opportunities to increase the company’s profitability and operational efficiency and ensuring that the necessary work is carried out in this regard.

The Committee operates under the chairmanship of the Director of People and Sustainability, using a process-based representation system; it covers 17 different units from managerial, operational, customer-focused and support processes. The Committee structure supports the integration of risk management into the corporate culture and a shared sense of responsibility across the organisation. The Risk Management Committee works in an integrated manner with the sustainability governance structure; meeting coordination and secretarial duties are carried out by the Sustainability Leader.

The Board meets at least once a year; identified risks and opportunities are monitored within the scope of the Corporate Risk Inventory, and the evaluation results are presented to Senior Management in the form of recommendations.

Stakeholder Relations

Beyçelik Gestamp adopts a governance approach based on the principles of openness, transparency and accountability in order to spread its sustainability approach throughout the entire value chain. Trust-based communication is established with stakeholders; these principles are applied as a fundamental guide in all of the company’s activities.

Regular assessments are conducted to accurately analyse stakeholder expectations, and their impact on the company and the nature of the relationships are continuously monitored. Stakeholder participation is encouraged in the planning and implementation processes of projects carried out in the economic, environmental and social fields; this interaction is particularly leveraged in new investments, strategic decisions and sustainability priorities.

Feedback from stakeholders is taken into account in decision-making processes and directly reflected in management decisions. Information and participation mechanisms are implemented using tools and timing strategies tailored to the communication habits of each stakeholder group.

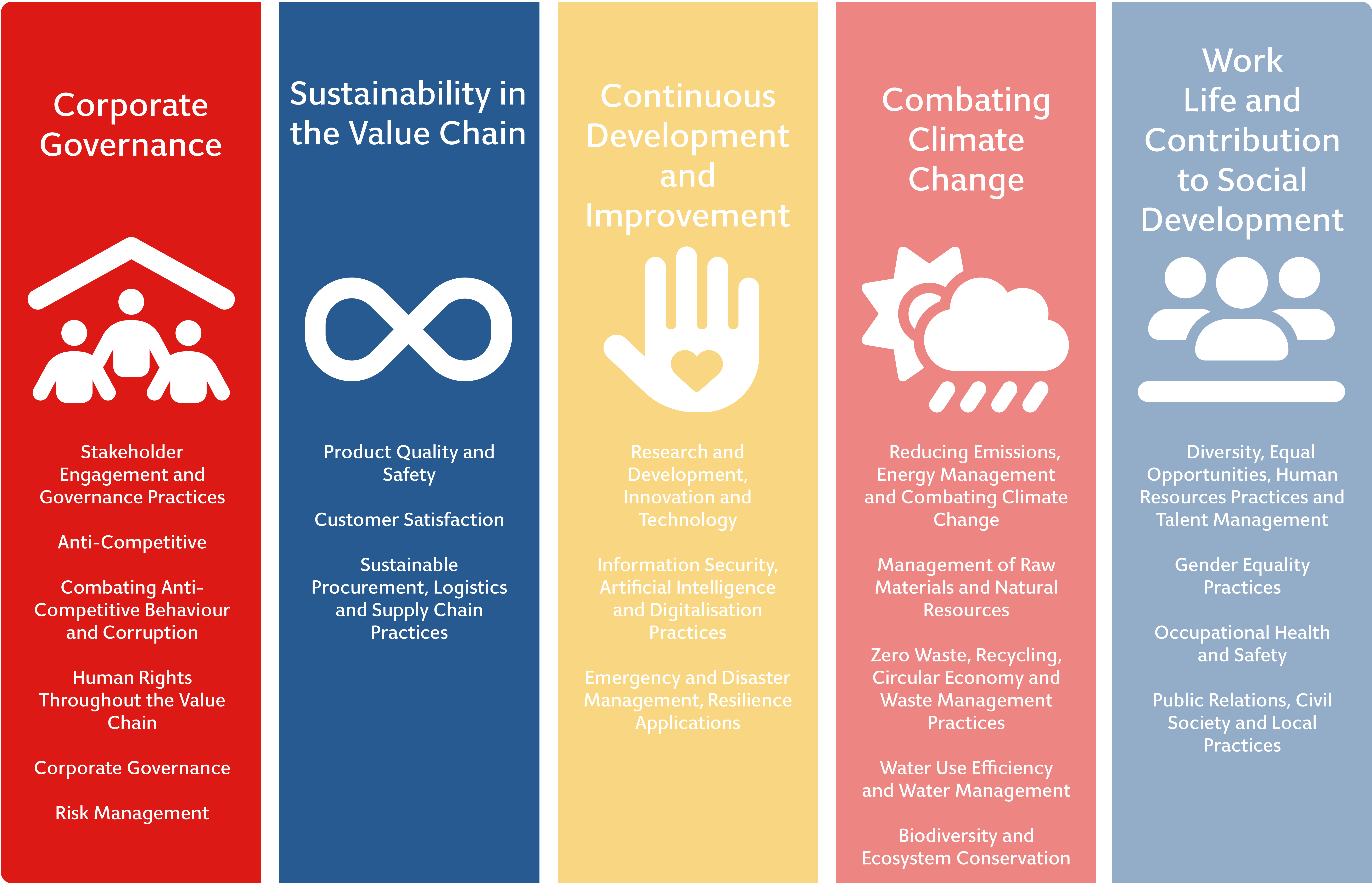
Stakeholder Group	Communication Channel	Communication Frequency
Employees	Training	Ongoing
	Internal Information and Announcements	Instant
	Website	Ongoing
	Intranet web/mobile	Continuous
	Social Media Accounts	Ongoing
	Corporate Publications	Quarterly
	Internal Newsletters	Periodic
	Performance Review	Annual
	Employee Engagement	Annual
	Board/Committee	Periodic
Customers	Sustainability Report	Annual
	Business Ethics Rules	Ongoing
	Website	Ongoing
	Customer Satisfaction	Annual
Suppliers	Meetings and	Upon Request
	Business Ethics Rules	Ongoing
	Sustainability Report	Annual
	Supplier Performance	Annual
	Supplier Audits	Annual/Monthly
Public Institutions and Organisations / International Organisations	Sustainability Report	Annual
	Supply Chain	Ongoing
	Business Ethics Rules	Ongoing
	Training	When Required
	Audits	Periodic/Real-time
	Audit Report	Annual
	Sustainability Report	Annual
	Meetings and Discussions	Upon Request
	Joint Projects	Periodic
	Incentives	Periodic
	Visits	When Necessary

Stakeholder Group	Communication Channel	Communication Frequency
Academic Institutions	University-Industry	Periodic
	Career Fairs	Term
	Career Days	Periodic
	Internship Programmes	Seasonal
	Conferences	Ongoing
	Visits	Ongoing
Financial Institutions	Meetings and Discussions	Upon Request
	Audit Report	Annual
	Sustainability Report	Annual
	Meetings and Discussions	Upon Request
Civil Society / Sectoral Organisations	Membership	Permanent/Temporary
	Participation in Working Groups	Permanent
	Sustainability Report	Annual
	Meetings and Discussions	Upon Request
	Website	Ongoing
	Social Media Accounts	Ongoing
Media	Panels	Periodic
	Volunteer Activities	Seasonal
	Press Release	Instant
	Website	Continuous
	Social Media Accounts	Ongoing
	Corporate Publication	Quarterly
	Sustainability Report	Annual
	Meetings and Special Interviews	On Request

Materiality Analysis

Beyçelik Gestamp determines the basis of its sustainability strategy based on a materiality analysis of internal and external stakeholders. The analysis process carried out in 2024 was structured in light of global sustainability trends, international sustainability reporting requirements and sector dynamics. In the materiality analysis, both internal stakeholders (employees, managers, process owners) and external stakeholders (customers, suppliers, industry associations, etc.) assessed the impact and importance levels of sustainability issues.

A digital survey was conducted to gather the opinions of employees and external stakeholders, and the data obtained was analysed in line with an international materiality assessment approach to create a materiality matrix. Participants were asked to evaluate 20 different sustainability elements on a scale (Very High Priority, High Priority, Priority, Not a Priority, No Opinion) reflecting their impact on Beyçelik Gestamp’s activities.



Material Topics According to Beyçelik Gestamp Stakeholder Surveys

Very High Priority

1

Product Quality and Safety

2

Customer Satisfaction

3

Occupational Health and Safety

4

Reducing Emissions, Energy Management and Combating Climate Change

5

Research and Development, Innovation and Technology

6

Management of Raw Materials and Natural Resources

7

Zero Waste, Recycling and Circular Economy Practices

High Priority

8

Sustainable Procurement, Logistics and Supply Chain Practices

9

Human Rights Throughout the Value Chain

10

Economic Performance, Global Markets and Market Presence

11

Information Security, Artificial Intelligence and Digitalisation Practices

12

Water Use Efficiency and Water Management

13

Public Relations, Civil Society and Local Applications

14

Stakeholder Engagement and Governance Applications

15

Emergency and Disaster Management, Resilience Applications

Priority

16

Diversity, Equal Opportunities, Human Resources Practices and Talent Management

17

International Compliance and Participation in Sustainable Development Networks

18

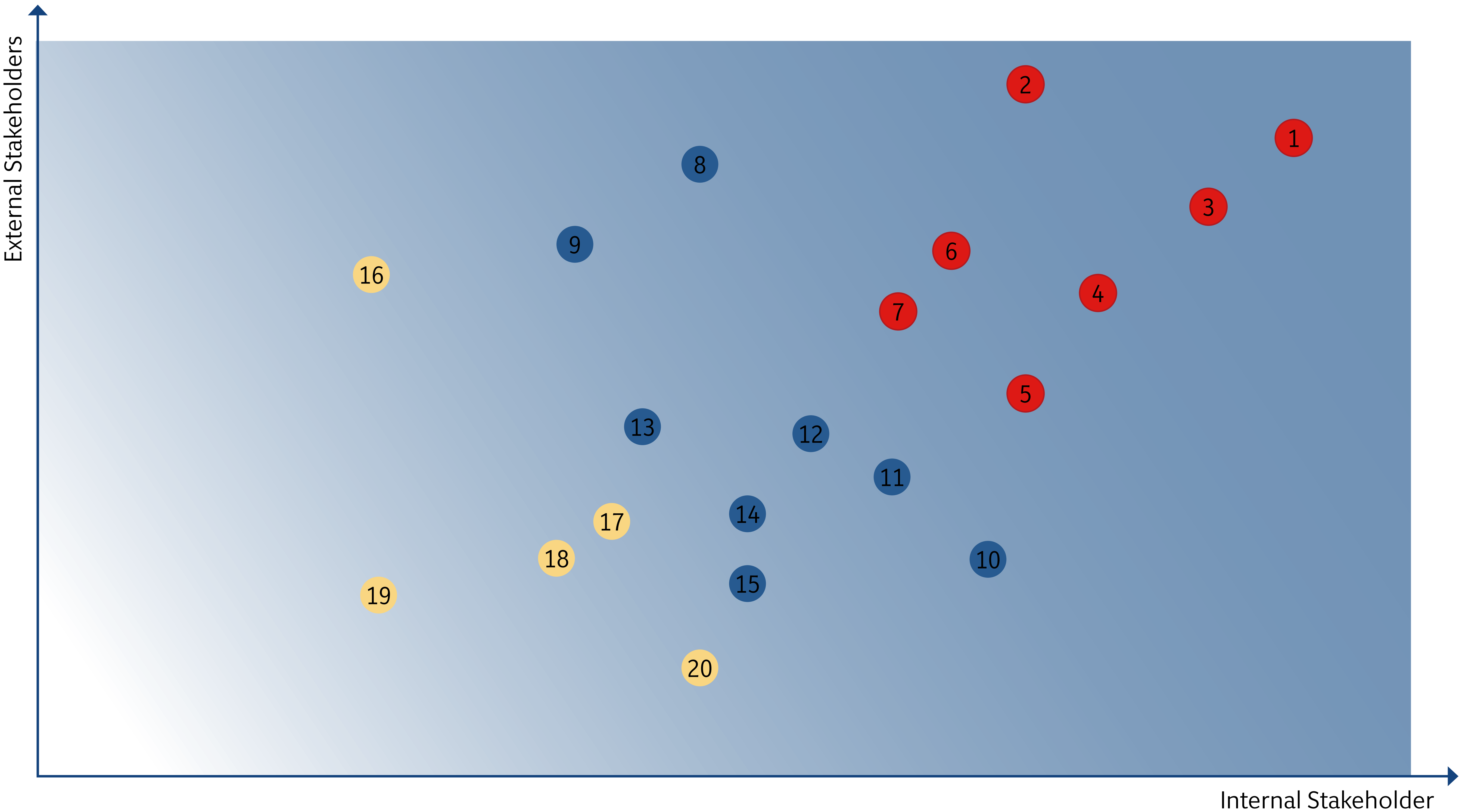
Gender Equality Practices

19

Biodiversity and Ecosystem Conservation

20

Combating Anti-Competitive Behaviour and Corruption



Stakeholder Group

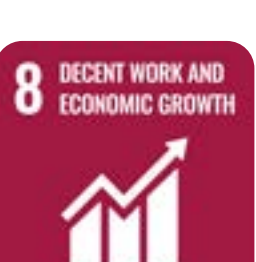
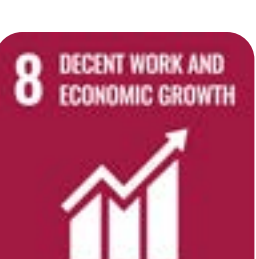
High Materiality Topics	
Senior Management	Product Quality and Safety Customer Satisfaction Occupational Health and Safety Emissions Reduction, Energy Management and Combating Climate Change Economic Performance, Global Markets and Market Presence Research and Development, Innovation and Technology

Contribution to the UN Sustainable Development Goals

Beyçelik Gestamp structures its sustainability strategy in line with short, medium and long-term roadmaps, integrating these plans with a growth vision aligned with Türkiye’s 2053 Net Zero Emissions and Green Development goals.

The company’s sustainability goals are designed in line with the global agenda; as a result of comprehensive analyses and sector research, direct or indirect links have been established with 12 Sustainable Development Goals (SDGs). Within this framework, application areas related to 64 sub-goals have been defined and prioritised. Strategic sustainability practices are advanced under the continuous monitoring and guidance of Senior Management and the Sustainability Committee.



Corporate Governance									
Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Stakeholder Engagement and Governance Practices	STRENGHTEN	Stakeholder Management	Increasing the number of sectoral collaborations and partnerships for circular business models	Number of Partnerships Developed	✓	✓	✓	 	16.8 17.16, 17.17
		Stakeholder Management	Achieving a policy-determining position in sectoral activities	Number of Sectoral Organisations in Which Management Roles Are Held		✓	✓	 	16.8 17.16, 17.17
Combating Anti-Competitive Behaviour and Corruption	MAINTAIN	Combating Anti-Competitive Practices and Corruption	Raising Awareness and Sensitivity Regarding Anti-Competitive Practices and Combating Corruption	Percentage of Employees Receiving Training (%) Number of Awareness Projects in the Value Chain	✓				16.5, 16.6
Human Rights Throughout the Value Chain	STRENGHTEN	Human Rights	Creating Awareness and Sensitivity Regarding Human Rights	Percentage of Employees Receiving Training (%) Number of Awareness Projects in the Value Chain	✓			   	4.7 5.1 10.3 16.b
Economic Performance, Global Markets and Market Presence	STRENGTHEN	Global Market	Increasing international market presence and the number of countries/ regions/customers to which	Export Ratio (%) Number of Countries Exported To Number of Export	✓	✓	✓	  	8.1, 8.2 10.2, 10.6 17.11, 17.13
		Global Market	Diversification of the range of exported products	Number of Exported Products	✓	✓	✓	  	8.1, 8.2 10.2, 10.6 17.11, 17.13
International Compliance and Participation in Sustainable Development Networks	MAINTAIN	Global Partnerships	Developing global partnerships for a common purpose	Number of Global Partnerships	✓	✓	✓	 	16.8 17.16, 17.17

Sustainability in the Value Chain 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS

Continuous Development and Improvement									
Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Research and Development, Innovation and Technology	IMPROVE	R&D	Increasing Savings Achieved Through R&D Increase	TL savings Energy savings Person-hour savings Raw material savings		✓		  	9.4, 9.5, 9.b 12.a 17.6, 17.7, 17.8
		Research and Development	Prioritising Collaboration with Universities	Number of universities	✓	✓	✓	  	9.5, 9.b 12.a 17.6
		Innovation	Increasing Savings Through Innovation Applications	TL savings Energy savings Person-hour savings Raw material savings	✓	✓	✓		9.5, 9.b 17.6, 17.8
Information Security, Artificial Intelligence and Digitalisation Applications	STRENGTHEN	Digitalisation	Increasing Savings Through Digitalisation	TL savings Energy savings Person*hour savings		✓			9.1, 9.4, 9.5, 9.b, 9.c
		Digitalisation	Increase in Digitalisation Rate	Digitalisation rate		✓			9.1, 9.4, 9.5, 9.a, 9.b, 9.c
		Digitalisation	Widespread Adoption of Digitalisation Throughout the Value Chain	Training hours/person*hour		✓	✓		9.1, 9.4, 9.5, 9.b, 9.c
		Industry 4.0	Increasing the Number of Projects Under Industry 4.0	Number of projects		✓	✓		9.1, 9.4, 9.5, 9.b, 9.c

Continuous Development and Improvement



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



17 PARTNERSHIPS
FOR THE GOALS

Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Emergency and Disaster Management, Resilience Applications	STRENGTHEN	Disaster Management	Integrate regional and global disaster preparedness action plans into all processes, including the supply chain	Full Compliance with the Emergency/Disaster Action Plan	✓	✓			13.1, 13.3
		Emergency Management	Emergency Risk Assessment and Response Plan Development	Number of training sessions and drills conducted	✓			 	9.1, 9.2 13.2
		Resilience	Aligning with resilient and sustainable industrial practices identified within the green transition framework	Full Compliance		✓	✓		9.1, 9.4, 9.5, 9.b, 9.c

Combating Climate Change



Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Reducing Emissions, Energy Management and Combating Climate Change	IMPROVE	Energy and Emissions Management	Calculation of Scope 1-2-3 Emissions	Scope 1-2-3 Emission Values	✓	✓			13.1, 13.2, 13.3
		Energy and Emissions Management	Establishing a corporate greenhouse gas reduction projection in line with the SBTi methodology	Scope 1-2-3 Emission values	✓	✓	✓		13.1, 13.2, 13.3, 13.a
		Energy and Emissions Management	Promotion of 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 Emissions Management	Increasing the Use of Renewable Energy	Percentage of renewable energy usage (%)			✓		7.2, 7.a, 7.b
		Energy and Emissions Management	Reduction in Energy Consumption	GJ reduction	✓	✓	✓		7.2, 7.3, 7.a, 7.b
		Energy and Emissions Management	Zero Carbon Emission Factory Target	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 Emissions Management	Calculation of carbon emissions based on manufactured products	Increasing LCA studies		✓	✓		7.2, 7.3, 7.a, 7.b 12.6 13.1, 13.2, 13.3, 13.a
		Energy and Emissions Management	CDP Reporting (Carbon Disclosure Project)	Annual reporting globally		✓			13.1, 13.2, 13.3, 13.a
		Energy and Emissions Management	Reducing emissions from the supply chain	Number of electric vehicles used		✓	✓		9.1, 9.2 12.6, 12.8, 12.c 13.1, 13.2, 13.3

About the Report

About Beyçelik Gestamp

Governance Structure

Risk Management

Sustainability Strategy

Enviromental Performance

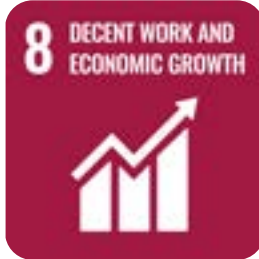
Contributing to Work Life and Social Development

Sustainability in the Value Chain

Continuous Development and Improvement

Social Performance

Attachments

Combating Climate Change									
Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Management of Raw Materials and Natural Resources	IMPROVE	Raw Materials	Use of low-carbon and sustainable raw materials	Increasing R&D activities Sustainable raw material usage rate Recycled raw material			✓	   	7.2, 7.3 8.4 12.2, 12.5 13.2, 13.33
		Waste Management	Making the Applications Required for "Zero Waste" Certification Sustainable	Zero Waste certificate rate	✓	✓	✓		12.4, 12.5, 12.6
Zero Waste, Recycling and Circular Economy Applications	IMPROVE	Waste Management	Organising Training on Source Separation of Waste	Training hours / person*hour	✓				12.4, 12.5, 12.6
		Waste Management	Reducing the amount of waste generated in production processes	Waste Quantity	✓	✓			12.4, 12.5, 12.6
		Waste Management	Increasing the Amount of Waste Recycled into the Circular Economy	Waste Recycling Rate Waste Disposal Rate	✓	✓	✓	 	8.4 12.4, 12.5, 12.6
		Chemical Management	Promotion of Chemical Management (REACH Directive)	Monitoring compliance with the REACH Directive among suppliers	✓				12.4
		Chemical Management	Reducing chemical usage rates	Chemical usage rate	✓	✓			12.4
Water Use Efficiency and Water Management	STRENGTHEN	Water Management	Efficient Use of Water	Percentage decrease in water usage Increase in the amount of water recycled in the process (%) Reduction in wastewater discharge (%)	✓	✓	✓		6.3, 6.4, 6.5

Combating Climate Change									
Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Biodiversity and Ecosystem Conservation	IMPROVE	Environmental Management Systems	Implementation of ISO 14001-50001 management systems in new facilities	Certification rate achieved through expansion	✓			12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	12.6, 12.a, 12.c
		Environmental Investments	Increasing investments made to improve environmental performance	Environmental investments and expenditures (TL)	✓	✓	✓	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	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 CLEAN WATER AND SANITATION	6.6

Contribution to Working Life and Social Development



Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Diversity, Equal Opportunities, Human Resources Practices and Talent Management	MAINTAIN	Diversity and Inclusion	Creating an Inclusive and Diverse Workplace	Breakdown of employees by age, gender, and minority profile	✓	✓		10 REDUCED INEQUALITIES	10.2, 10.3, 10.4
		Employee Development	Delivery of Leadership Development Training	Training hours/person*hour	✓			4 QUALITY EDUCATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	4.4, 4.5, 4.7 12.6, 12.8
		Employee Development	Improvement of talent management indicators	Critical position backup ratio Employee turnover rate Talent pool promotion rate	✓	✓	✓	8 DECENT WORK AND ECONOMIC GROWTH	8.2, 8.3, 8.5, 8.6
		Employee Development	Supporting career development by designing an interdepartmental rotation process within	Rotation rate		✓		8 DECENT WORK AND ECONOMIC GROWTH	8.2, 8.3, 8.5, 8.6
		Employee Development	Rolling out programmes for young talent across Group companies	Candidate-department job satisfaction Percentage of young talents included in the programme		✓		4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH	4.3, 4.4, 4.5, 4.7 8.2, 8.6
		Employee Engagement and Satisfaction	Increasing Employee Engagement and Satisfaction	Employee engagement survey score	✓	✓	✓	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	8.5, 8.6, 8.8 10.3, 10.4
		Employee Engagement and Satisfaction	Renewal and implementation of the recognition, appreciation and reward system	Budget compliance rate Survey results	✓			8 DECENT WORK AND ECONOMIC GROWTH	8.2, 8.3, 8.5, 8.8
		Employee Engagement and Satisfaction	Employer Brand Development	Employer Branding Initiatives	✓			8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	8.1, 8.2, 8.3 16.6, 16.7

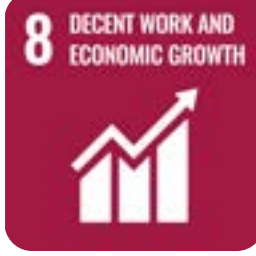
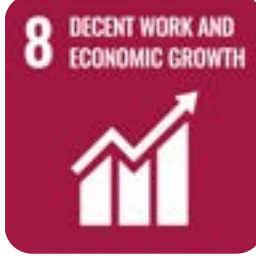
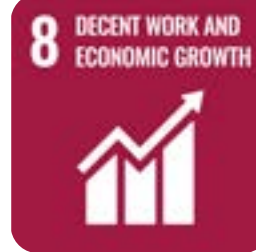
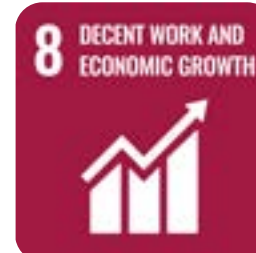
Contribution to Working Life and Social Development



Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Gender Equality Practices	MAINTAIN	Diversity and Inclusion	Taking Different Needs into Account to Create Equal Working Conditions	Female employee satisfaction rate diversity indicators	✓			 	8.5, 8.6, 8.8 10.3, 10.4
		Diversity and Inclusion	Promoting Gender Equality Awareness and Conducting Awareness Campaigns	Education hours/ person*hour	✓				5.c
		Diversity and Inclusion	Establishing Mechanisms to Combat Violence	Training hours/person*hour	✓				5.2
		Diversity and Inclusion	Implementation of Practices that Increase Equal Opportunities in Recruitment	Female employment in new recruitment Return-to-work rate after childbirth	✓			 	5.1, 5.5, 5.c 10.2, 10.3, 10.4
		Diversity and Inclusion	Increasing the Proportion of Women at Management Level	Percentage of women at management level		✓		 	5.5 10.2, 10.3, 10.4

Contribution to Working Life and Social Development



Beyçelik Gestamp Priorities	ACTION	Target Area/Metric	Sustainability Target	Performance Indicator	Target Period			SDGs Contributed	Contribution to the SDG Goals
					Short Term (<1 year)	Medium Term (<1-3 years)	Long Term (>3+ years)		
Occupational Health and Safety	IMPROVE	Occupational Health and Safety	Achieving the Zero Accident Target	Zero accidents	✓	✓	✓	 	3.9 8.8
		Occupational Health and Safety	Increasing OHS Training	OHS training hours/ person*hour	✓	✓	✓		4.7
		Occupational Health and Safety	Establishing a safety culture within the organisation	Number of activities carried out to establish a safety culture	✓	✓		 	3.9 8.8
		Occupational Health and Safety	Reduction in the number of occupational diseases	Occupational disease rate	✓	✓	✓	 	3.9 8.8
Public Relations, Civil Society and Local Applications	STRENGTHEN	Beyçelik From the Heart	Volunteering Activities	Number of Projects Volunteers	✓	✓	✓	  	3.8 4.5, 4.a, 4.b 8.3, 8.6
		Support for Education	Student Grant	Allocated Budget	✓	✓	✓		4.b
		Support for Education	Financial Support for Educational Institutions	Allocated Budget	✓	✓	✓	 	4.a
		Support for NGOs	Contributing to the Development of NGOs	Number of NGOs Joined and/or Serving on Their Management Boards	✓	✓		 	16.8 17.9, 17.16, 17.17

RISK MANAGEMENT

“We are resilient in the face of crises and prepared for uncertainty. We navigate with strategic foresight.”

RISK MANAGEMENT

At Beyçelik Gestamp, risk management is approached as a strategic management area that aims not only to eliminate potential risks but also to identify and evaluate opportunities that could increase the company’s profitability and operational efficiency. The corporate risk management approach is implemented through a comprehensive system that includes governance, assessment, materiality and monitoring stages.

Corporate Structure and Governance

Risk management is carried out through the Risk Management Committee, which operates under the chairmanship of the Director of People and Sustainability.

At Beyçelik Gestamp, the Risk Management Committee addresses existing or potential risks that could affect the company’s existence, brand reputation and operational continuity. The identification, analysis, monitoring and implementation of necessary measures for risks in the financial, reputational, operational, strategic and compliance areas are carried out within this scope.

The committee also aims to evaluate opportunities that will support the company’s sustainable growth and to maximise the value offered to stakeholders. The committee has 17 representatives and includes representatives from management, operations, customer-focused and support processes. The Sustainability Leader acts as the committee secretary, sets the meeting agendas and communicates decisions to senior management.

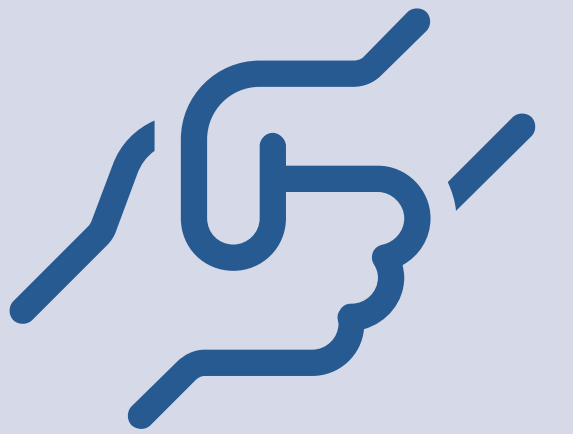
Committee meetings are planned to be held at least once a year, or more frequently as needed; decisions taken are systematically monitored. Risks are recorded through the central system (QDMS), updated at regular intervals and communicated to the relevant departments.

Process-Based Risk Approach

In the risk management process, external factors such as global developments, sectoral trends and possible regulatory changes are taken into account comprehensively, in addition to internal company elements.

The corporate risk management approach at Beyçelik Gestamp is structured on a process basis. The 15 main processes carried out across the company are classified under four main categories; each process has a designated responsible person, who also serves as a member of the Risk Committee. Within the scope of the risk management methodology and structure defined by internal documentation, risks and opportunities are systematically identified, assessed and monitored for each process. The person responsible for each process is directly responsible for monitoring and reporting risks in their area. Process owners identify risks and opportunities related to their areas of responsibility; they score these risks in terms of their impact and likelihood and prioritise them before transferring them to the corporate risk inventory. The processes and responsibility structures are defined as follows:



Process Name		Risk Management Methodology	Risk Management Procedures
 Risks Related to Management Processes	Strategic Management Process	All company processes and risks and opportunities related to the organisation are evaluated.	Mission, Vision, Values, Strategic Plan Report, YGG Minutes, Board of Directors Presentation, budget, business plan, short-, medium- and long-term strategic objectives and KPIs
	Occupational Safety Process	Risks and opportunities related to OHS are assessed.	ISO 45001:2018 OHS Management System, OHS committee minutes, drill reports, risk and accident information reports, "zero accidents" and occupational disease target
	Environmental Management Process	Environmental management risks and opportunities are assessed.	ISO 14001:2015 Environmental Management System, compliance with environmental legislation, environmental consultancy processes, identification of significant environmental aspects of processes, monitoring of natural resource usage, awareness training, emergency action plan
	Energy Management Process	Energy-related risks and opportunities are being assessed.	ISO 50001:2018 Energy Management System, compliance with energy-related legal regulations
 Risks Related to Customer-Focused Processes	Quality Management Process	Risks and opportunities related to management system audits are being assessed.	ISO 9001:2015 Quality Management System, IATF 16949:2016 Automotive Quality Management System, audit plans, 8D applications, customer scorecards, customer satisfaction tables
	New Product Introduction and R&D Process	Risks and opportunities related to new product development (NPD) and R&D are being assessed.	SAP applications, project meetings, compliance with PSW dates, R&D Centre patent and utility model tracking, scientific publication review, R&D Committee meetings
	Business Development Process	Preparing proposals in line with customer expectations and the company's development goals, forecasting customer expectations, and assessing risks and opportunities related to sales processes.	Proposal preparation, interview minutes, contracts, Board of Directors backup project presentations, new customer turnover, customer onboarding processes, new product project risk analysis
	Supply Chain Process	Supply chain risks are identified based on customer demands and production capacity and are evaluated in the performance processes of the company.	Procurement processes, evaluation of current and alternative approved suppliers, supplier performance analyses, logistics process tracking, inventory management

	Process Name	Risk Management Methodology	Risk Management Procedures
 Risks Related to Operational Processes	Mass Production Process	Risks and opportunities that may be encountered in serial production are evaluated based on customer demands and production capacity.	Machine controls, process parameters, field inspections, critical equipment lists, OEE ratio (Quality * Efficiency * Performance)
	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 application, capacity increases, product traceability, planning reports, inventory management
 Risks Related to Support Processes	Maintenance Management Process	Risks and opportunities related to all equipment, machinery, fixtures, and the SAP enterprise asset management system are evaluated.	Planned/predictive/periodic maintenance plans via SAP, list of critical equipment
	Improvement Process	Risks and opportunities related to systematic problem solving, improvement, and efficiency method processes across the company based on the WCM model are evaluated.	Improvements, capacity increases, feasibility studies, continuous improvement reports, 5S and WCM 5S performance, Kaizen planning and performance during the project process
	Human Resources and Corporate Communication Process	Risks and opportunities related to employees and training are evaluated.	Recognition, appreciation and employee satisfaction, competency matrices, Beyçelik Gestamp Academy (training and development management), performance evaluation, career management, corporate communication
	Procurement Process	Risks and opportunities related to procurement (raw materials, production materials, auxiliary materials, services, equipment, consignment transactions, etc.) and foreign trade are being	Availability of alternative approved suppliers both domestically and internationally, foreign trade and exchange management
	Information Technology Process	Risks and opportunities related to information security and information technology are evaluated.	ISO/IEC 27001:2013 Information Security Management System, IT consulting processes, digitalisation roadmap, awareness training

The company’s compliance with budget targets is regularly monitored and evaluated within the scope of risk management. Budget plans for the next period are prepared in the last quarter of each year, and the necessary approval processes are completed. The implementation stages of the approved budgets are monitored through periodic checks carried out monthly and quarterly throughout the year.

Internal Audit and Control Structure

All operational and managerial processes at Beyçelik Gestamp are regularly monitored through structural and systematic audit practices based on Beyçelik Holding’s International Internal Audit Standards. Audits are conducted in line with corporate policies and strategies within the framework of Internal Audit and Fraud Prevention Procedures.

The Beyçelik Holding Internal Audit Directorate adopts an independent, objective and guidance-oriented approach that ensures compliance with legislation while also increasing the efficiency and sustainability of business processes.

Audit activities, shaped according to annual planning, are implemented under four main headings: performance, processes, financial structure, and information technology systems. Findings and conclusions obtained as a result of audits are evaluated together with the relevant units to develop improvement recommendations and action plans; the implementation processes of these plans are closely monitored and reported to the Board of Directors on a regular basis.

In addition to Beyçelik Gestamp’s internal control system, Customer Audits, Quality Management System Audits and independent external audit

activities are also carried out. Through these audits, operational and process-based risks and opportunities are assessed; legal compliance, quality standards, process efficiency and risk management performance are reviewed holistically.

Tax Management

Beyçelik Gestamp adopts a transparent, ethical and sustainable tax strategy with an approach of full compliance with legal obligations and timely fulfilment of its financial responsibilities. The company’s tax transactions are carried out with the participation of all relevant units under the coordination of the Finance Directorate; declaration and payment processes are carried out in full.

Changes in legislation are continuously monitored, and potential tax risks are managed proactively. Beyçelik Gestamp’s financial data and reporting processes are regularly audited by authorised chartered accountants and independent audit firms.

Relations with tax authorities are maintained in accordance with the principles of trust, honesty, fairness and transparency; all declarations are submitted transparently and, where necessary, information is exchanged through written and face-to-face communication channels.

Tax Audit and Compliance

Compliance audits regarding tax obligations are carried out within the scope of official audit processes conducted by the competent tax authorities. All activities of Beyçelik Gestamp in Türkiye and Romania are structured in accordance with the tax legislation of the relevant countries.

The company’s financial statements and related records are fully certified by chartered accountants and reviewed by independent audit firms on a quarterly basis.

Declaration processes are submitted to Senior Management after all controls have been completed, and final decisions are made accordingly.



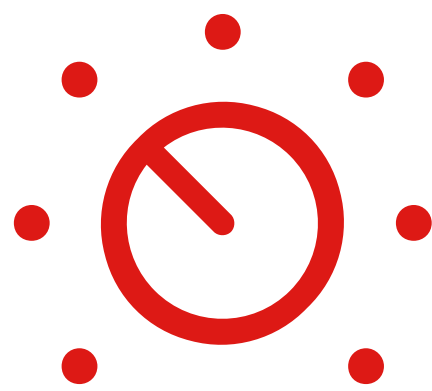
Management of Sustainability and Climate-Related Risks and Opportunities

At Beyçelik Gestamp, sustainability and climate-related risks and opportunities are addressed in an integrated manner within the ISO 14001, ISO 45001 and ISO 50001 management systems. Thanks to the integrated management structure, risks related to environmental impacts, occupational health and safety, and energy performance are managed in a way that can be integrated not only into operational but also strategic planning processes.

A systematic process is implemented through internal instructions, procedures, assessment forms and tracking tables to identify, evaluate and control risks and prioritise opportunities.



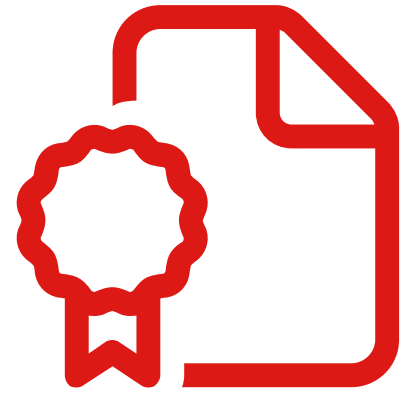
Corporate Practices



Risk-opportunity assessments are conducted through environmental, health and safety, and energy risk forms that are updated annually.



Energy reviews are conducted once a year at the facility, equipment and process levels; performance data is collected, analysed and compared with appropriate targets.



Legal compliance obligations are monitored through annually updated tables and are included in the risk analysis again, taking into account their impact on system performance.



Environmental opportunities such as energy efficiency, emission reduction and waste reduction are measured using quantitative indicators, and their contribution to the organisation's sustainability goals is calculated.



Proactive risk assessment is carried out prior to any significant change (new line investment, process change, etc.); the acceptability of risks is checked.

Sustainability and Climate-Related Risks and Opportunities

Beyçelik Gestamp has utilised the Task Force on Climate-related Financial Disclosures (TCFD) and TSRS (Türkiye Sustainability Reporting Standards) methodologies in identifying and managing risks and opportunities in its 2024 sustainability strategies.

Beyçelik Gestamp defines risks as the potential for climate change and sustainability dynamics to have a negative impact on the company's business model, financial performance and value chain. Risks are addressed under two main categories in accordance with the TCFD methodology:



Physical Risks:

- Acute:** Short-term effects such as extreme weather events, floods, storms, and fires.
- Chronic:** Long-term impacts such as rising average temperatures and declining water resources.

Transition Risks:

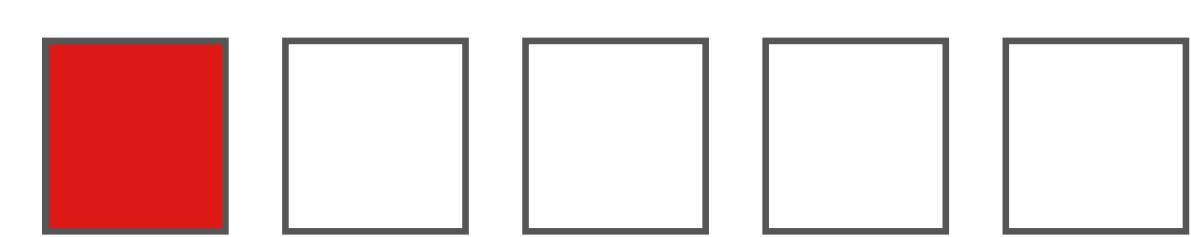
- Policy and Regulation:** Carbon pricing, emission limits, regulatory changes.
- Technology:** Costs associated with transitioning to new low-carbon production technologies.
- Market:** Shifts in demand, customer expectations towards sustainable products.
- Reputation:** Risks of failing to meet stakeholder expectations.

Opportunities are defined as positive developments that could increase the company’s value creation capacity and provide a competitive advantage. According to the TCFD methodology, opportunities are grouped under the following headings:

- Resource and Energy Efficiency:** Cost advantage through reduced energy and raw material consumption.
- Energy Use:** Investments in solar power plants and reduction of carbon footprint.
- Product and Service Innovation:** Innovative components for lighter and safer vehicles.
- Access to New Markets:** The opportunity to be included in the supply chains of global automotive manufacturers.
- Resilience:** Production and logistics infrastructure resilient to the physical effects of climate change.

At Beyçelik Gestamp, risks and opportunities are classified as short, medium and long term; each term is linked to the company’s strategic planning processes:

- Short-Term Risks (0-3 years):** Covers risks likely to arise within the next three years. The short-term period generally focuses on measures to ensure the sustainability of operational activities, improvements to existing processes, and managing developments that require a rapid response.



- Medium-Term Risks (3-10 years):** Refers to risks likely to occur between three and ten years. In the medium term, topics such as investment projects, technological transformation, and compliance with climate-related regulations are at the forefront.



- Long-Term Risks (10 years and above):** These are strategic risks expected to emerge over a period of ten years or more. They are related to low-carbon transformation projects, climate resilience targets, and sustainable growth strategies across the value chain.



At Beyçelik Gestamp, maturity-based risk classification is integrated into decision-making mechanisms. It is considered a fundamental reference in shaping budget management, investment planning, and sustainability strategies.

Beyçelik Gestamp conducts risk and opportunity analyses throughout the entire value chain when assessing its sustainability performance. Geographical and operational components are taken into account in the analyses to identify the areas where activities have the highest impact or risk in terms of sustainability and climate. This approach enables the company to define its strategic priorities in a data-driven manner.

Beyçelik Value Chain

Value Chain	Category and Description	Geographical Location(s)
 Upstream Value Chain	Raw Material Supply	Türkiye, South Korea, Japan, Scandinavia, USA, China, Spain
	Support Services Energy Resources Financial Resources	Bursa, Kocaeli, Romania
	Mould production Sheet metal forming Welding technologies Hot forming Roll Forming, Mechanism, Stretch Bending Laser cutting technologies Sustainable Products and Technologies	Bursa, Kocaeli, Romania
Direct Operations	R&D and Innovation	Bursa, Kocaeli
	Solar Power Plant	Bursa
	Logistics and Storage	Bursa, Kocaeli, Romania
 Downstream Value Chain	Sales and Marketing	Global
	Customer and Distribution	30+ countries, 5 continents
	Investor Relations	Global

Risk Name	Financial Impact	Current Controls						
Risk of Exposure to Carbon Pricing Mechanisms Risk Description In line with the European Union Emissions Trading System (EU ETS), the Carbon Border Adjustment Mechanism (CBAM) and potential national carbon pricing mechanisms, the risk of increased carbon costs has the potential to increase the costs of carbon-intensive activities not only in direct operations but also in upstream and downstream parts of the value chain. In particular, production processes that are not compliant with carbon regulations and raw material-related emissions can negatively impact competitiveness, export potential and customer relationships. The Position of Risk in the Value Chain Upstream Value Chain Direct Operations Downstream Value Chain <table><tr><th>Probability</th><th>Time Horizon</th><th>Impact Level</th></tr><tr><td>Likely</td><td>Medium Term </td><td>Low </td></tr></table>	Probability	Time Horizon	Impact Level	Likely	Medium Term 	Low 	Estimated Risk Cost: 11,000 EUR– 500,000 EUR Explanation of Risk Cost: Scenario studies were conducted based on the company’s 2024–2035 production facility emissions and energy consumption data. Projections of increases and decreases over the years were created based on the current status of all production plants, and two alternative compliance scenarios were evaluated in line with this data: (i) Full EU ETS Compliance (2034) and (ii) Delayed Compliance (2038). The years 2026–2028 have been defined as a transition period, during which no financial obligations are anticipated for the company. This period has been assessed as an adaptation phase in terms of preparing for the ETS and establishing monitoring, reporting and verification processes. • EU ETS Full Compliance Scenario, takes into account EU ETS carbon price projections and represents a model in which free allowances are completely phased out by 2034. In this scenario, carbon prices are expected to rise gradually in line with EU ETS price dynamics. The modelling results indicate that financial obligations will commence in 2029, with an estimated cost of approximately EUR 260,000 during this period. With the increase in carbon prices and the reduction in free allowances, obligations are expected to range between approximately EUR 380,000 and EUR 500,000 during the 2030–2032 period. • The Delayed Compliance Scenario is based on the assumption of lower carbon price levels expected in Türkiye and the continuation of free allowances until 2038. In this model, financial obligations are expected to arise at a later stage and at a relatively limited level. These obligations, which are expected to commence in 2032, will gradually increase over time in line with the rise in carbon prices.	Current Controls The Beyçelik Gestamp Carbon Reduction Plan Roadmap has been prepared in line with a medium- and long-term strategic plan that includes the company’s targets of achieving net zero Scope 1 and Scope 2 greenhouse gas emissions by 2035 and a 50% reduction in Scope 3 emissions from raw materials. The company plans to initiate a science-based target setting and monitoring process within the framework of the SBTi by 2025. Fuel consumption is being reduced and operational carbon intensity is being lowered through Milk Run and Just-in-Time logistics models as part of supply chain optimisation. Carbon management criteria are integrated into the supplier selection process to encourage the use of low-carbon materials. Mobility-related emissions are being reduced by converting the company’s vehicle fleet to electric vehicles and developing charging infrastructure. Compliance with the sustainability taxonomy is adopted as a prerequisite in the planning of new investments, and internal carbon pricing studies are being conducted. Cost of Responding to Risk 1,200,000 EUR Energy efficiency projects, renewable energy systems (RES), waste heat recovery, and efficient equipment modernisation Preparatory work for international regulations such as ETS and CBAM
Probability	Time Horizon	Impact Level						
Likely	Medium Term 	Low 						

Risk Name

Risk of Exposure to Carbon Pricing Mechanisms

Risk Description

In line with the European Union Emissions Trading System (EU ETS), the Carbon Border Adjustment Mechanism (CBAM) and potential national carbon pricing mechanisms, the risk of increased carbon costs has the potential to increase the costs of carbon-intensive activities not only in direct operations but also in upstream and downstream parts of the value chain. In particular, production processes that are not compliant with carbon regulations and raw material-related emissions can negatively impact competitiveness, export potential and customer relationships.

The Position of Risk in the Value Chain



Upstream
Value Chain



Direct Operations



Downstream
Value Chain

Probability

Likely

Time Horizon

Medium Term
■ ■ ■ □ □

Impact Level

Low
■ ■ □ □ □

Financial Impact

Estimated Risk Cost: 11,000 EUR– 500,000 EUR

Explanation of Risk Cost:

Overall, the full compliance scenario provides clearer financial visibility by enabling the company's early integration into the ETS system and is classified as "low risk" in terms of financial impact. Although the delayed compliance scenario may create short-term financial advantages, it carries a higher cost risk in the long term due to increasing carbon prices and decreasing allowances.

In parallel with the ETS projection, the company's potential obligations under the CBAM for exports to the EU have also been modelled. According to the model results, customer tax payments per tonne start earlier and at a higher level in the delayed compliance scenario.

- In the delayed compliance scenario, CBAM customer payments begin in 2030. Starting at approximately EUR 1/tonne in the early years, these obligations gradually increase in subsequent years.
- In the full compliance scenario, payments begin in 2031, and the cost level per tonne remains within a similar range.

Current Controls

The Beyçelik Gestamp Carbon Reduction Plan Roadmap has been prepared in line with a medium- and long-term strategic plan that includes the company's targets of achieving net zero Scope 1 and Scope 2 greenhouse gas emissions by 2035 and a 50% reduction in Scope 3 emissions from raw materials. The company plans to initiate a science-based target setting and monitoring process within the framework of the SBTi by 2025. Fuel consumption is being reduced and operational carbon intensity is being lowered through Milk Run and Just-in-Time logistics models as part of supply chain optimisation. Carbon management criteria are integrated into the supplier selection process to encourage the use of low-carbon materials. Mobility-related emissions are being reduced by converting the company's vehicle fleet to electric vehicles and developing charging infrastructure. Compliance with the sustainability taxonomy is adopted as a prerequisite in the planning of new investments, and internal carbon pricing studies are being conducted.

Cost of Responding to Risk

1,200,000 EUR

Energy efficiency projects, renewable energy systems (SPP), waste heat recovery, and efficient equipment modernisation
Preparatory work for international regulations such as ETS and CBAM

Risk Name

Risk of Compliance with Climate Regulations

Risk Description

With the rapid development of global climate policies, the possibility of an increase in litigation and various sanctions arising from the implementation of climate-related legislation is on the agenda. Failure to adequately comply with climate-related legislative changes may result in administrative fines, compensation liabilities, reputational damage and legal proceedings. Consequently, not only the company's direct operations but also its business relationships with suppliers and customers may be affected.

The Position of Risk in the Value Chain



Upstream
Value Chain



Direct Operations



Downstream
Value Chain

Probability

Time Horizon

Impact Level

Unexpected

Short-Term



Medium



Financial Impact

Estimated Risk Cost: 10,000 EUR– 5,275,000 EUR

Explanation of Risk Cost: The estimated range has been calculated based on the monetary impact of potential litigation, penalties and sanctions risks arising from regulatory changes.

Current Controls

Developing climate legislation, such as EU regulations, the Turkish Climate Law, and the Emissions Trading System, is regularly monitored; potential impacts are analysed and scenario studies are conducted. Consultancy is sought to identify legal obligations in advance, and regular checks are carried out in high-risk areas of activity. Awareness-raising training on legislative changes and participation in industry meetings are provided for relevant units. The company's climate policies are publicly declared; climate targets and performance results are reported regularly.

Cost of Responding to Risk

56,000 EUR

Strengthening internal control mechanisms for environmental and climate regulations
Regular review and improvement actions for risk areas
Expansion of insurance coverage against climate-related litigation risks
Establishment of financial reserves for potential sanctions

Transition Risks	Policy and Regulatory Risk		
	Risk Name	Financial Impact	Current Controls
	Risk of Delay in Energy Transition	Estimated Risk Cost: 50,000 EUR- 500,000 EUR	13,500 MWh capacity solar power plant investment Green energy supply plan with Bewen Renewable Energy, part of Beyçelik Holding Regular assessment of the impact of national, EU and international regulations on activities Coordinated monitoring of green energy and transformation incentives with relevant units
	Risk Description	Explanation of Risk Cost: Delays in the transition to green energy due to late legal and regulatory changes are expected to reduce profitability by approximately 0.1%. The expected reduction will be reflected in the financials, particularly through carbon costs, energy unit price differences and compliance penalties.	
	Due to legal regulations accelerating the transition to green energy, delays in the company's energy transition could have a negative impact on profitability.		
The Position of Risk in the Value Chain			Cost of Responding to Risk
Upstream Value Chain Direct Operations Downstream Value Chain		150,000 EUR	Preparation of the Green Energy Investment Plan - Conducting feasibility studies for investments in solar, wind or biomass energy, - Developing an integration strategy with energy efficiency projects. Strengthening the Regulatory Compliance Monitoring and Risk Management System - Establishing systematic communication and reporting mechanisms with regulatory bodies, - Developing insurance and guarantee strategies against potential penalties. Evaluation of financing alternatives - Researching and prioritising green loans, grants and carbon market funding opportunities. Ensuring Employee and Stakeholder Participation - Planning education and awareness activities for energy transition,, - Establishing regular communication mechanisms with stakeholders.
Probability		Time Horizon	Impact Level
Likely		Medium-to-Long Term	Low

Risk Name

Risk of Technological Adaptation and Competitiveness

Risk Description

Failure to adapt to new technologies with the potential to increase workforce and process efficiency in a timely manner, or delaying such adaptation, may adversely affect operational efficiency, product quality, and the fulfilment of customer expectations.

The Position of Risk in the Value Chain



Direct Operations



Downstream Value Chain

Probability

Time Horizon

Impact Level

Likely

Medium Term

Medium

Financial Impact

Estimated Risk Cost: 500,000 EUR– 5,000,000 EUR

Explanation of Risk Cost: Failure to adapt to technological developments or being late in doing so may result in a risk of approximately 5% decrease in total sales. In this decrease scenario, it is estimated that the financial impact could reach a maximum of EUR 5 million.

Current Controls

Product design and co-designer collaborations
New product/technology development in sheet metal forming and assembly
Big data management, analytics, and Industry 4.0 applications
Integration of advanced production methods and digital technologies
Innovative materials and industrial design development
Analysis, simulation and process studies
Development of innovative testing equipment
Green transformation and efficiency-enhancing projects

Cost of Responding to Risk

1,500,000 EUR

R&D and Investment Planning Units work in coordination on the integration of new technologies.

Transition Risks	Technology Risk				
	Risk Name		Financial Impact		Current Controls
	Risk of Technological Adaptation and Competitiveness		Estimated Risk Cost: 500,000 EUR– 5,000,000 EUR		The Continuous Improvement Team, in coordination with the R&D and Investment Planning Unit, ensures the monitoring of innovative technologies and their adaptation to internal processes. Preparations are being made for potential areas of technological transformation within the scope of Early Equipment Management processes
	Risk Description		Explanation of Risk Cost: Failure to embrace technological transformation is expected to result in a decrease of approximately 5% in total sales volume. The financial impact of this situation is estimated to be around EUR 5 million on average.		
	Failure to integrate new technologies developed as part of climate change mitigation efforts into business processes in a timely manner carries the risk of reducing sectoral competitiveness and decreasing operational efficiency. Particularly in the automotive industry, delays in transitioning to sustainability-focused digitalisation, low-carbon production technologies, and innovative process solutions may lead to customer loss and deterioration in financial performance in the medium term.				
	The Position of Risk in the Value Chain				
	Direct Operations Downstream Value Chain				Cost of Responding to Risk
					156,000 EUR
					Technology Materiality and Investment Calendar Creation: - Materiality of investments with high emission and energy efficiency potential - Ranking technologies based on return on investment (ROI), carbon reduction and key industry expectations Utilisation of Green Financing Sources: - Integration of sustainability-linked loans, KOSGEB Green Industry Supports, IPARD, TÜBİTAK and EBRD grants Monitoring of Key Industry and Group ESG Compliance: - Process adaptations in line with sustainability roadmaps for the 2025-2035 period Early Warning Mechanism: - Establishment of decision support systems with digital monitoring infrastructure in energy and emission-intensive areas
	ProbabilityTime HorizonImpact Level				
LikelyMedium TermMedium					

Transition Risks	Reputation Risk	Risk Name Risk of Environmental Performance and Reputation	Financial Impact Estimated Risk Cost: 50,000 EUR– 1,000,000 EUR Explanation of Risk Cost: Stakeholder pressure arising from inadequate performance on climate action has the potential to cause a permanent 0.05% reduction in company revenues. This projected impact, combined with a weakening of brand value and customer loyalty, is assessed as a risk of decline in long-term cash flow projections.	Current Controls Stakeholder expectations are continuously monitored through tools such as surveys, direct communication channels, and social media. Potential reputation risks are identified at an early stage through crisis communication procedures, and rapid intervention strategies are implemented. Corporate sustainability reporting and public disclosures are regularly updated.
		Risk Description Inadequate responses to stakeholders’ increasing expectations regarding environmental performance and climate action may weaken corporate reputation. This may lead to a decline in customer and investor confidence and negative media perception.		
		The Position of Risk in the Value Chain Direct Operations Downstream Value Chain		
		Probability Likely	Time Horizon Medium-to-Long Term	Impact Level Low
				Cost of Responding to Risk 25,000 EUR Stakeholder Communication • Sharing sustainability targets with the public through reports • Enabling feedback mechanisms and informing stakeholders through continuous improvement steps Transparency with Climate Action Plans • Identifying and reporting sustainability steps such as carbon reduction targets, circular economy practices, and green energy investments ESG Score Improvement Strategy • Active participation in third-party certification and assessment processes such as CDP, SBTi, and ISO 14001 Employee Engagement and Awareness Raising • Raising internal awareness through environmental, climate and sustainability training • Developing and adopting ESG-compliant business processes across the company

Transition Risks	Reputation Risk	Risk Name Risk of Supply Chain Emissions Traceability Risk Description Incorrect or incomplete emission data obtained from suppliers may result in inaccurate reporting of Beyçelik Gestamp’s Scope 3 emissions. Incorrect emission reporting carries the potential to damage the company’s reputation and stakeholder trust by creating the perception of greenwashing. The Position of Risk in the Value Chain Upstream Value Chain Direct Operations Probability Time Horizon Impact Level Likely Medium-to-Long Term Very Low	Financial Impact Estimated Risk Cost: 20,000 EUR– 100,000 EUR Explanation of Risk Cost: Potential financial impacts include operational cost increases that may arise in the context of third-party verification, data re-reporting processes, and stakeholder communication.	Current Controls Environmental, social and governance performance is monitored under the Supplier ESG Programme; data is collected through annual ESG surveys. Sustainability workshops are organised with key industry partners to share information and best practices with suppliers. Public opinion is monitored through social media, news monitoring systems and regular stakeholder meetings, and reputation risk is managed at an early stage. Transparency is prioritised in sustainability reports, greenhouse gas management and supply chain disclosures. Stakeholder questions are answered at the corporate level by the Supplier Relations and Corporate Communications departments. Cost of Responding to Risk 32,000 EUR Strengthening Emission Verification Processes: - Establishing a data verification infrastructure compliant with the ISO 14064-1 standard - Implementation of a supplier classification mechanism that includes a GHG accuracy score - Introduction of an annual third-party verification requirement Inclusion of Compliance Clauses in Supply Contracts: - Developing provisions that include sanctions and penalties for misleading emissions data Establishment of a Regulatory Monitoring and Compliance Team: - Establishing a dedicated team comprising representatives from sustainability, customs, finance, and production to monitor compliance processes with CBAM and similar EU climate regulations

Transition Risks	Reputation Risk	Risk Name Risk of Low Performance in Sustainability Ratings	Financial Impact Estimated Risk Cost: 20,000 EUR– 250,000 EUR Explanation of Risk Cost: It is anticipated that declines in sustainability scores could lead to a reduction in revenue of up to 1% of total sales. The impact has been assessed based on the potential for customer demands not being met and the possibility of being removed from supplier lists.	Current Controls Internal governance mechanisms have been established to monitor and improve ESG scores, including those of suppliers. Regular analysis and preparation processes for CDP, Ecovadis and similar rating systems are carried out through the Sustainability Committee and associated specialist teams. Transparent information is provided to internal and external stakeholders through the sustainability report published annually.
		Risk Description Receiving low scores from sustainability rating organisations (CDP, Ecovadis, etc.) may weaken stakeholder confidence in the company’s environmental and social performance, creating difficulties in meeting customer expectations and leading to the risk of business loss.		
		The Position of Risk in the Value Chain Direct Operations Downstream Value Chain		
		Probability Time Horizon Impact Level Unexpected Medium-to-Long Term Low		

Transition Risks	Reputation Risk	Risk Name Risk of Failure to Achieve Net Zero Target Risk Description Failure to meet the emission reduction commitments made under the Science Based Targets initiative (SBTi) according to the specified schedule may result in a loss of trust among customers and a weakening of commercial relationships. Corporate sustainability performance falling short of expectations may turn into a strategic reputation risk that could affect order volume in the long term. The Position of Risk in the Value Chain Direct Operations Downstream Value Chain Probability Unexpected Time Horizon Medium-to-Long Term Impact Level Low
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Transition Risks	Market Risk	Risk Name Risk of Market Risks Related to Low-Emission Products	Financial Impact Estimated Risk Cost: 250,000 EUR– 10,000,000 EUR Explanation of Risk Cost: In line with regulatory changes and customer demands, low-emission products are gaining priority, posing a potential risk that could result in a decline in annual sales if the current product portfolio remains incompatible.	Current Controls Life Cycle Assessment (LCA) practices are implemented to analyse environmental impacts throughout the product life cycle. Energy, water, waste and raw material data are digitally monitored on production lines. Environmental performance tracking has been enhanced by integrating ERP, MES and energy management systems. Infrastructure investments have been made to enable the digital tracking of supplier data. LCA reports are prepared in a format compliant with international standards, and infrastructure is being established for product-based carbon footprint calculations. A low-carbon design approach has been adopted in product development processes, and R&D studies on the use of sustainable materials are being supported.	
		Risk Description Rising demand for low-emission and environmentally reduced-impact products is reshaping customer expectations in the automotive sector. Failure to respond to the need for low-emission products in a timely manner may result in the loss of competitive advantage and a decline in market share.			
		The Position of Risk in the Value Chain Downstream Value Chain			
		Probability Likely	Time Horizon Long Term	Impact Level Medium	Cost of Responding to Risk 27,500 EUR This is the budget allocated for consultancy services, employee training and licensed LCA software systems related to LCA. Technical assessments and external audit support for carbon footprint-focused product development processes are included in this item.

Transition Risks	Market Risk		
	Risk Name Market Risk Arising from Carbon Pricing	Financial Impact Estimated Risk Cost: 1,200,000 EUR– 6,400,000 EUR Explanation of Risk Cost: Considering Beyçelik Gestamp’s annual export volume and sales ratio to the European Union market, it is estimated that the introduction of carbon pricing mechanisms such as CBAM could directly affect approximately 1% to 5% of exports financially, resulting in a risk cost of between EUR 1,200,000 and EUR 6,400,000.	Current Controls Beyçelik Gestamp is implementing a multi-dimensional preparation process extending from production to the supply chain in order to reduce market risks arising from CBAM. Renewable energy investments have been made to reduce carbon emissions in production processes, energy efficiency projects have been implemented, and monitoring systems have been established under ISO 50001. Electrification efforts aim to reduce carbon intensity. The supply chain has shifted towards low-carbon raw materials, and sustainability criteria have been integrated into supplier evaluation processes. European-sourced and CBAM-compliant alternative supply sources have been established. Digital infrastructure has been established for product-based carbon footprint calculations, and LCA applications have been launched. CBAM legislation and reporting obligations are closely monitored, and internal briefings are conducted. Carbon cost scenarios are being integrated into investment and pricing decisions; sources such as green financing, incentives and carbon credits are being actively evaluated in this process.
	Risk Description With the implementation of carbon pricing policies such as the EU’s ETS, carbon-intensive products may experience a decline in competitiveness. A potential decline in competitiveness may lead to the contraction of certain markets and a risk of weakening investor sentiment.		
	The Position of Risk in the Value Chain Upstream Value Chain Direct Operations Downstream Value Chain Probability Time Horizon Impact Level Likely Medium Term Medium		Cost of Responding to Risk 28,000 EUR The ISO 50001:2018 Energy Management System certification process is a budget allocated for the development of CBAM-compliant digital infrastructure. Software requirements for carbon pricing calculations, consultancy services, and technical preparations related to the SBTi compliance process are also included in this budget.

Transition Risks	Market Risk	Risk Name Risk of Raw Material Cost Increases Due to Carbon Regulations Risk Description As climate policies become stricter, the reflection of carbon prices on the costs of basic raw materials such as steel and aluminium may lead to an increase in raw material supply costs. The Position of Risk in the Value Chain Upstream Value Chain Direct Operations Probability Time Horizon Impact Level Likely Medium Term Low	Financial Impact Estimated Risk Cost: 100,000 EUR– 1,000,000 EUR Explanation of Risk Cost: If carbon costs are partially reflected in product prices by suppliers, an annual cost increase of approximately EUR 1 million is anticipated for steel-based raw material purchases. The calculation is based on the assumption of a carbon price of EUR 85/tonne and that 40% of the annual hot-rolled coil requirement of 30,000 tonnes is subject to pricing. The projected cost may vary depending on changing carbon tax rates, carbon content coefficients and the transition speed of suppliers.	Current Controls Beyçelik Gestamp implements a multi-layered strategy to manage the risk of climate-related raw material cost increases: An ESG-compliant supplier evaluation process is implemented to reduce dependence on a single supplier and work with alternative sources with high sustainability performance. The use of recycled or low-carbon footprint materials has been increased, and supply chain relationships for such raw materials have been strengthened. Production optimisations that save raw materials and lightweight product designs are reducing total consumption and lowering costs per unit. The impact of price fluctuations is limited through fixed-price agreements that include carbon costs. Research and development centres are conducting studies on alternative materials with lower carbon intensity. LCA documents are requested from suppliers, and procurement decisions are made based on Supplier Sustainability and ESG audit processes. Cost of Responding to Risk 127,500 EUR This budget is allocated for establishing supplier verification systems based on ISO 14067/EPD certificates with steel suppliers, transitioning to low-carbon raw materials produced with Electric Arc Furnaces (EAF), and ensuring the digital traceability of LCA certificates across the supplier base.

Physical Risks	Acute	Risk Name Risk of Operational Disruption Due to Extreme Weather Events	Financial Impact Estimated Risk Cost: 100,000 EUR– 370,000 EUR Explanation of Risk Cost: A 6-day (144-hour) interruption in production; An estimated financial impact of EUR 370,000 is anticipated, comprising approximately 900,000 units of production loss, wasted fixed costs, and contractual penalties to customers due to supply chain delays. This calculation is based on an example scenario and may vary across different production periods.	Current Controls Production Continuity and Operational Resilience: • Business Continuity Plans (BCP) have been updated to address potential disruptions caused by extreme weather conditions; specific scenarios for climate risks have been defined. • Infrastructure reinforcement works have been carried out in critical production areas. Drainage systems have been renewed and improved, particularly against flood risk. • Roof reinforcement works have been carried out on existing roof structures, and new structures have been designed according to climate risks. • Generator and UPS systems have been put into operation to ensure operational security against power outages. • Generator and UPS systems have been put into operation to ensure operational security against power outages. • Emergency Action Plans have been developed for emergencies such as fire, flood and storm, and periodic drills have been organised. • Alternative guarantee models and special insurance policies are being researched to counter insurance premium increases due to climate risk. Supply Chain and Supplier Management: • An alternative supplier pool has been created to reduce dependence on a single source in the supply chain and to achieve geographical diversity, and pre-qualification assessments have been carried out. • A seasonal stockpiling policy has been developed and implemented for critical raw materials (iron and steel, chemicals). • Suppliers are required to have climate resilience policies and disaster management plans in place. • Early warning mechanisms have been established for high-risk suppliers to prepare for potential disruptions.
		Risk Description Extreme weather events (floods, storms, extreme temperatures, heavy snowfall, etc.), whose severity and frequency are increasing due to climate change, pose a significant physical risk that could cause disruptions in production, supply and logistics processes. Extreme weather events have the potential to cause stoppages in production lines, logistics delays and disruptions in the supply chain.		
		The Position of Risk in the Value Chain Upstream Value Chain Direct Operations Downstream Value Chain		
		Probability Likely	Time Horizon Medium Term	Impact Level Medium

Risk Name

Risk of Operational Disruption Due to Extreme Weather Events

Risk Description

Extreme weather events (floods, storms, extreme temperatures, heavy snowfall, etc.), whose severity and frequency are increasing due to climate change, pose a significant physical risk that could cause disruptions in production, supply and logistics processes. Extreme weather events have the potential to cause stoppages in production lines, logistics delays and disruptions in the supply chain.

The Position of Risk in the Value Chain



Upstream
Value Chain



Direct Operations



Downstream
Value Chain

Probability

Likely

Time Horizon

Medium Term
■ ■ ■ □ □

Impact Level

Medium
■ ■ □ □ □

Financial Impact

Estimated Risk Cost: 100,000 EUR– 370,000 EUR

Explanation of Risk Cost: A 6-day (144-hour) interruption in production;

An estimated financial impact of EUR 370,000 is anticipated, comprising approximately 900,000 units of production loss, wasted fixed costs, and contractual penalties to customers due to supply chain delays. This calculation is based on an example scenario and may vary across different production periods.

Current Controls

Logistics and Distribution Flexibility:

- Alternative logistics routes have been identified to mitigate the impact of transport disruptions caused by weather events such as floods, heavy snowfall or storms.
- Backup plans have been made, particularly for the Yeniköy OIZ exit routes, Bursa Port and alternative warehouses.
- Flexibility clauses have been added to contracts with logistics companies to address delays caused by weather events.
- Security stock practices ensure that critical components are not affected by transportation disruptions.
- Regional storage areas have been strengthened.

Cost of Responding to Risk

130,000 EUR

Cost Explanation:

- Creation of scenario-based crisis simulations and backup production plans to ensure production continuity
- Development of logistics and supply chain alternatives, creation of a Supplier Risk Index
- Infrastructure improvements against extreme weather events
- Expansion of climate insurance coverage and creation of insurance policies against income loss due to extreme weather events

Physical Risks	Chronic	Risk Name Risk of Productivity Decline Due to Global Temperature Increase Risk Description Global warming increases energy consumption in production processes and can have negative effects on equipment performance, labour productivity and infrastructure resilience . Extreme temperature conditions create physical stress in terms of operational continuity and are considered a priority among chronic risks caused by climate change. The Position of Risk in the Value Chain Direct Operations Probability Time Horizon Impact Level Likely Medium-Long Term Low	Financial Impact Estimated Risk Cost: 100,000 EUR– 600,000 EUR Explanation of Risk Cost: It is anticipated that the energy demand created by rising temperatures in production areas, along with the pressure on labour performance and equipment efficiency, will place a financial burden on the company through indirect costs. • Energy costs may increase by up to 20% due to the increased need for cooling. • A decline of up to 3% in production performance and employee productivity could impact total net sales. • Significant increases in downtime costs and annual maintenance and repair costs may be observed due to an increase in equipment failures caused by excessive heat. The financial impact range of the risk has been determined based on these three key factors according to the medium scenario assumptions.	Current Controls Energy and Climate Control Systems: • Heat recovery units have been commissioned in compressor and compressed air systems. • HVAC systems are efficiently managed during seasonal transitions with automatic activation structures; maintenance frequencies have been increased. • Frequency inverter pump systems are used in production line cooling to optimise energy consumption according to variable loads. • Hybrid system analyses are being conducted to reduce natural gas consumption in heating systems, and heat pump and condensing boiler combinations are being evaluated. Infrastructure Resilience: • High-temperature resistant equipment and cable systems are used in press lines and robotic welding cells. • Local climate control systems have been installed in critical control and panel rooms; alarm mechanisms are activated depending on the ambient temperature. Exogenous ventilation systems are used to maintain a constant internal temperature to counteract the heat load generated in robotic welding cells. • Insulation improvement works have reduced heat loss by over 20% during winter months. Monitoring and Management Systems: • Energy performance indicators (EnPI) have been established within the framework of the ISO 50001 Energy Management System, and process-based monitoring systems have been implemented. • Integrated automation systems provide data for preventive maintenance plans by detecting the effects of temperature increases on production performance in advance.

Physical Risks	Chronic	Risk Name Risk of Productivity Decline Due to Rising Global Temperatures Risk Description Global warming increases energy consumption in production processes and can have negative effects on equipment performance, labour productivity and infrastructure resilience . Extreme temperature conditions create physical stress in terms of operational continuity and are considered a priority among chronic risks caused by climate change. The Position of Risk in the Value Chain Direct Operations Probability Time Horizon Impact Level Likely Medium-Long Term Low	Financial Impact Estimated Risk Cost: 100,000 EUR– 600,000 EUR Explanation of Risk Cost: It is anticipated that the energy demand created by rising temperatures in production areas, along with the pressure on labour performance and equipment efficiency, will place a financial burden on the company through indirect costs. • Energy costs may increase by up to 20% due to the increased need for cooling. • A decline of up to 3% in production performance and employee productivity could impact total net sales. • Significant increases in downtime costs and annual maintenance and repair costs may be observed due to an increase in equipment failures caused by excessive heat. The financial impact range of the risk has been determined based on these three key factors according to the medium scenario assumptions.	Cost of Responding to Risk 148,000 EUR Cost Explanation: • Investments in high-efficiency equipment for cooling systems and transition to inverter technology. • Smart ventilation systems and local cooling solutions designed to maintain employee comfort • Strengthening heat-resistant components with temperature sensors and climate control for critical infrastructure and implementing periodic summer maintenance programmes • Control systems that analyse the relationship between energy consumption and ambient temperature to minimise the impact of extreme temperatures on operational performance

Physical Risks	Chronic	Risk Name Risk of Water Stress Risk Description Drought and irregular rainfall driven by climate change create risks in operations and the supply chain in terms of water supply disruptions and cost increases. Water scarcity may lead to productivity losses in production processes, operational constraints due to local regulations, and rising water costs. Activities with low water efficiency or those that do not comply with sustainability criteria may negatively affect competitiveness, export potential and stakeholder relations. Using the WRI Aqueduct global water risk mapping tool, the company’s production facilities were analysed in terms of water stress levels. According to the analysis results: Bursa (Marmara Basin) facilities are located in areas exposed to high water stress (40–80%). Gebze (Marmara Basin) facilities are also exposed to high water stress (40–80%). Yenişehir (Marmara Basin) facilities are located in areas exposed to extremely high water stress (>80%). Romania/Pitești facilities are located in regions exposed to high water stress (40–80%). The Position of Risk in the Value Chain ↑ Upstream Value Chain ↕ Direct Operations ↓ Downstream Value Chain Probability Time Horizon Impact Level Likely Short Term Low	Financial Impact Explanation of Risk Cost: Due to uncertainties regarding the likelihood, timing and potential impacts of chronic water stress risks that may arise in the future as a result of climate change, the financial effects of these risks cannot be quantified under current conditions. Assessments indicate that water stress risks in both Beyçelik Gestamp facilities and in the regions where supply chain partners operate may have adverse effects on production capacity in the short and medium term. The financial impacts of water stress have the potential to result in outcomes such as reduced production efficiency and delays in supply processes. Ongoing and planned water efficiency projects, as well as practices such as rainwater harvesting and water recovery systems, are expected to mitigate the financial impacts of these risks in the long term.	Current Controls Strategic initiatives are being undertaken to reduce dependency on water, ensure effective management of water stress risk and achieve reductions in operational costs. For the 2026–2027 period, Beyçelik Gestamp plans to take preventive measures against water stress risk. The strategic plans primarily include the establishment of a Water Efficiency Management System, efficiency projects aimed at reducing water consumption, rainwater harvesting and water recovery practices, as well as training activities designed to increase employee awareness. Cost of Responding to Risk 33,500 EUR Establishment of a Water Efficiency Management System Establishment of a management system in compliance with ISO 46001 Water Efficiency Management System, Monitoring of water consumption data and definition of performance indicators, Strengthening monitoring software and measurement infrastructure. Water Efficiency and Recovery Projects Technical improvements to enable water reuse in metal forming and welding processes, Optimisation of closed-loop cooling systems, Increasing the use of grey water. Rainwater Harvesting and Storage Systems Establishment of rainwater collection infrastructure integrated into roof and drainage systems, Utilisation of collected water for secondary purposes such as cleaning and garden irrigation. Employee Awareness and Training Programmes Awareness training at all facilities on efficient water use and water stress risks, Organisation of internal communication campaigns such as “Water Efficiency Week”. Monitoring, Reporting and Continuous Improvement Annual reporting of water consumption performance, Monitoring of target achievement and preparation of improvement plans.
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Opportunity Category	Opportunity Duration	Position in the Value Chain	Actions
Energy Efficiency and Resource Management	Medium 	Direct operations 	Investments implemented in energy and resource management not only reduce environmental impact but also create significant operational savings potential. Solar power plants with a total capacity of 13,500 MWh, commissioned at three sites, reduce emissions by approximately 2,957.1 tCO ₂ e per year and save on energy bills. Monitoring and improvement activities carried out within the framework of the ISO 50001 Energy Management System aim to increase energy efficiency in production lines.
Policy and Regulation	Short 	Upstream Value Chain- Direct operations- Downstream Value Chain 	Pre-investments made in compliance with climate regulations reduce long-term compliance costs and strengthen access channels to state support. The potential to benefit from R&D projects and ministry support, as well as funding for carbon reduction projects, is being evaluated. By aligning investment projects with systems such as CBAM and the EU Taxonomy, the company protects itself against carbon price risk while gaining an advantage in accessing green financing sources.
Markets and Products	Middle 	Downstream Value Chain 	The increasing market demand for low-carbon footprint products creates a competitive advantage for Beyçelik Gestamp. LCA based product carbon footprint reporting and third-party verification processes increase preference among key industrial customers, creating contract continuity and new order potential. Investments in alternative raw material usage optimise product costs and provide a carbon cost advantage for every 1 tonne of low-carbon product.
Technology and Innovation	Medium 	Direct operations 	Technology investments aimed at reducing operational costs, together with the modernisation of production lines, ensure energy and resource efficiency. With the integration of ERP, MES and energy monitoring systems, efficiency tracking has been made real-time, and energy consumption per production has been targeted to decrease through efficiency-based R&D projects. Industry 4.0-compatible automation investments and infrastructure modernisation have resulted in labour and maintenance savings. By 2024, projects developed at R&D centres have yielded total savings of 34 million TL.
Reputation and Stakeholder Trust	Short 	Downstream Value Chain 	Transparent ESG reporting and participation in international platforms such as CDP and SBTi both reduce reputation risks and strengthen commercial relationships. Thanks to supplier ESG performance monitoring systems, corporate purchasing power is directed towards environmental standards, reducing supply risks and making costs more predictable.

Scenario Analysis

Beyçelik Gestamp has conducted a detailed scenario analysis under different global warming scenarios to understand the impact of climate change on its business model, operations, and strategic priorities. The analysis was designed in line with the IPCC AR6 Shared Socioeconomic Pathways (SSP) and structured to include both physical and transition risks specific to Türkiye. Within the scope of the scenario analysis, climate-related risks and resilience factors were assessed based on two different warming levels

Scenario 1: SSP1: Sustainability – Green Path
(Low-level challenges for mitigation and adaptation)

Estimated Warming (2041-2060): 1.6°C Increase

SSP1 represents a future in which effective climate policies are implemented on a global scale and the transition to a low-carbon economy is managed in a controlled manner. Within this framework, the severity of the physical risks predicted is relatively lower. Beyçelik Gestamp’s infrastructure reinforcement investments in its production and energy infrastructure, modernisation of HVAC systems, UPS and generator systems, business continuity plans and diversification of logistics routes will ensure that operational continuity is largely maintained.

As for chronic risks, it is possible to offset the cost increases caused by rising temperatures through energy efficiency projects, building insulation works, and renewable energy investments (SPP). In terms of transition risks, EU regulations, ETS and CBAM applications may create cost pressure. Beyçelik Gestamp’s carbon reduction strategies, product-based LCA studies, digital data infrastructure, SBTi commitments and transparent ESG reporting increase the company’s flexibility and competitiveness during this transition process.

Strategic Resilience and Adaptability

Assessments conducted under both scenarios reveal that Beyçelik Gestamp’s business strategy demonstrates a high level of flexibility and resilience against climate-related risks. This flexibility stems from:

- Investment plans prioritising energy and resource efficiency (ISO 50001, SPP investments, material efficiency),
- A corporate governance structure integrated with climate risks (Sustainability Committee, ESG score tracking systems),
- Transparent communication and reputation management processes with stakeholders (CDP, SBTi,

SSP2: Middle Path
(Medium-level challenges for mitigation and adaptation)

Estimated Warming (2041-2060): 2.0°C Increase

SSP2 reflects a scenario where progress towards carbon reduction targets is slower. More frequent extreme weather events, increased energy consumption due to high temperatures, and policy uncertainties could create more intense stress on operations. Beyçelik Gestamp’s investments in its energy infrastructure, stockpiling strategies, digital data monitoring systems, and resilience plans implemented in critical production areas will contribute to limiting operational disruptions in this scenario as well.

Sustainable product development strategies, supply chain transparency, stakeholder communication activities, and efforts to improve corporate ESG scores have a resilience-enhancing effect against market and reputation risks. Green transformation investments in technology adaptation, alongside material lightening and alternative raw material projects conducted in R&D centres, will provide a long-term competitive advantage against a slower technological transition scenario.

EcoVadis reporting, workshops),

- Flexible adaptation capability in technological transformation (digital infrastructure enhanced with ESG data, R&D centres, Industry 4.0 applications),
- It is supported by fundamental elements such as the capacity to access corporate financial resources (green financing, incentives, ESG-linked loans).

Beyçelik Gestamp also has an organisational structure capable of making strategic decisions that require flexibility, such as repositioning, transforming or divesting existing assets. All these preparations are aimed at minimising the financial and operational impacts that climate change may cause.



SUSTAINABILITY STRATEGY

“We lead change and
embrace transformation.
**We act today for
tomorrow.”**

SUSTAINABILITY STRATEGY

The company’s primary goal is to manage the environmental and social impacts of its activities in line with responsible production principles, to make green transformation part of its corporate culture, and to transform sustainability into a permanent management approach throughout the entire value chain.

Beyçelik Gestamp’s “Sustainable Development Vision” is shaped by its goal of leadership in the automotive sector, and the foundations of this vision are laid in five main strategic areas. Each of these is directly related to Beyçelik Gestamp’s ethical values, environmental responsibilities, stakeholder expectations, and sectoral transformation dynamics.

CORPORATE GOVERNANCE



Ensuring full compliance with global just transition mechanisms by embedding a stakeholder-shaped, transparent and accountable governance approach into the corporate culture and value chain.

Focus Areas:

- Stakeholder Participation and Governance Practices
- Competitive Ethics and Anti-Corruption
- Human Rights Throughout the Value Chain
- Economic Performance, Global Markets and Market Presence
- International Compliance and Participation in Sustainable Development Networks

Working Group: Value Chain

SUSTAINABILITY THROUGHOUT THE VALUE CHAIN



To promote responsible production and consumption awareness that meets ethical, quality and sustainable production requirements and stakeholder needs and expectations throughout the entire value chain, particularly the supply chain, and to make a positive contribution to the value chain in the long term.

Focus Areas:

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

Working Group: Value Chain

CONTINUOUS DEVELOPMENT AND IMPROVEMENT



To develop sustainable products tailored to the needs of the sector by integrating R&D, innovation and digitalisation into processes, thereby enhancing competitiveness by building a resilient organisation.

Focus Areas:

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

Working Group: Innovation

COMBATING CLIMATE CHANGE



Prioritising innovative energy technologies and resource efficiency in line with the green growth vision and the principles of the European Green Deal, reducing the environmental impact of activities and effectively managing the risks and opportunities associated with climate change.

Focus Areas:

- Emissions Reduction, Energy Management and Combating Climate Change
- Management of Raw Materials and Natural Resources
- Management of Raw Materials and Natural Resources
- Water Use Efficiency and Water Management
- Biodiversity and Ecosystem Conservation

Working Group: Value Chain

WORKING LIFE AND CONTRIBUTION TO SOCIAL DEVELOPMENT



Organising working life with a focus on the “employee” to provide a professional development-oriented, healthy, safe, equitable and inclusive working environment for employees and to create lasting value that will support social welfare through various corporate social responsibility projects.

Focus Areas:

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

Working Group: Value Chain



ENVIRONMENTAL PERFORMANCE

“We use resources consciously and add value to the environment. We contribute to the green transition.”

Environmental Performance

Environmental Management Approach

Beyçelik Gestamp implements its business strategies, based on the transition to a low-carbon economy and the green transformation vision, in line with its Corporate Sustainability Policy. The company considers combating climate change not only as an environmental imperative but also as a strategic component of long-term corporate value creation.

Within the scope of corporate environmental management, comprehensive work is carried out in key areas such as greenhouse gas emission control, energy efficiency, use of renewable energy sources, protection of water and natural resources, waste reduction, chemical management, circular economy practices, and biodiversity conservation.

Management Systems and Implementation Framework

Beyçelik Gestamp conducts all its environmental activities within the scope of the ISO 14001:2015 Environmental Management System and the ISO 50001:2018 Energy Management System. In 2024, the results of internal audits conducted within the scope of the Environmental and Energy Management Systems and the achievements related to annual environmental targets were evaluated by the relevant departments and discussed at Management Review meetings. Short- and long-term action plans were developed and monitoring processes were initiated in line with the outcomes of the meetings.

Environmental and Energy Investments

All environmental investments made within Beyçelik Gestamp are planned in full compliance with national and international legislation that has come into force.

*In 2024, **252,244 EUR** in environmental investments and **497,363 EUR** in energy investments were made.*

The following key areas were among the investment priorities:

- ◆ Corporate carbon footprint calculation, reporting and verification activities
- ◆ Zero Waste Management and integration
- ◆ Hazardous Waste Management Strengthening processes for full compliance with European Union and Turkish environmental legislation
- ◆ CDP (Carbon Disclosure Project) reporting

Raw material and natural resource management, within the scope of climate change mitigation and resource efficiency strategies, are among the priority environmental focus areas. In this regard;

- ◆ Increasing the use of recycled raw materials,
- ◆ Improving the sustainable raw material ratio,
- ◆ The development of R&D projects supporting these objectives are monitored as key performance indicators



Environmental Performance Management with Digital Tools

Beyçelik Gestamp has strengthened its digital transformation capacity in environmental performance management in 2024 and taken significant steps towards developing data-driven decision-making processes. By transferring the tracking of environmental performance indicators (KPIs) to a digital environment, the Power BI – Business Intelligence Application has been implemented.

Through the Power BI – Business Intelligence Application, environmental KPIs can be monitored in real time, and annual performance comparisons, trend analyses, and “hot spot” assessments can be performed more quickly and accurately. Thanks to the data visualisation tools integrated into the Power BI infrastructure, transparency is ensured in the monitoring processes of the achievement status of environmental targets.

The Power BI application has been made accessible from desktop and mobile devices, enabling the simultaneous tracking of performance data related to environmental indicators across different units. The IT Department has implemented the necessary access authorisations to support the effective use of the system across the organisation.

Digital transformation efforts have not been limited to performance tracking; they have also encompassed the digital integration of carbon management and product-based environmental data.



Corporate carbon footprint calculations have been transferred to a digital environment, accelerating the processes of collecting, comparing and identifying areas for improvement in greenhouse gas data.

During the CBAM compliance process, carbon reporting for key industries has been organised and shared in digital format.

Within the scope of CBAM, scenario analyses have been carried out for carbon cost management, and financial impact assessments have been made for different market conditions.

Within the scope of the Green Transformation UR-GE Project in the Automotive Sector, Life Cycle Assessment (LCA) consultancy services were obtained, and the process of preparing LCA reports for selected product groups was initiated.

Digital Product Passport studies have been initiated, and two factories have been designated as pilot areas within this scope. In order to track product life cycle data (LCA), measurement and data collection processes are being carried out on reference products sent to export markets. In accordance with ISO 14040 and ISO 14044 standards, the aim is to conduct LCA (Product Life Cycle Assessment) based on the Cradle to Grave principle and to create Digital Product Passports for products.

Strengthening Employees’ Environmental Competence

Throughout 2024, Beyçelik Gestamp conducted comprehensive training activities to raise employee awareness in the areas of environmental responsibility, sustainability, and carbon management. The training was planned to cover all legal entities operating at the company’s various locations, ensuring balanced participation of both female and male employees. These training programmes covered compliance with environmental legislation, management of environmental impacts, sustainability, zero waste practices, energy efficiency, carbon emission reduction strategies, and practical content related to the ISO 14001 & ISO 50001 systems.

- Sustainability-Focused Training: **180 person x hours**
- Carbon Management-Focused Training: **42 person x hours**
- Other Environmental Management Training: This is the most common type of environmental training provided across the organisation, with a total of **864 person-hours** of training delivered..

Detailed Policy Documents

You can access the fundamental policy documents that guide Beyçelik Gestamp’s environmental commitments, implementation principles, and sustainability strategy via the links below:

- [Sustainability Policy](#)
- [Environmental, Energy, and Water Policy](#)



Greenhouse Gas Emissions and Energy Management

At Beyçelik Gestamp, the management of greenhouse gas emissions is addressed as one of the priority elements in the fight against climate change. Work is being carried out on energy efficiency, renewable energy use, circular economy practices and reducing the carbon footprint. Regulations such as the European Green Deal, EU Taxonomy, Carbon Border Adjustment Mechanism and Emissions Trading System are considered both as opportunities for compliance and transformation.

The corporate greenhouse gas inventory is being compiled in accordance with internationally recognised standards to support the transition to a low-carbon economy and to create data-driven reduction-focused roadmaps.

In the calculations conducted by Beyçelik Gestamp:

- IPCC (Intergovernmental Panel on Climate Change) methodology,
- The GHG Protocol (Greenhouse Gas Protocol), and
- ISO 14064-1:2018 standard are referenced.

Corporate carbon calculation processes have been transferred to a digital environment, and the calculation and reporting of emission data are carried out via software. In this context, the relevant employees have obtained TSE-approved Greenhouse Gas Calculation Specialist certification, and a system compliant with the regulations under the EU ETS has been established.

The greenhouse gas inventory study, conducted based on five legal entities, has set 2023 as the base year. All calculations are made in accordance with the Operational Control Approach, covering areas of activity under financial and administrative control.



Third-Party Verification Process

The data verification process for the 2024 carbon footprint reports has been completed by accredited organisations in accordance with **the ISO 14064-1:2018 standard**.

Corporate Carbon Management Strategy

Carbon emission reduction and energy management processes within Beyçelik Gestamp are carried out in accordance with the Corporate Carbon Management Strategy defined in internal documentation. The main objectives of this strategy are as follows:

- To reduce environmental impacts by controlling activities that may cause greenhouse gas formation
- Reducing greenhouse gas emissions by using emission sources efficiently
- Establishing and continuously improving an effective energy management system in operational activities
- Contributing to emission reduction by acting in line with national and international climate policies
- Supporting the awareness of employees and suppliers on energy and resource efficiency through information and awareness training
- Extending emission reduction efforts throughout the value chain

Greenhouse Gas Emissions	unit	2022	2023	2024
Scope 1	tCO ₂ e	4,687	7,377	8,570
Scope 2	tCO ₂ e	44.147	46,965	41,846
Scope 3	tCO ₂ e	1,023,224	1,023,492	570,100*
Total	tCO ₂ e	1,072,058	1,077,834	620,516

Greenhouse Gas Concentration	tCO ₂ e/tonne of steel	1.86	2.56	1.65
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*Beyçelik Gestamp Romania factory's 2024 Scope 3 emissions are not included.

Greenhouse Gas Emissions	unit	Beyçelik Gestamp Automotive Industry Inc.	Beyçelik Gestamp Chassis Automotive Inc.	Beyçelik Gestamp Technical and Mould Industry Inc.	Çelikform Gestamp Otomotiv A.Ş	Beyçelik Gestamp Romania S.R.L.
Scope 1	tCO ₂ e	3,670	3,816	381	546	158
Scope 2	tCO ₂ e	28,485	8,259	1,408	2,334	1,361
Scope 3	tCO ₂ e	400,633	116,073	5,327	48,067	-
Total	tCO ₂ e	432,787	127,231	7,116	50,947	1,529**

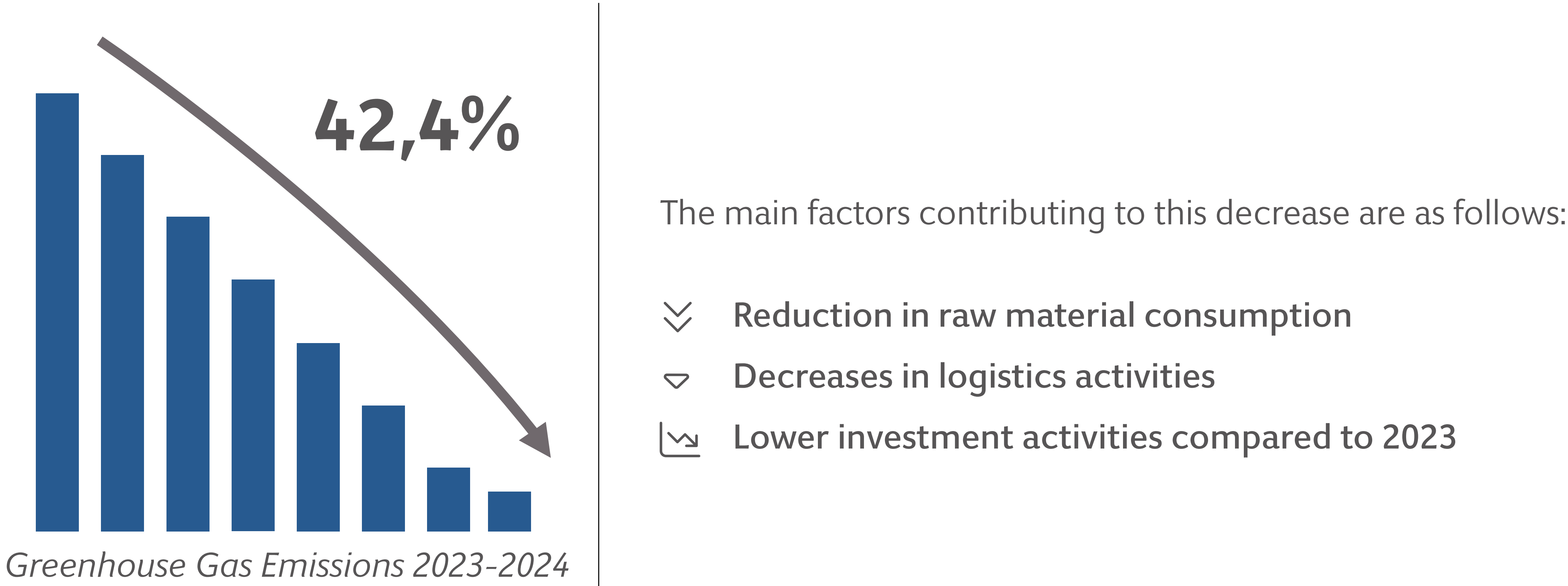
*Beyçelik Gestamp Romania factory's 2024 Scope 3 emissions are not included.

Beyçelik Gestamp Energy Intensity	unit	2022	2023	2024
Energy Consumption	GJ	389,311	336,765	372,265
Energy Intensity	MWh/tonne	0.20	0.27	0.27

2024 Greenhouse Gas Emissions Performance

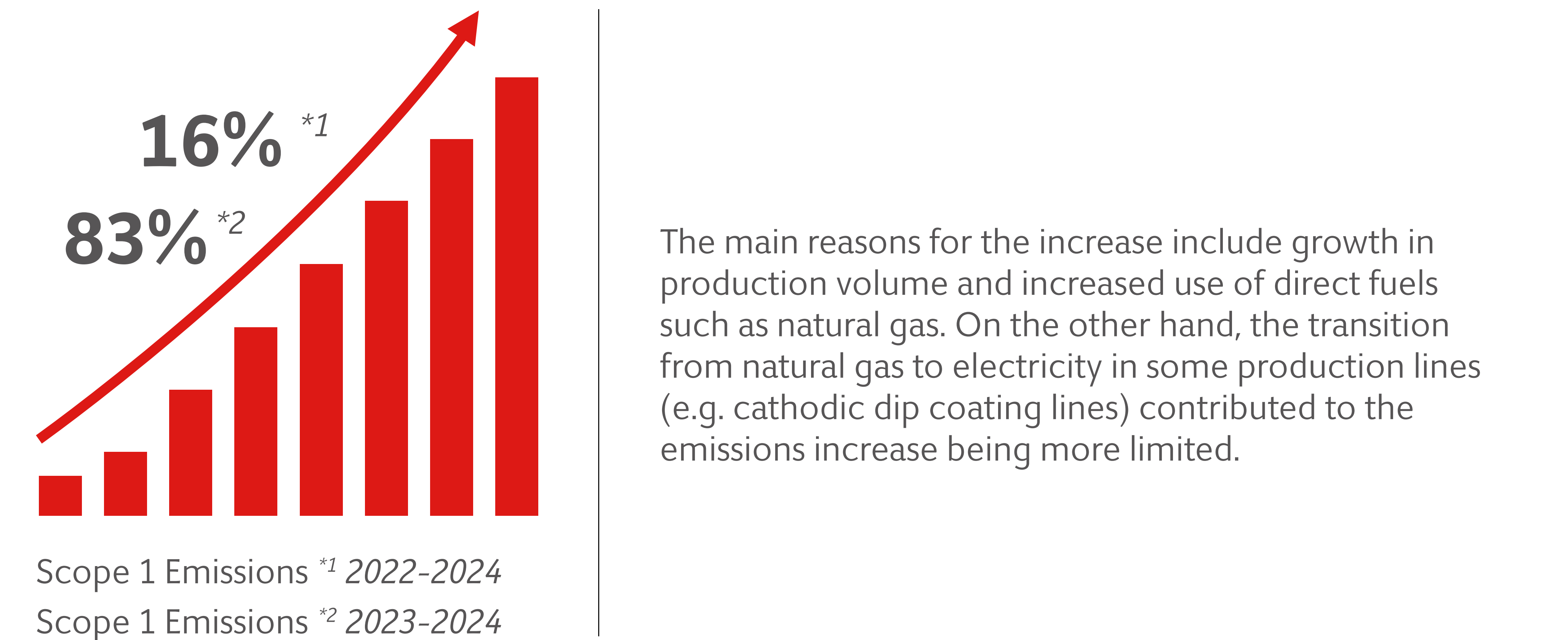
Decrease in Total Emissions (2023–2024)

In 2024, total greenhouse gas emissions decreased by 42.4 per cent compared to the previous year. This decrease is mainly due to a 44.3 per cent decline in Scope 3 emissions.



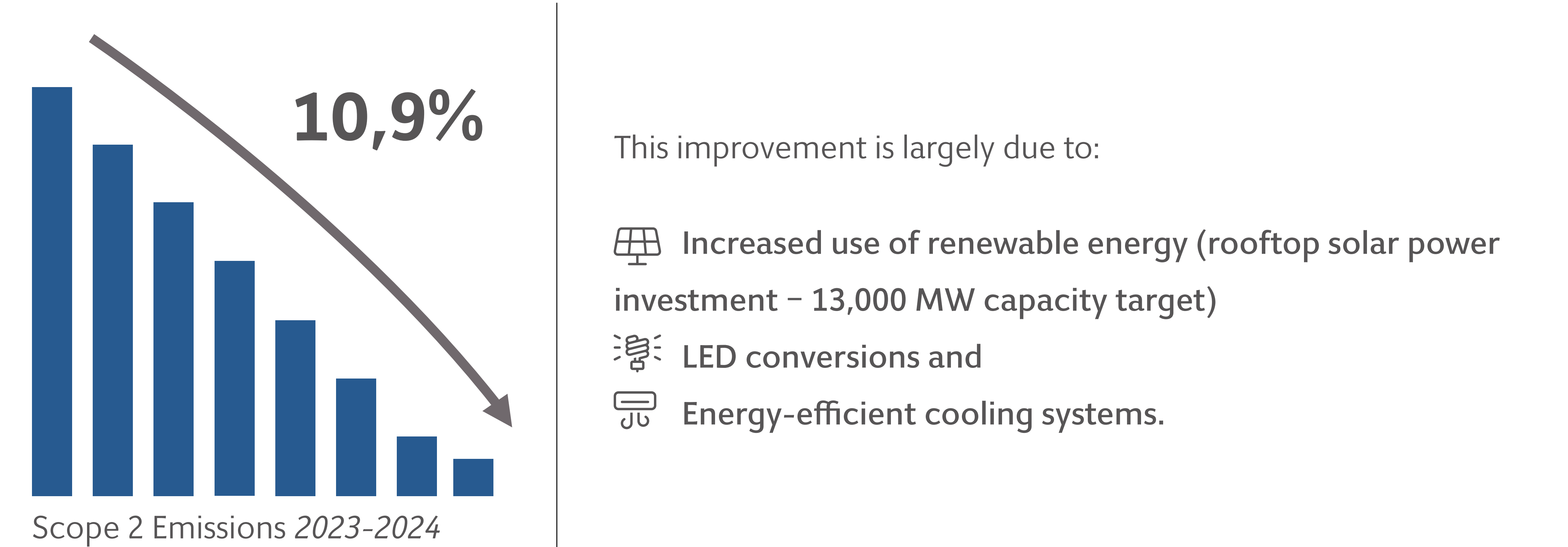
Increase in Scope 1 Emissions

Scope 1 emissions increased by approximately 83% compared to 2022 and by 16%



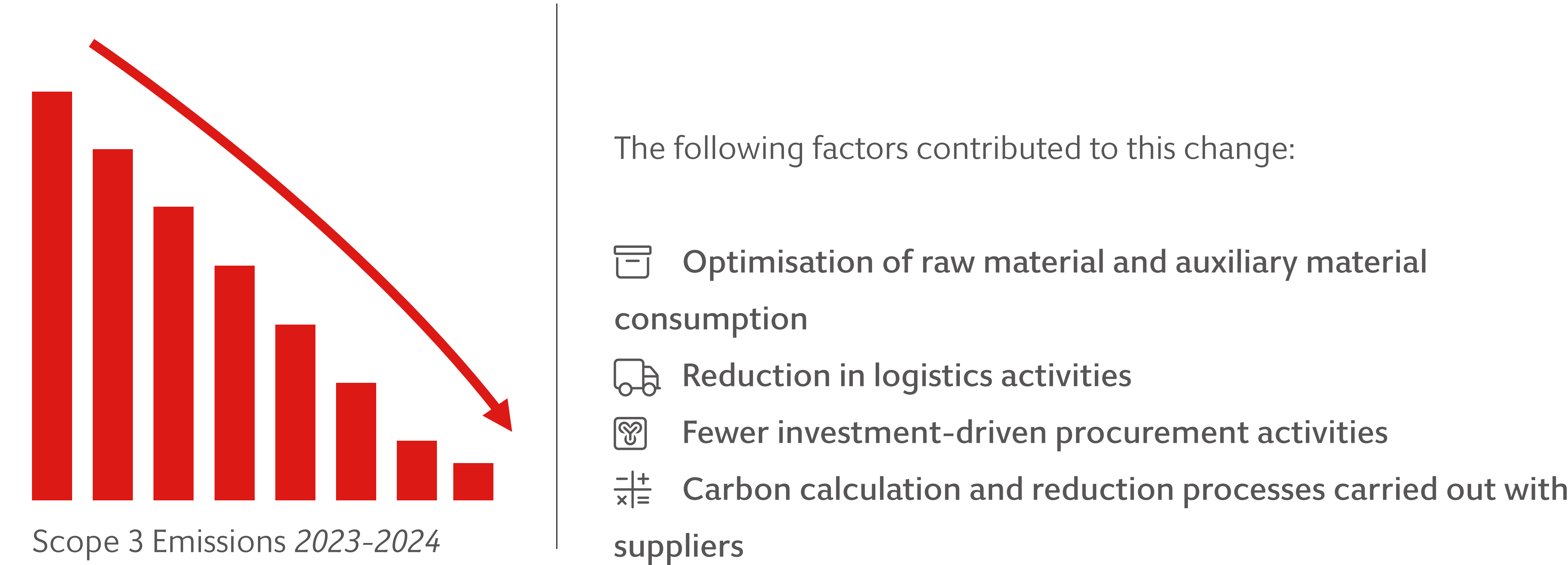
Changes in Scope 2 Emissions

Scope 2 emissions decreased by 10.9 per cent in 2024.



Reduction in Scope 3 Emissions

Scope 3 emissions constitute the largest portion of total emissions and have shown a significant decline in 2024.



Carbon Reduction Plan Roadmap

Aiming to fulfil its corporate responsibilities in the fight against climate change, Beyçelik Gestamp prepared its Carbon Reduction Plan Roadmap in 2023. The roadmap was developed within the framework of a medium- and long-term strategic plan that envisages the company’s net zero target for Scope 1 and Scope 2 greenhouse gas emissions by 2035, as well as a 50% reduction in Scope 3 emissions from raw materials.

Beyçelik Gestamp is committed to initiating the target setting and monitoring process under the Science Based Targets initiative (SBTi) by 2025.

The targets set are:



- Short-term target: Achieve net zero Scope 1 and 2 emissions by 2035 compared to the 2023 base year; achieve a 50% reduction in absolute Scope 3 emissions from raw materials.
- Long-term target: Achieve net zero emissions across the entire value chain by 2050.

*The base year for the plan is set as 2023; in line with the **short- and medium-term** targets, an investment programme exceeding **5 million EUR** has been structured to reduce emissions from operational activities.*

Priority Areas and Actions

Scope 1 Emissions (Direct Emissions)

- Electrification of natural gas-consuming lines
- Installation of waste heat recovery systems
- Transition to electric vehicles in the company fleet

Scope 2 Emissions (Indirect Emissions)

- Use of renewable energy (SPP)
- Procurement of renewable energy
- Obtaining I-REC certification
- Rolling out Efficiency Enhancement Projects (EEP)
- Maximising the implementation of the ISO 50001:2018 Energy Management System
- Energy monitoring and measurement systems
- Energy improvements in production activities (Elimination of compressed air leaks, Conversion of production area lighting to LED)
- Increasing the efficiency of machinery/equipment within production
- Implementation of green procurement procedures

Scope 3 Emissions (Value Chain Emissions)

- Promoting the use of low-carbon raw materials in the supply chain
- Implementing sustainability surveys and scoring systems for suppliers
- Increasing MilkRun transport in logistics activities and switching to alternative fuels
- Limiting business travel and promoting remote working
- Green procurement practices and R&D-supported material conversions



Carbon Pricing and Management

Comparing Beyçelik Gestamp’s carbon footprint data for 2022 (Scope 1, 2 and 3) with the base year, and evaluating the potential financial impact of these investments on carbon emissions between 2022– 2024, and to financially evaluate the potential impact of these investments on carbon emissions.

The internal carbon pricing application aims to internalise the carbon emissions of facilities as a cost factor, analyse the financial effectiveness of carbon reduction projects, and strengthen strategic planning against climate change-related risks.

BEYÇELİK GESTAMP
NET ZERO 2035

Carbon Credit Usage

No carbon credits were purchased or sold in 2024 or prior years.
The use of carbon credits is planned in the medium term.

Transition to a Low-Carbon Economy

Beyçelik Gestamp’s business strategies, shaped by its vision of transitioning to a low-carbon economy and green transformation, are guided by its “Sustainability Policy”.

Within the scope of Combating Climate Change, the Management of Raw Materials and Natural Resources has been defined as a priority area among the long-term goals. In this regard, increasing R&D studies that will encourage the use of low-carbon and sustainable raw materials, increasing the rate of sustainable raw material use, and improving the rate of recycled raw material use are among the key performance indicators.

Within the scope of the transition to a low-carbon economy and the climate change adaptation process, work is being carried out effectively in the areas of greenhouse gas emissions management, renewable energy use, increasing energy efficiency, developing water management strategies, protecting natural resources, reducing waste, supporting the circular economy, chemical management, and protecting biodiversity.



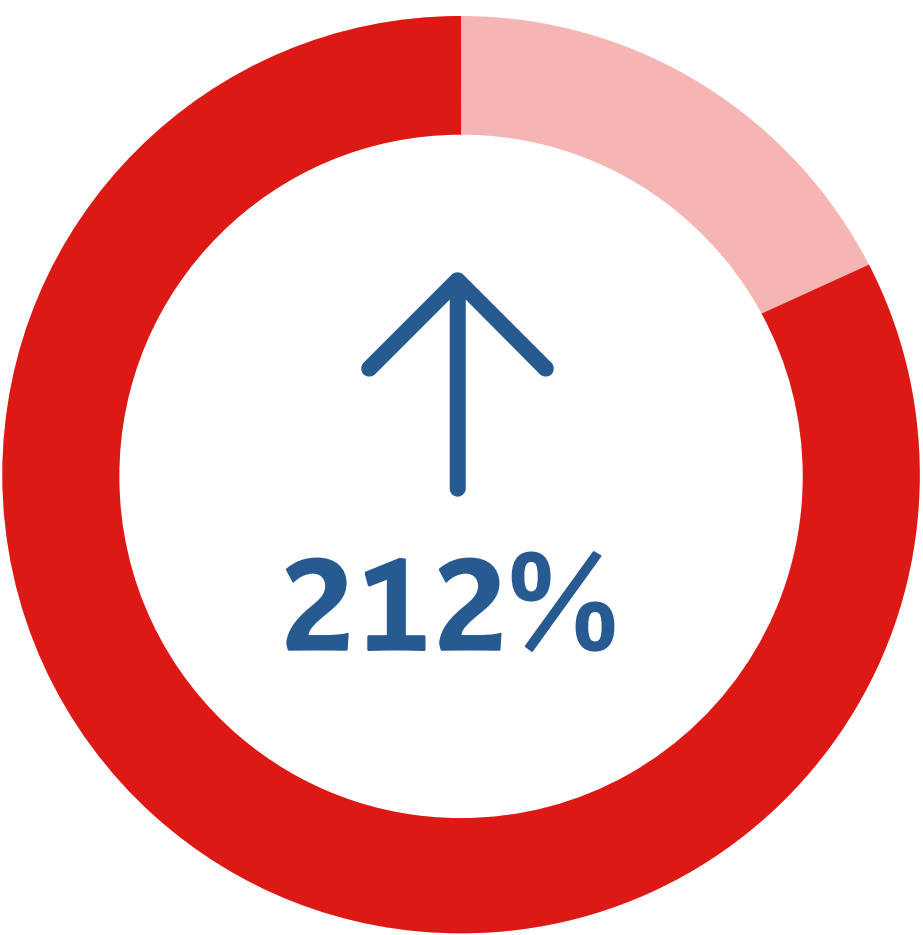
The ISO 50001:2018 Energy Management System is effectively implemented across all company sites, and the Energy Committee regularly conducts its activities with the aim of continuously improving energy performance. Energy audits conducted at the company’s various production facilities have identified opportunities to reduce energy consumption, and investment plans have been developed for these areas. In line with the audit results, projects to increase energy efficiency are being implemented; the “Beyçelik Gestamp Green Procurement General Specifications” have been prepared with the aim of using high-efficiency equipment in new investments.

With the “Turkcell Energy & Inavitas Energy Monitoring System” put into operation at the TEKNOSAB and Demirtaş facilities, consumption data is monitored in real time and analysed through monthly reports. Within the scope of energy efficiency, various Quick Win projects are being implemented on production lines, including LED conversions, automation-controlled systems, solar lighting, process control through automation, and air leak detection.

Beyçelik Gestamp continues to invest in renewable energy without hesitation, in line with its energy management strategy. Roof-type SPP projects at the TEKNOSAB, BGY Yeniköy and BGD Demirtaş facilities have been successfully completed and commissioned. SPP production, recorded at 2,145,081 kWh in 2023, reached 6,690,322 kWh in 2024, showing an increase of approximately 212%. The energy sourced from renewable energy has had a direct impact on the observed decrease in the company’s Scope 2 emissions, contributing to the reduction of the carbon footprint from purchased electricity.

In 2025, a rooftop solar power plant investment with an annual renewable energy production capacity of 1,500 MWh is planned to be commissioned at the Beyçelik Gestamp Romania (BGR1) factory.

The solar energy investments commissioned at the sites are considered an important step not only in terms of emission reduction but also in terms of energy supply security and lowering carbon intensity. In line with the company’s long-term net-zero targets, its capacity to generate its own energy from renewable sources will continue to be



Roof-mounted solar projects increase renewable energy production by **212%**

Energy Supplied from Renewable Energy Sources	Unit	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş
2023					
Solar	kWh	2,145,081	0	0	0
2024					
Solar	kWh	5,078,832	0	663,373	948,117



Water and Wastewater Management

Water management processes at Beyçelik Gestamp are carried out within the framework of the Environment, Energy and Water Policy. Planning, monitoring and improvement activities related to water use are structured with the aim of both reducing the environmental impact of production processes and contributing to the sustainability of water resources.

Mains water is supplied through the Organised Industrial Zone, and water consumption data is regularly monitored at all facilities. With the expansion of production capacity, a 23% increase in total water consumption was recorded in 2024 compared to the previous year. This increase was mainly due to the new production facilities (Beyçelik Gestamp TEKNOSAB Factory, Beyçelik Gestamp Yeniköy Factory, Çelikform Gestamp TEKNOSAB Factory, Beyçelik Gestamp Chassis Factory) commissioned in the previous year starting to operate at full capacity.

In line with sustainability targets aimed at reducing water consumption, infrastructure investments for rainwater harvesting are on the agenda. With the roof rainwater collection and storage system planned to be commissioned at the TEKNOSAB site in 2025, an average annual water saving of 240 tonnes is targeted for domestic uses such as cleaning. The project aims to both reduce operational water consumption and increase corporate water awareness.

Water management processes evaluate not only internal operations but also actors in the supply chain. Suppliers are guided and directed according to sustainability criteria to promote awareness and technical improvements in water efficiency.

Wastewater Management

According to the World Economic Forum’s Global Risks Report, insufficient progress in mitigating climate change and adapting to climate impacts ranks among the most critical risk topics on a global scale. The effects of climate change lead to unpredictable fluctuations in weather conditions, an increase in the frequency of extreme weather events, and uncertainty in both the quantity and quality of water resources.

Beyçelik Gestamp considers the effective, efficient and sustainable management of water resources at all its facilities to be one of its fundamental environmental responsibilities. Various efficiency and improvement projects are being carried out in production processes and auxiliary operations to promote the responsible use of water; practices that encourage employees to save water for human consumption are regularly developed.

Wastewater generated at the facilities is treated in accordance with the environmental criteria defined in local legislation prior to discharge and is monitored through regular analyses. Wastewater parameters, including pH, Chemical Oxygen Demand (COD), Oil and Grease, Total Kjeldahl Nitrogen (TKN) and Suspended Solids (SS), are meticulously monitored to ensure that all results remain within legal limits.

Beyçelik Gestamp adopts a comprehensive and strategic water management approach to strengthen the sustainable management of water resources. In line with its responsible water management approach, ISO 46001 Water Efficiency Management System and ISO 14046 Water Footprint training courses have been successfully completed under the coordination of the Environment and Sustainability Unit.

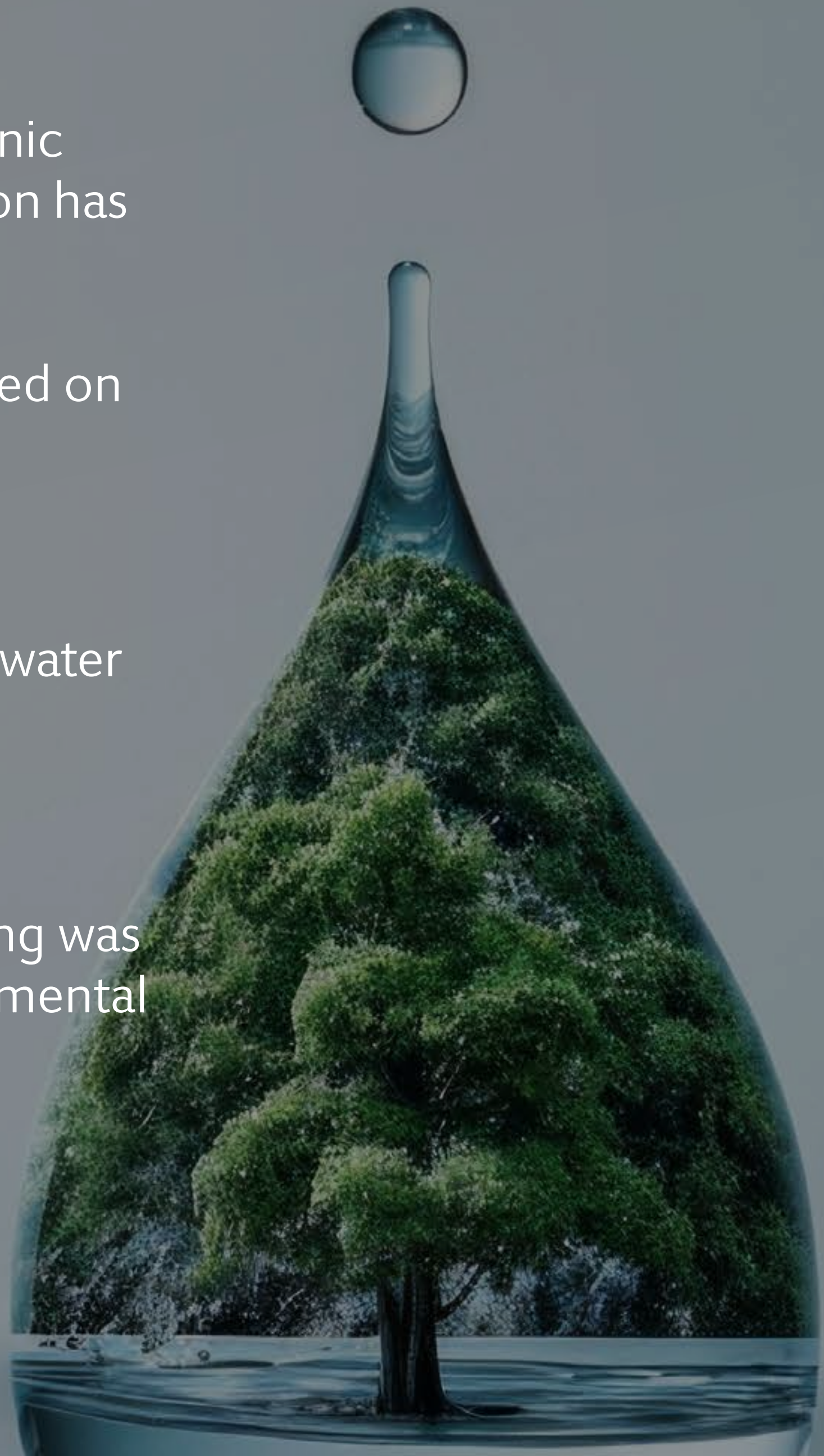
Within the scope of short and medium-term goals, it is planned to establish the Water Efficiency Management System throughout the company and to initiate work on calculating the corporate water footprint by 2025. To support the adaptation process at the facilities, detailed

water consumption mapping has been carried out using ultrasonic measurement methods, and the regional water usage distribution has been analytically evaluated.

Within the framework of continuous improvement projects based on the Kaizen methodology:

- Transition to spray nozzle and tap systems in canteens,
- The use of push-button tap systems in washbasins to optimise water consumption,
- Implementation of astronomically timed water-saving urinals.

As a result of these applications, an approximate 20% water saving was achieved in operational processes, leading to improved environmental performance.



Water Consumption	unit	2022	2023	2024
Mains Water	m ³	132,798	153,947	188,923
Surface Water	m ³	0	0	0
Groundwater	m ³	0	0	0
Rainwater	m ³	0	0	0
Total Water	m ³	132,798	153,947	188,923
Water Intensity	m ³ /tonne	0.24	0.25	0.50
Discharge to OIZ Treatment Plant	m ³	132,798	153,947	188,923

Natural Resources and Waste Management

Beyçelik Gestamp has established a systematic waste management structure to minimise the environmental impact of waste generated from its production activities. Resource efficiency, one of the fundamental principles of the company’s sustainability approach, is evaluated in terms of waste prevention, reuse and recovery.

Waste is collected separately at source and directed to appropriate recovery or disposal methods according to type; all processes are carried out in accordance with the provisions of the Zero Waste Regulation. Beyçelik Gestamp has obtained Zero Waste Certificates for all its facilities, thereby fully complying with its legal obligations in this area. The first certificate was obtained in 2020 for the Central Sheet Metal Forming and Welding Factory; with the process completed in 2023, the scope of the certificate has been expanded to include 11 more facilities.

The waste management system is not limited to regulatory compliance; it is also supported by employee participation. The Waste Management Plan is renewed every three years; training sessions are organised for technical staff and white-collar employees as part of the plan. In addition to topics such as waste classification and disposal methods, the training sessions also raise awareness of the environmental and economic impacts of proper waste management.

Corporate digitalisation strategies also contribute to the prevention of waste generation. For example, the Beyçelik Communication Portal (BIP) application, used for payroll and document processing, has eliminated the need for printing, resulting in significant paper savings. E-Invoice and E-Waybill applications increase operational efficiency and reduce carbon footprint by decreasing paper consumption.

Non-Hazardous Waste Quantity	Unit	2022	2023	2024
Sent to Landfill	tonnes	218	334	0
Recycling	tonnes	59,575	26,052	103,407
Recycling	tonnes	0	496	0
Total Non-Hazardous	tonnes	59,793	33,077	103,407

Hazardous Waste Quantity	Unit	2022	2023	2024
Sent to Landfill	tonnes	0.107	2	32.55
Recycling	tonnes	317,9	471,334	296,45
Recycling	tonnes	38	0	0
Total Non-Hazardous	tonnes	356,1	445,7	329

Chemical Management and Supply

At Beyçelik Gestamp, all stages from the procurement to the use of chemicals are managed with due consideration for their impact on the environment and human health. Chemicals used in production processes are selected only from those that comply with relevant national and international regulations; all components are recorded with Material Safety Data Sheets (MSDS) to ensure traceability.

The entire chemical inventory is assessed under the REACH Regulation (EC No. 1907/2006) and is regularly updated taking into account the SVHC (Substances of Very High Concern) lists. Within the framework of responsible manufacturing, the necessary compliance declarations are requested from suppliers to ensure compliance with REACH requirements, and priority is given only to the use of materials registered and approved on IMDS (International Material Data System). MSDS and REACH records for all chemicals used are regularly updated and shared with relevant stakeholders.

RoHS (Restriction of Hazardous Substances) Declarations of Conformity have been prepared for the equipment and components used in production, and full compliance with European Union Directives 2011/65/EU and 2015/863/EU has been achieved.

Chemical substance management is not limited to regulatory compliance; all processes are controlled digitally through integrated management systems. The chemical module, run through the internal digital system QDMS, ensures that environmental compliance assessments are carried out systematically. Chemical purchases are made after approval by the Environment and Sustainability Unit.

Section	Chemicals Used at Beyçelik Gestamp Şasi Sanayi A.Ş.
Cathodic Electrocoating	Gardoclean, Gardolene, Bonderite, Butyl Glycol, Thinner, Acetic Acid, Teksanol, Phenolphthalein, Gardobond, Butoxy Propanol, Caustic, Ceramic Spray, Hydrogen Peroxide, Solvent, Antiscalant
Floor Painting,	Spray Paint, Paint
Production	Hydraulic Oil, Bearing Lubricant
Welding	Liquid Argon Gas, Liquid CO ₂ Gas
Maintenance	Cooling Oil, Crankcase Oil
Press	Lubricating Oil
Laboratory	Ethyl Alcohol, Nitric Acid, Iron (III) Chloride

Biodiversity

At Beyçelik Gestamp, applications developed to prevent, reduce and repair the effects of climate change on ecosystems are addressed holistically through carbon emission reduction, resource efficiency improvement, renewable energy investments and circular economy strategies. As of 2024, Beyçelik Gestamp has taken a concrete and systematic step in the field of biodiversity by creating and implementing a Biodiversity Management Plan . The Biodiversity Management Plan covers requirements such as assessing the environmental context of the areas of operation, identifying sensitive habitats, monitoring impacts, and developing restoration strategies.

With the Biodiversity Management Plan, the environmental impacts of production facilities will be analysed at the local ecosystem level, and potential risks to the habitats of natural species will be assessed at regular intervals. The implementation phases of the plan include waste management and ecological transformation, water resource conservation, employee and community participation, and life cycle-focused product design.

To ensure that biodiversity efforts are not limited to operational boundaries, partnerships have been developed with employees, local schools, and environmental NGOs; volunteer-based tree planting, habitat creation, and nature-oriented workshop activities have been carried out. Awareness has been raised through employee training, with particular emphasis on the role of biodiversity in resilience to the climate crisis.

In waste management, actions planned include the development of practices such as composting organic waste for use in green areas within the facility and producing shelters for street animals from recycled materials, in line with the zero waste policy.



In terms of water resources, the expansion of rainwater harvesting infrastructure and the implementation of projects aimed at preserving soil moisture balance have been defined as targets.

To ensure that biodiversity efforts are not limited to operational boundaries, the plan aims to strengthen collaborations with employees, local schools, and environmental NGOs; and to organise volunteer-based tree planting, habitat creation, and nature-focused workshop activities.

Raising awareness through employee training and emphasising the role of biodiversity in climate resilience are among the key actions within the scope of the plan.

The impact of production processes on the ecosystem is analysed using Life Cycle Assessment (LCA); LCA outputs are used as a reference in creating production models with the least environmental impact. The use of renewable energy from solar energy systems and carbon reduction projects indirectly support ecosystem health.

BAII activities carried out to protect biodiversity are conducted in

accordance with the ISO 14001:2015 Environmental Management System; new investment decisions are shaped by taking into account the impacts on the ecosystem within the framework of the Environmental Impact Assessment (EIA) regulation. Observations and accredited assessments show that Beyçelik Gestamp facilities do not have a direct impact on protected habitats in the regions where they are located.

Medium-term objectives include collaborating with local ecology experts, actively participating in regional biodiversity projects, and achieving a higher level of integration between the biodiversity management system and environmental and energy management processes. Performance data in this area will be shared transparently with the public through the Biodiversity Assessment Report, which will be published at least once every three years.

The Biodiversity Management Plan can be accessed via the corporate website.

EUDR Scope Assessment and Sustainable Procurement Approach

Products supplied to Ford Motor Company, Ford Europe and other original equipment manufacturers consist solely of components manufactured, formed and welded from steel and other metal raw materials.

The products do not contain any commodities specified in Annex I of the European Union Deforestation Regulation (EUDR) – (EU) 2023/1115. Parts supplied by Beyçelik Gestamp and Çelikform Gestamp are considered outside the scope of the EUDR.

In supply chain processes, the due diligence principles envisaged by the EUDR are supported; a commitment is made to maintain a sustainable, traceable and responsible supply chain management approach.



Environmental Awareness and Sensitisation Activities

Beyçelik Gestamp also supports environmental sustainability through communication and training activities that raise awareness among its internal and external stakeholders. Throughout 2024, a multifaceted environmental awareness programme was implemented for both employees and business partners.

Information and Training Activities for Internal Stakeholders

As part of corporate awareness-raising efforts, visual content, posters and digital announcements on the themes of the environment and sustainability were used to reinforce employees’ knowledge of environmental issues. Regular updates on topics such as carbon footprint, energy management and renewable energy use were sent to all staff via the Environment and Sustainability email address.

- A total of 2,354 people were reached through 8 different awareness campaigns.
- Visual materials were widely used to raise awareness on environmental issues.

Mandatory Sustainability Training was launched in 2024 for all employees as part of the “Beyçelik Development Path” programme. The training content included topics such as environmental management systems, carbon management, waste management, energy efficiency and sustainable business models. A total of 341 hours of environmental training was delivered through these courses.

Specialised Training and Workshop Programmes

- Within the scope of the Carbon Border Adjustment Mechanism (CBAM), awareness sessions were organised for employees on carbon footprint management, the European Green Deal, and CBAM compliance processes.
- Training programmes were conducted on energy and water efficiency, zero waste practices, carbon emission reduction, and environmental risk management to prepare automotive industry customers such as Ford, Renault, Toyota, Tofaş, Hyundai, and Stellantis for sustainability audits.

Awareness Activities for External Stakeholders

Within the scope of supplier relations, surveys on carbon management, renewable energy, and climate change were prepared and sent to 168 business partners. The aim was to increase environmental awareness among suppliers and encourage compliance with climate strategies through these surveys.

Social Participation and External Communication

To raise public awareness, Beyçelik Gestamp regularly shares content on environmental sustainability on its social media channels. As of 2024, it has reached 2,250 followers and has openly communicated sustainability messages to the public through this channel.

The company participated at a corporate representative level in the Hyundai and Ford Otosan Sustainability Workshop, where best practices were shared and information was exchanged at a sectoral level.





CONTRIBUTING TO WORK LIFE AND SOCIAL DEVELOPMENT

“We work for human value and social contribution. We grow together, we strengthen together.”

CONTRIBUTING TO WORK LIFE AND SOCIAL DEVELOPMENT

Beyçelik Gestamp positions its qualified human resources, which are the guarantee of its existence, as the most important strategic asset that shapes its past, present and future. In line with its vision of sustainable success, it is a fundamental commitment to make working environments sustainable and to support the development of its employees. It embraces as a fundamental responsibility providing a fair, equitable, inclusive, healthy and safe working environment where its employees can continuously develop their competencies. All human resources processes (recruitment, career, performance, remuneration, training, etc.) are carried out transparently and meticulously within the framework of the Beyçelik Gestamp Personnel Regulations and Human Resources Policy, which reflect corporate values and legal obligations. The company aims to make lasting and tangible contributions not only to internal well-being but also to the development of the communities in which it operates.

Human Resources Policy

Human Resources practices at Beyçelik Gestamp are carried out and disseminated throughout the company by the Organisational Development & Talent Management Directorate and the Human Resources Field Group Directorate, which report to the Human and Sustainability Directorate. HR plans are prepared annually in coordination with the relevant units, taking into account sectoral developments, technological innovations, qualitative advances in human resources, and budgetary constraints, and are submitted to Senior Management for approval.

The company’s primary goal is to create and implement human resources strategies that support its vision and business results and create value. With its people-oriented approach, Beyçelik Gestamp respects its employees and aims to develop their personal and professional knowledge, skills and competencies. By prioritising employee satisfaction and continuously reviewing its processes, the company is progressing towards becoming an organisation where everyone wants to work and is proud to work.

Beyçelik Gestamp considers developing the competencies and technical skills of its employees to be one of its primary objectives. In line with this, five core competencies have been identified that are expected of its employees and potential employees:



Employee Profile

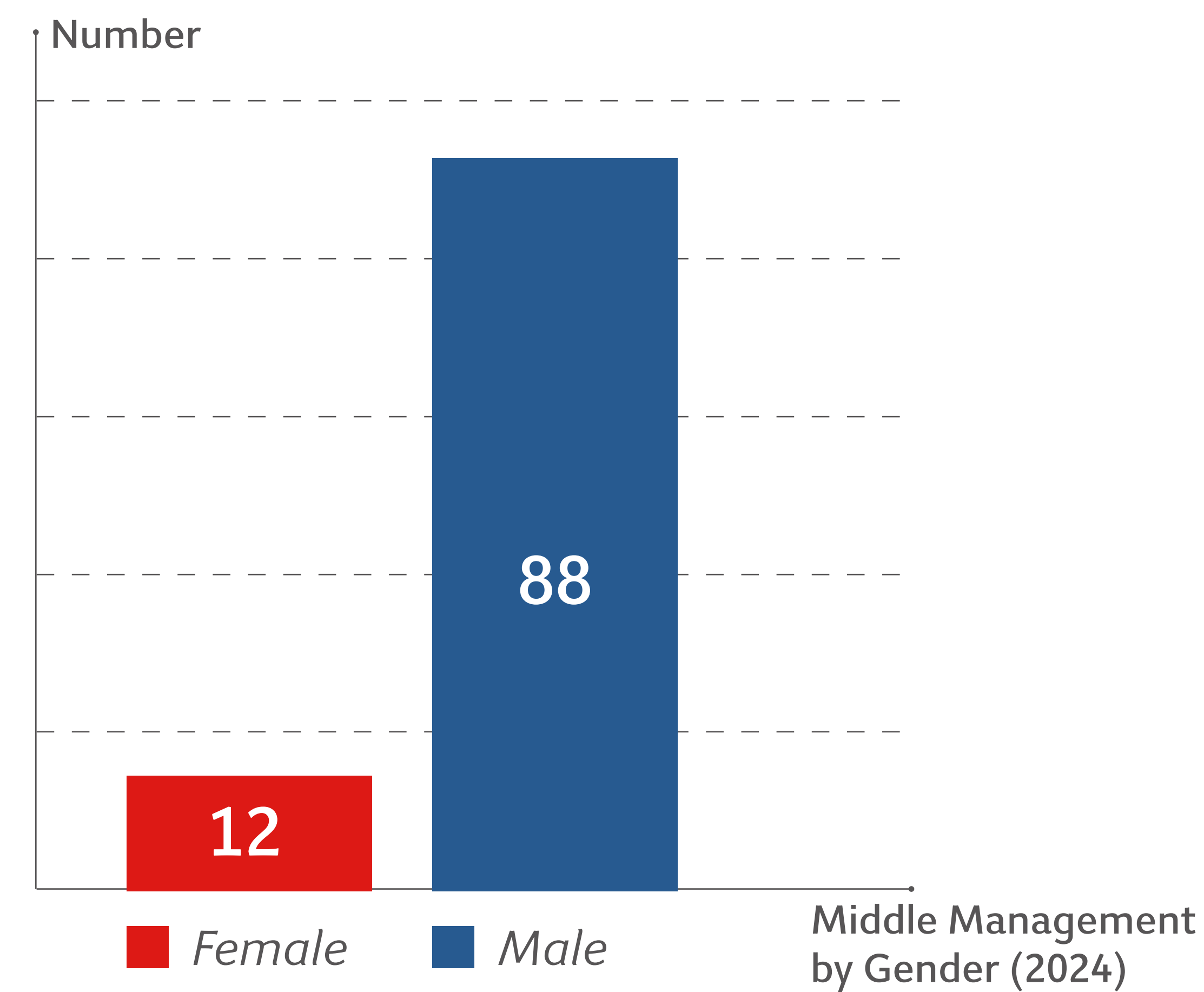
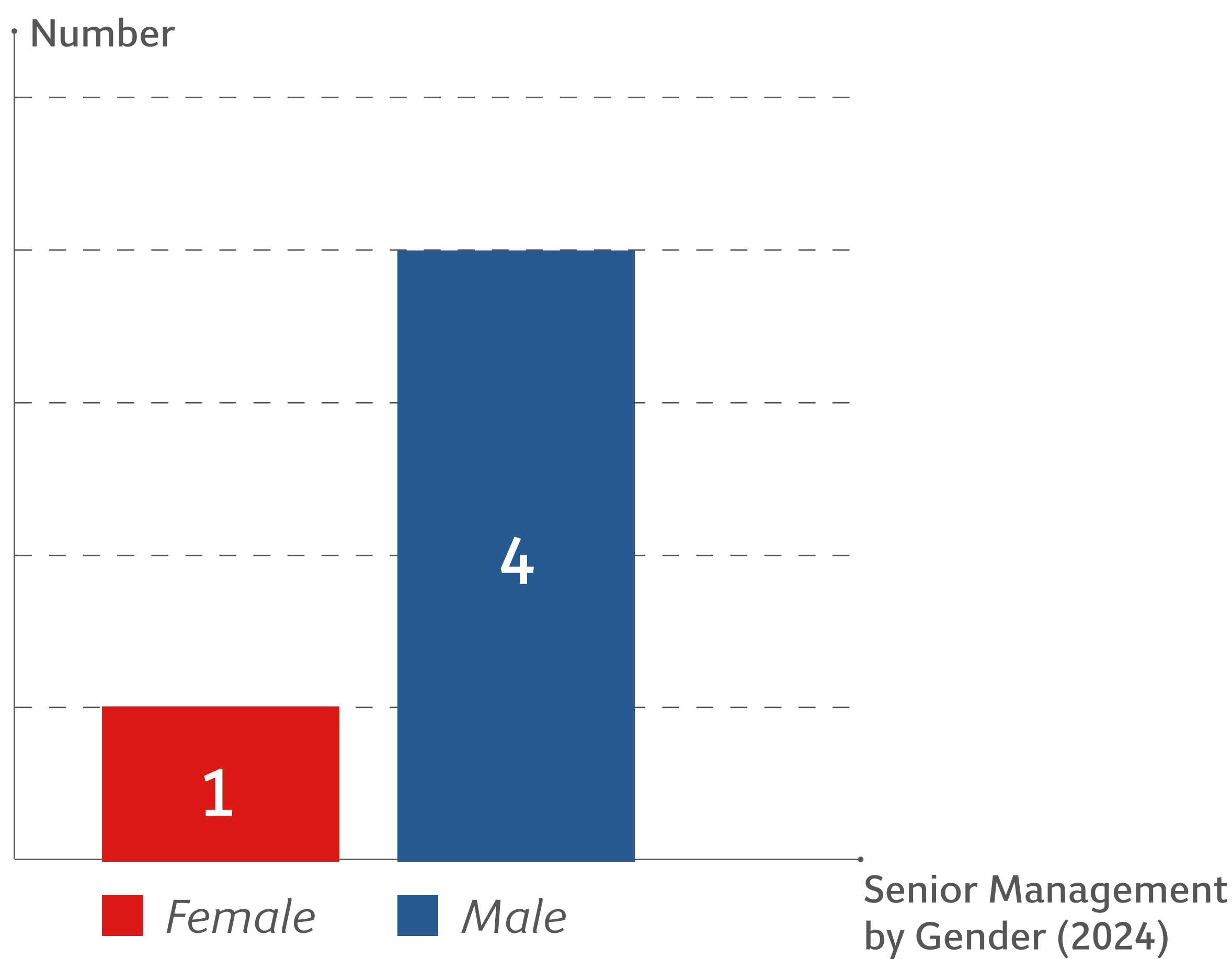
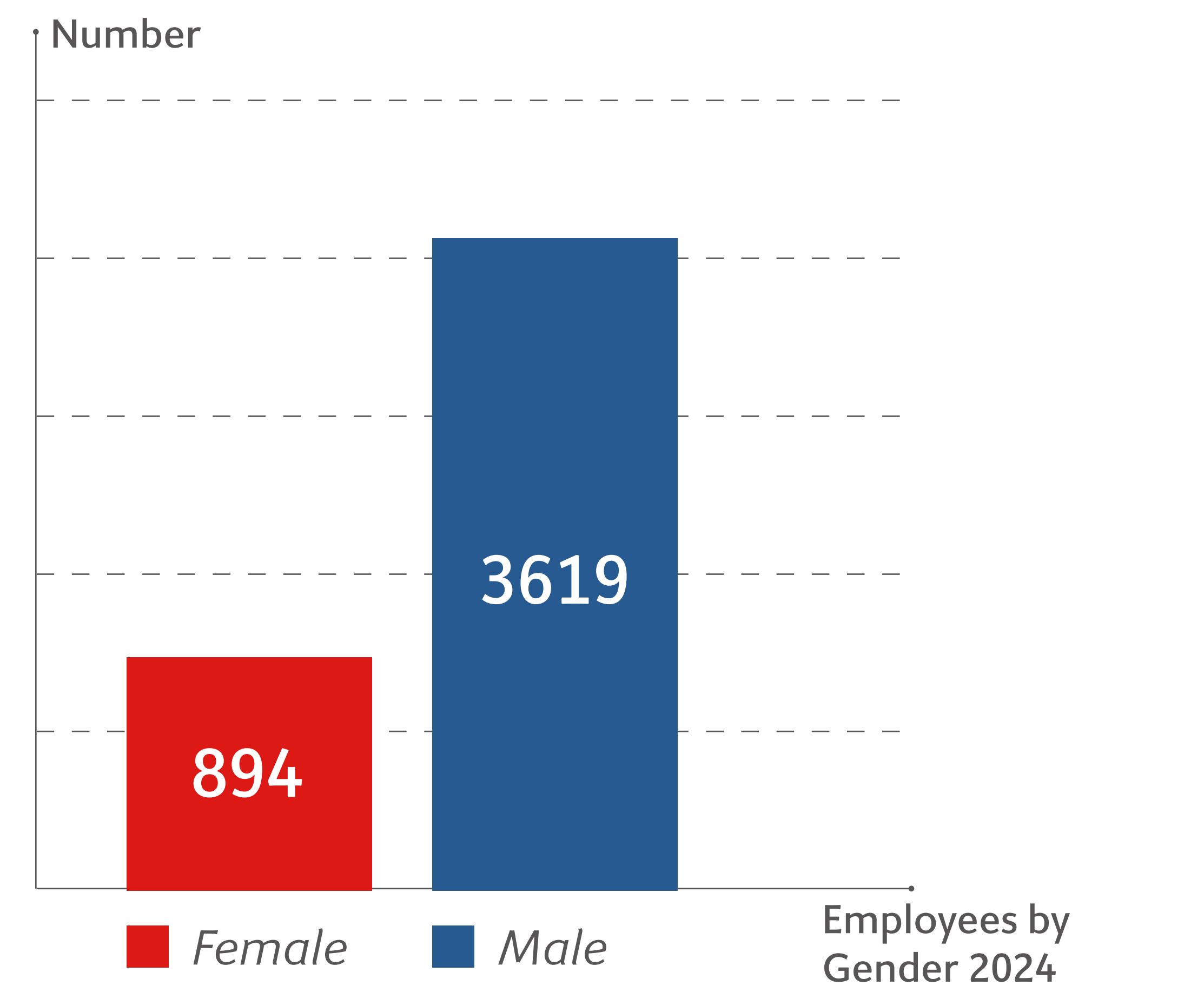
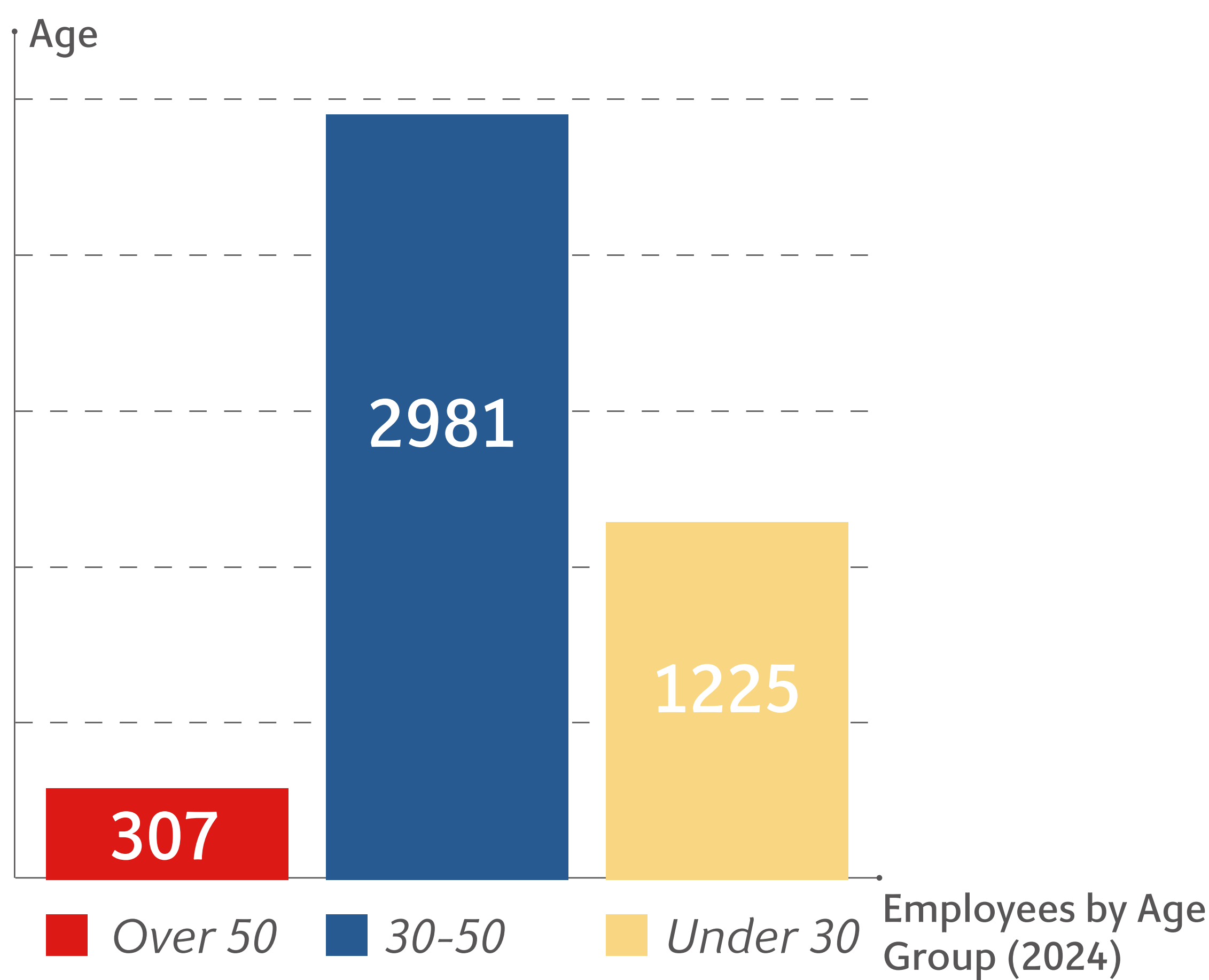
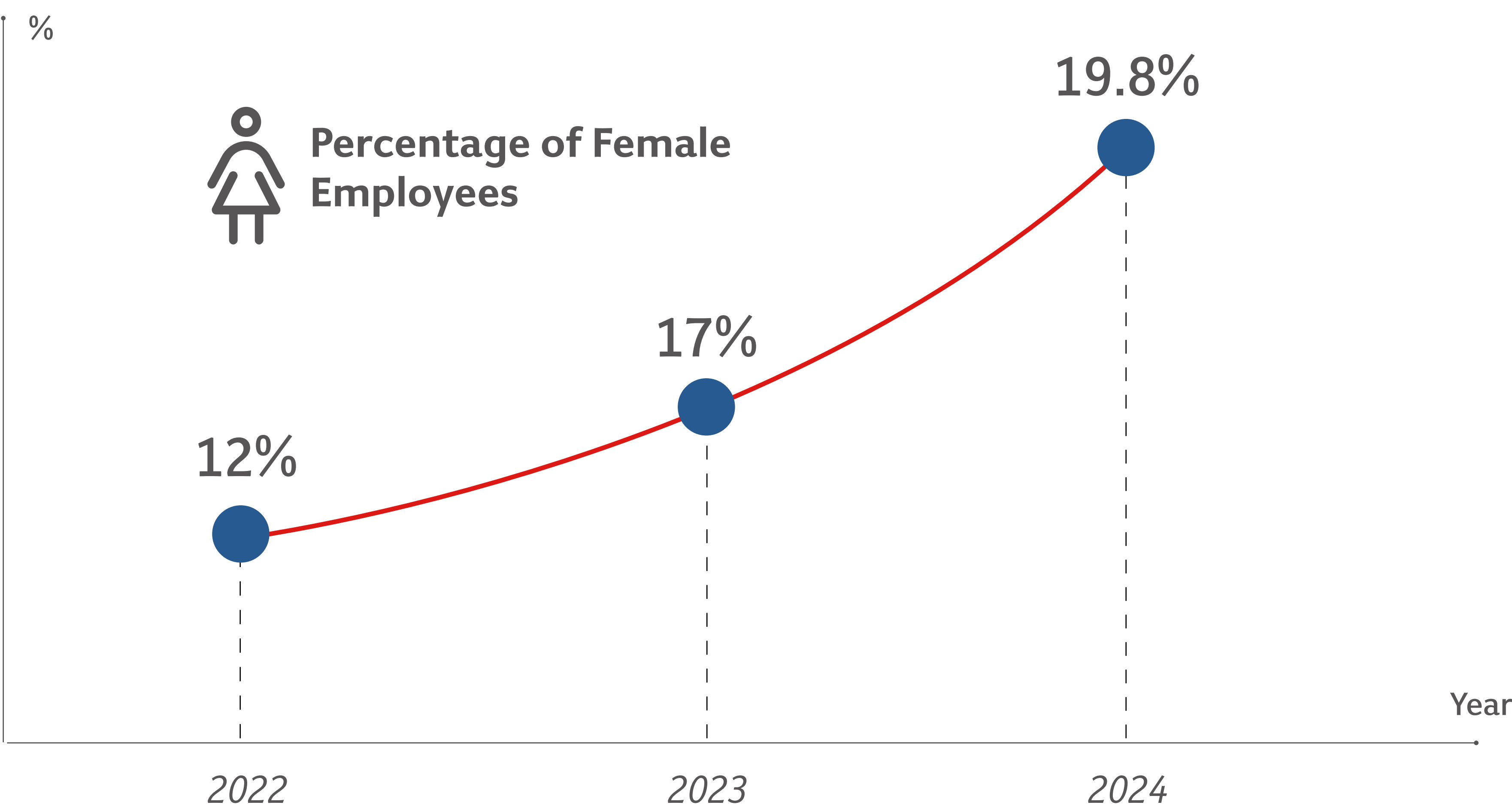
Beyçelik Gestamp has a strong human resource base with a total of 4,513 employees. There are 894 female employees (19.8%) and 3,619 male employees (80.2%) working within the company. In terms of age distribution, the vast majority of employees are between 30 and 50 years old (66.1%). This group is followed by employees under 30 (27.1%), while there are 307 employees aged 50 and over (6.8%).

In blue-collar positions, there are 679 women (19.8%) and 2,745 men (80.2%), while in white-collar positions, 215 women (19.7%) and 874 men (80.3%) are employed.

In management positions, female representation in senior management is 20.0% (1 woman, 4 men), while in middle management this figure is 12.0% (12 women, 88 men).

The fact that the proportion of female employees (19.8%) is above the industry average reflects the effectiveness of Beyçelik Gestamp’s policies on gender equality and diversity.

Beyçelik Gestamp respects the rights of employees to join and organise trade unions within the scope of the law; it provides the necessary conditions for the effective recognition and free exercise of the right to collective bargaining.



Diversity, Inclusion and Equal Opportunity

Beyçelik Gestamp's Responsibilities Toward Its Employees

Beyçelik Gestamp conducts all its work in this area in line with its "Diversity and Inclusion Policy". The company aims to create a fair and participatory work environment that respects equal opportunity, inclusion and diversity. It continuously develops its work to ensure that this approach becomes an integral part of its corporate culture. The issues of diversity, inclusion and equal opportunity are anchored in the corporate foundations through the Personnel Regulations, Human Resources Policy, Human Rights Policy and Beyçelik Gestamp Business Ethics Rules.

For Beyçelik Gestamp, diversity and inclusion are fundamental elements of working life. The company values diversity in talent and experience; it aims to create a working environment where all employees are treated with respect and can behave as themselves, regardless of their background, beliefs or perspectives. In this regard, creating an inclusive corporate culture is among its primary objectives.

The company manages its processes in accordance with the Universal Declaration of Human Rights, International Labour Organisation (ILO) Conventions and the UN Global Compact, safeguarding all legal rights of its employees. The "Beyçelik Gestamp Business Ethics Rules" and related policies and procedures set out in detail the principles and fundamentals regarding employee behaviour and work practices; compliance with these rules is defined as the primary responsibility of all employees.

The company shares developments in diversity and inclusion not only through its internal practices but also with its external stakeholders. Beyçelik Gestamp participated in the Diversity, Equality and Inclusion Conference organised by Ford and TAYSAD on 17 May 2024. At the conference, the Talent Management and HR Operations Group Directorate shared the projects implemented by the company since 2016 to increase female employment and the successes achieved.

There is no discrimination among employees based on factors such as age, gender, language, religion, belief, nationality, marital status, sexual orientation, political opinion, disability, seniority, or military status. This approach applies to all HR practices, including recruitment, promotion, placement, training, remuneration, leave, and termination processes.

Personal data is protected in accordance with Law No. 6698 on the Protection of Personal Data and related legislation and is not shared with third parties except where legally required.

Employees' personal rights are fully protected, and there is zero tolerance for practices such as harassment and bullying.

A safe and healthy working environment is provided.

Respect is shown for employees' private and family lives.

Employment decisions are based on merit, and no privileges are granted based on family relationships.



Gender Equality

Beyçelik Gestamp conducts its activities in line with the “Beyçelik Gestamp Gender Equality Policy”. The company considers combating gender-based inequalities, ensuring sustainable female employment and enabling women to play a more active role in the country’s economy to be among its fundamental principles.

You can access the Beyçelik Gestamp Gender Equality Policy in detail [here](#).

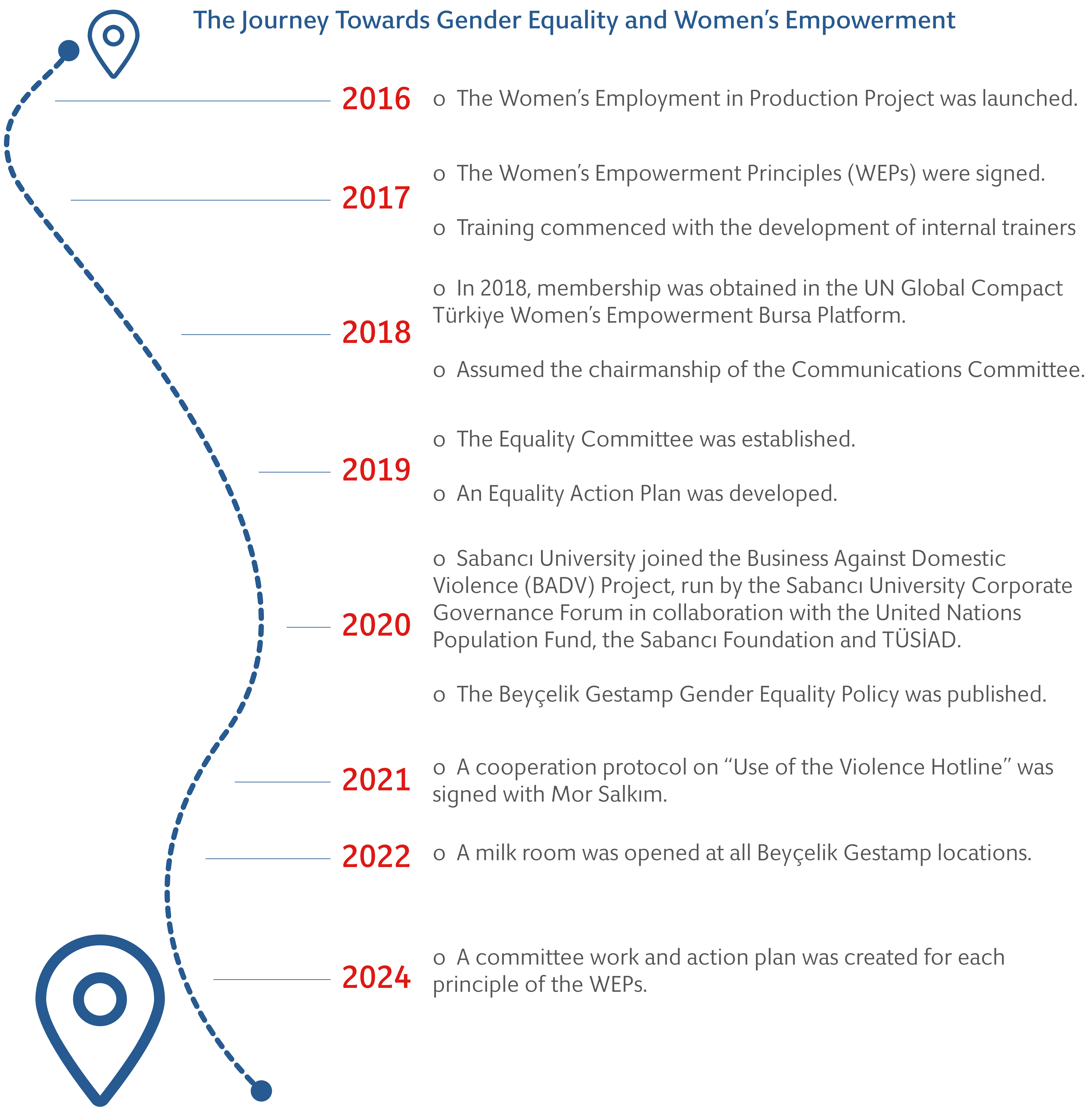
Equality Committee

In 2019, the Equality Committee, consisting of volunteer employees, was established to institutionalise efforts towards gender equality and women’s empowerment. The committee is coordinated by the Head of Corporate Communications. At a workshop held in the same year, the committee prepared an Equality Action Plan covering the years 2020–2025, which was approved by management. The plan, consisting of five main headings and 85 sub-items, covers:

-  Creating work environments with equal conditions,
-  Developing mechanisms to combat violence,
-  Implementing recruitment and working processes that are free from discrimination and offer equal opportunities,
-  Implementing a sustainable approach to gender equality,
-  Sustainable dissemination of the gender equality approach, and awareness-raising activities are among the company’s priorities.

Awareness-raising activities on gender equality are also among the company’s priorities. In this context, a workshop was held on 25 November, the International Day for the Elimination of Violence against Women. In the workshop entitled “Awareness Circle”, a Gender Equality Trainer discussed gender equality and domestic violence with female employees. This was followed by an information session for participants on family and labour law. The mandala workshop held as part of the programme offered employees an interactive learning experience.

Beyçelik Gestamp continues to demonstrate its commitment to gender equality through its steps towards empowering women and continues to develop its efforts to make equality a permanent culture in the workplace.



Talent Management, Training and Career Management

Talent Management

Beyçelik Gestamp views the inclusion of new talents and the effective management of these talents through regular development activities as a fundamental component of sustainable success. In line with its mission, vision, values and ethical principles, the company conducts all human resources processes with an approach that aims for change, adds value, is transparent, efficient and development-oriented.



Talent Acquisition	Identifying and Assessing Talent	Developing and Retaining Talent
A comprehensive assessment process is implemented to recruit the most suitable and best talent for the company’s needs. This process involves methods such as preliminary interviews, competency-based interviews, foreign language tests and, depending on the position, assessment centre applications. Potential employees are assessed according to five key competencies: quality focus, collaboration, continuous learning and development, adaptability, flexibility, and leadership.	Employee performance is supported by the Performance Management system. The process also includes Career Planning and Development Management practices aimed at the long-term development of employees and a fair Remuneration and Benefits Management system that encourages these practices.	The main objective of the process is to enhance the technical and behavioural competencies of recruited employees. In this context, training sessions are organised to contribute to employee development, and rotation opportunities are created in other group companies. In addition, Employee Engagement Surveys are conducted regularly to gather employee feedback and suggestions, measure their commitment, and develop appropriate action plans.

Employee Development

Beyçelik Gestamp continues its talent development and retention strategy with a vision of creating a fair working environment and embracing a culture of continuous learning. Supporting the personal, professional, managerial and social development of employees is at the heart of this strategy.

Throughout 2024, Beyçelik Gestamp provided a total of 48,244 person-hours of training to its employees.

Training content is dynamically determined not only based on the competencies required in job descriptions but also on factors that directly affect operational performance, quality, and efficiency.

The 2024 training plan was developed based on the results of corrective and preventive actions, customer complaints, internal/external audit results, adaptation to different production processes and tools, and productivity improvement efforts.



Trainings	Unit	Female	Male	Total
Average Training Hours per Employee (hours)	hours	18,40	13,20	31,60
Total Training Hours (employees × hours)	(person x hours)	8.706	39.537	48.244

Training Provided in 2024	Unit	Female	Male	Total
Sustainability-Focused Training	(person x hours)	25	155	180
Carbon Management Training	(person x hours)	28	14	42
Other Environmental Management Training	(person x hours)	244	620	864
Quality Management Training	(person x hours)	210	1,203	1,413
Occupational Health and Safety Training	(person x hours)	2,225	12,825	15,049
Ethics Training	(person x hours)	38	166	203
Diversity and Inclusion Training	(person x hours)	133	468	601
Human Rights Training	(person x hours)	44	239	283
Anti-Bribery and Anti-Corruption Training	(person x hours)	142	208	350
Leadership Training	(person x hours)	1,387	3,354	4,741
Technical/Operational	(person x hours)	1,403	7,336	8,740
Legal/Mandatory	(person x hours)	2,664	14,760	17,424

Beyçelik Gestamp Academy

Established in 2015 to systematically support employees’ career journeys, Beyçelik Gestamp Academy is the company’s core development platform. The Academy transitioned to an online platform in 2021, making its training processes more accessible. Beyçelik Gestamp Academy takes a comprehensive approach, focusing not only on technical knowledge but also on areas that strengthen corporate culture:

- Supporting career development through Leadership Development Projects and a Competency-Based Training System.
- Strengthening the learning cycle through the Internal Trainer Development Programme, E-Learning Systems, and Training Impact Measurement Activities.
- Increasing sectoral knowledge with WCM (World-Class Manufacturing) Activities and Sub-Industry Development Studies.

Mentorship Programme

Beyçelik Gestamp views the transfer of corporate memory and expertise to future generations as a strategic goal. The Mentoring Programme, implemented for this purpose, aims to ensure the sustainability of knowledge accumulation within the company.

The Mentorship Programme is a structured development process that aims to transfer the knowledge and experience of experienced employees (mentors) to new employees (mentees). The programme is based on regular one-to-one meetings between the mentor and mentee. At the beginning of these meetings, the career goals of both parties are evaluated and the areas of development to be focused on during the programme are clarified. In addition to sharing experience, the programme contributes to the transfer of organisational culture to new employees and lays the groundwork for strengthening their sense of commitment.

Career Management

Career management is a process whereby higher positions are identified which employees can progress to if they perform the duties and responsibilities specified in their job descriptions with superior performance. This approach encourages employees to continuously pursue their personal and professional development and plays an important role in motivation, commitment to the organisation and healthy progression in working life.

At Beyçelik Gestamp, career planning and development management is carried out with the approach of offering equal opportunities by fairly evaluating each employee’s potential and individual performance. Within the scope of this process, which is followed throughout the year, backup for critical positions, creation of a potential pool, promotion and rotation practices are effectively implemented.

Support for Young Talents

Young Friend Programme

Beyçelik Gestamp launched the Young Friend Programme in 2021 with the motto “Leave your mark on your career”. Designed for final-year university students studying in the Faculty of Engineering, Faculty of Economics and Administrative Sciences, and Education Technologies, this internship programme allows prospective specialists to play an active role in projects within the company for 10 months, giving them the opportunity to apply the theoretical knowledge they have learned at school.

During the programme, prospective specialists give project presentations to mentors every three months, thereby both solidifying their development and gaining the opportunity to receive feedback. The 29 prospective specialists employed were also offered the opportunity to carry out a technical project within Beyçelik Gestamp. In addition to technical projects, training (mentoring, effective presentation techniques, project management, etc.) and activities aimed at developing personal and professional skills are also organised.

Projects and Activities

Within the scope of the Young Friend Programme, various development activities are also being implemented for candidate specialists. In this context, the Vision Board Activity was organised, asking candidates to imagine where they see themselves in the future and to visualise this vision. Based on the power of the subconscious, the activity emphasised the importance of emotional intelligence while supporting students’ creativity through right and left brain exercises.

In addition, a technical tour was organised for students of the Uludağ University Labour Economics and Industrial Relations Society at the Beyçelik Gestamp Technology and Mould Factory (TEKNOSAB) on 15 May. Students took a field trip to the mould technologies and robotic welding production areas, where they received information from experts, and were then briefed on human resources and recruitment processes.

Beyçelik Gestamp on Campus

Continuing to strengthen industry-university collaborations, Beyçelik Gestamp organises training sessions at universities through its professional staff. Human Resources, Technology and Innovation Director Uğur Cem Yıldız and Information Technology Manager Selim Özenç taught the course “Project Management in Engineering” at Uludağ University’s Faculty of Engineering; R&D and Innovation Manager Dr İmren Öztürk Yılmaz taught the course “Innovation in the Automotive Industry” at the Department of Automotive Engineering; and Human Resources Field Manager Bahaddin Ersoy is teaching at the Human Resources Management Department of Sakarya University.

Performance, Compensation and Benefits

Performance Management

At Beyçelik Gestamp, the Performance Management System is implemented with a holistic approach that aims to measure both company and individual performance. This system supports development by evaluating success in a fair and realistic manner, while also contributing to development planning, remuneration management, and career planning processes.

The OKR (Objectives and Key Results) Performance System, launched by Beyçelik Holding in 2021 and implemented within Beyçelik Gestamp, is a modern management approach that enables employees to focus their efforts on strategic goals, strengthens internal communication, and supports work performance.

Compensation and Benefits Management

Beyçelik Gestamp adheres to the principle of “equal pay for equal work” and adopts a fair and objective approach in all remuneration processes. Training, assignment and promotion decisions are based on objective criteria, while individual salaries are determined by taking into account performance results, market research, economic indicators, the company’s payment capacity and internal balance.

Numerous social (fringe) benefits, compliant with international standards and legal regulations, are offered to improve employees’ living standards, increase their welfare levels, and strengthen their motivation. Furthermore, social and financial benefits granted to employees who exercise their union rights are also applied to non-unionised employees in line with the principle of equality.

Employee Benefits
Salary
Maternity leave
Paternity leave
Holiday pay
Seniority bonus
Health insurance
Meal allowance
Telephone and mobile phone line (for certain positions)
Vehicle allocation (for certain positions)
Maternity allowance
Death benefit
Marriage allowance
Bonus
Supplementary health insurance
Seniority incentive bonus
Transportation allowance
Meal voucher
Car allowance

Employee Loyalty and Satisfaction

Beyçelik Gestamp views employee engagement as one of the cornerstones of sustainable success and a strong corporate culture. The company aims to provide a holistic experience in the areas of development, recognition and participation, alongside improving working conditions, to enable employees to form emotional and mental bonds with the organisation.

Employee benefits, performance-based reward systems, in-house social events, sports and cultural activities support employees’ work-life balance, while an inclusive working environment that values each individual’s opinions and contributions is established.

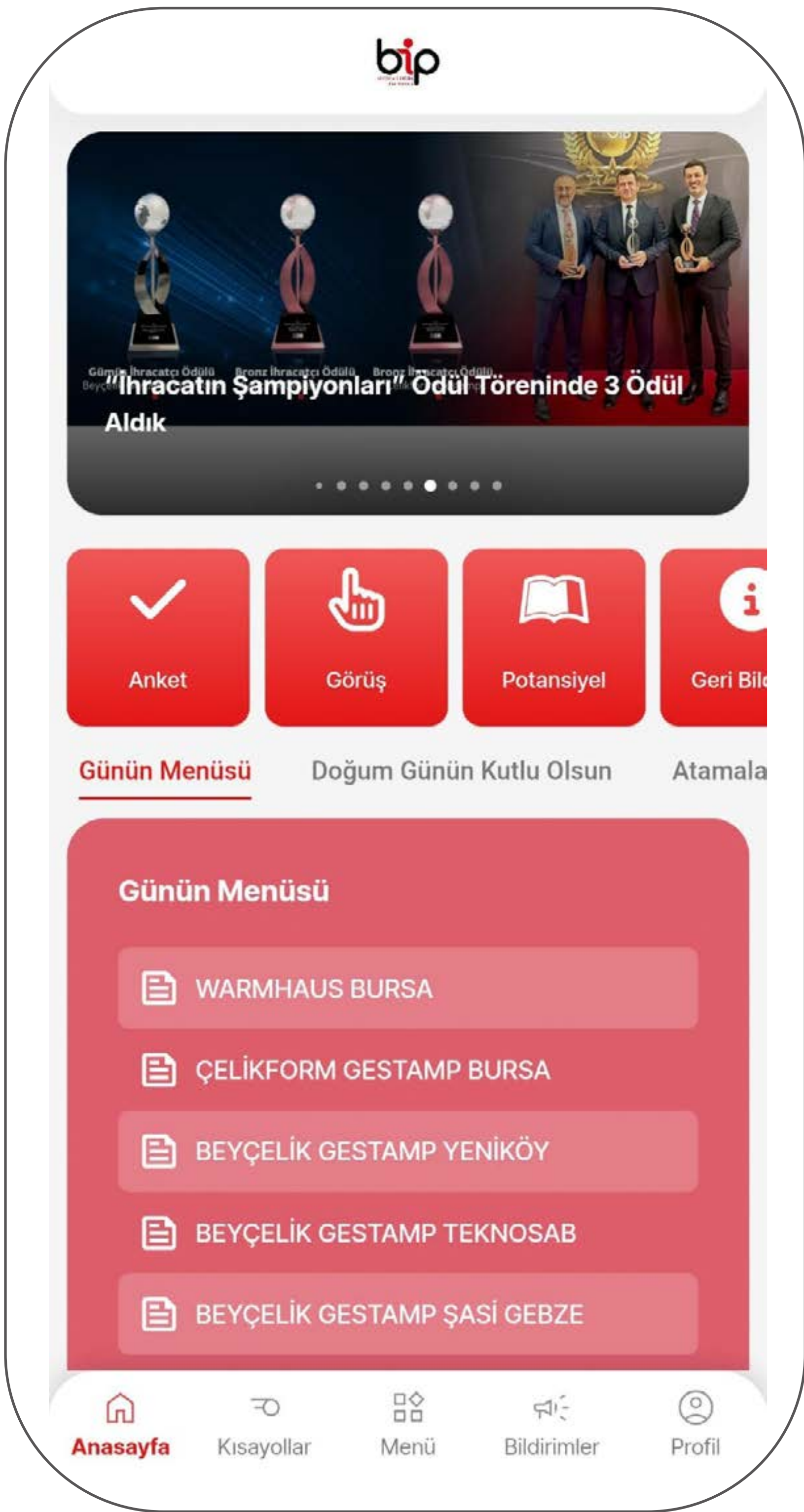
Beyçelik Holding’s Human Resources, Technology and Innovation Directorate regularly measures employee satisfaction and integrates the data obtained into strategic decision-making processes. Ideas shared through employee suggestion systems and open communication channels shape not only daily operations but also the company’s future transformation.

Beyçelik Gestamp has allocated a budget of 1,190,000 TL for recognition and appreciation systems aimed at increasing employee engagement; 94% of the budget has been spent on implementing these initiatives.

Beyçelik Gestamp actively uses both traditional and digital channels to increase internal communication among employees and spread the corporate culture.

The Potansiyel magazine, published by the holding company for 14 years, offers a wide range of content, from commercial activities to internal social and educational news; it also features series of articles on personal development, technology and sustainability. Published three times a year, the magazine is accessible in print, on the website and via the intranet.

In the digital sphere, the Beyçelik Communication Platform (BIP) Mobile Application plays a critical role. Launched for mobile use in 2022, this corporate intranet system ensures fast and accurate access to information by enabling employees to instantly access company announcements, applications and news. The same year, processes were further streamlined with the integration of the payroll viewing system into BIP.





SUSTAINABILITY IN THE VALUE CHAIN

“We take end-to-end responsibility. We grow the impact with our stakeholders.”

SUSTAINABILITY IN THE VALUE CHAIN

At Beyçelik Gestamp, supply chain management, customer satisfaction and product quality are built on the principles of ethical, fair, transparent and responsible business practices. The entire stakeholder network, from suppliers to customers, is monitored and reported on using concrete performance indicators in areas such as carbon reduction targets, resource efficiency, low-carbon production and ethical working conditions.

Sustainable Supply Chain Management

Beyçelik Gestamp considers supply chain management to be a fundamental part of an integrated sustainability strategy based on environmental, social and governance criteria. All of the company’s procurement processes are conducted within the framework of the “Beyçelik Gestamp Supply Chain Compliance Policy” and the “Business Ethics Rules” and are managed in accordance with the principles of honesty, fairness, impartiality and transparency.

All business relationships with suppliers are based on compliance with environmental, social and ethical principles, compliance with local laws and regulations, financial integrity, respect for employee rights, non-discrimination, safe and healthy working environments, information security and fair competition principles.

The principle of not purchasing from conflict-affected areas is applied in procurement processes, and the Conflict Minerals Policy has been implemented in this context. Comprehensive control mechanisms are applied to prevent tin, tantalum, tungsten and gold (3TG) elements, defined as conflict minerals, from entering the supply chain. The control mechanisms contribute to reducing environmental impacts, as well as ethical supply chain management, preventing child labour, and protecting human rights. The Conflict Minerals Policy is shared with all suppliers, thereby ensuring the integrated implementation of environmental and social responsibilities and strengthening compliance with responsible production principles at a global level.

In order to ensure responsible mineral use in the supply chain, regular reporting is carried out in the format of the Conflict Minerals Reporting Template (CMRT) published by the Responsible Minerals Initiative (RMI) in line with the requirements of the main industrial customers (OEMs). Information obtained from suppliers is evaluated and the necessary due diligence processes for tin, tungsten, tantalum and gold (3TG minerals) are carried out in line with the OECD Due Care Guidance. The collected and verified data is uploaded to the RMI system and shared with OEM customers, thereby ensuring transparency, traceability and compliance standards in our supply chain.

The policy documents that form the basis of supply chain management can be accessed via the links below:

[Supply Chain Compliance Policy](#)

[Conflict Minerals Policy](#)

*In 2024, **251 suppliers** were audited, with an overall performance rate of **98.6%** recorded.*

Supplier Selection and Monitoring

Supplier selection processes are conducted in accordance with the principles set out in the Supplier Handbook and the Procurement Regulations. Procurement requests are tracked via the SAP system; supplier selection is carried out through the Supplier Tracking Portal used in the digital environment. Detailed information is requested from suppliers on topics such as quality, procurement, human resources, environment and occupational safety. Based on this information, preliminary analysis scores are created by evaluating criteria such as certificates, references, years of experience and distance.

Selected suppliers are subject to on-site audits by the Quality Unit, and those found suitable are included in the approved supplier list. The performance of all suppliers is monitored through the MERGA system, reported monthly

in Supplier Performance Reports, and suppliers are classified into four groups: A, B, C, and D. Suppliers with low performance are included in a development programme through inspection and training processes. Firms in the high-risk supplier category are inspected more frequently and are included in a planned development process. Support is provided through needs-based training as part of the development process; suppliers in the final classification for 6 months are subject to different sanctions where necessary.

A special working group consisting of experts from the Purchasing Unit has been established to strengthen localisation in the supply chain. Collaborations are established with local companies in product groups other than patented products and customer-related products; this supports local production and contributes to product development.

Supplier Sustainability and ESG Survey

The Beyçelik Gestamp Supplier Sustainability and ESG E-Survey, developed in line with the company’s digitalisation goals, evaluates the environmental and social performance of suppliers. Based on this data, supplier scores are determined and supplier mapping is carried out. ESG audit results are tracked as monthly KPI performance indicators and reported to senior management.

As of 2024, this process, carried out with the supply chain, covers 61% of all direct material suppliers. The medium-term goal is to extend the process to all suppliers.

Supplier Policy: The company meticulously applies its Supplier Policy in all procurement processes. All relationships with suppliers are based on the principles of honesty, trust, transparency and responsibility.

Supplier Management: Supplier management adopts an approach that encompasses environmental, social and governance (ESG) criteria. In this context, suppliers are regularly assessed and audited on sustainability issues such as environmental impacts, social and employee rights, ethical rules and human rights.

Assessment and Training: Improvement plans are targeted at suppliers with weak performance, along with training and guidance services in line with these plans.

Supplier Carbon Footprint and Climate Performance

Within the scope of the UIB Automotive Sector Green Transformation UR-GE Project, the Scope 1, 2 and 3 emission data of 5 suppliers that do not calculate their carbon footprint are calculated with external consultancy; thus, suppliers without carbon data are included in the process.

Carbon data is collected regularly from suppliers; carbon footprint calculations are made for compliance with the EU Emissions Trading System and export markets covered by the CBAM, taking into account low-carbon production and emission reduction policies.

Measures Against Climate Risks in the Supply Chain

Supplier and Material Management

- An alternative supplier pool is being created to reduce dependence on a single source.
- Seasonal stockpiling is being implemented for critical raw materials, and security stocks are being strengthened.
- Suppliers are required to provide disaster management plans and climate resilience strategies.
- Early warning systems are being developed for high-risk suppliers.

Financial Measures

- Alternative solutions are being explored to counter increases in insurance premiums.

Logistical Flexibility

- Alternative logistics routes are being planned in case of extreme weather conditions, and Bursa Port, alternative warehouses and Yeniköy OIZ exit routes are being integrated into the strategy.
- Flexibility clauses are being added to logistics contracts to address delays due to weather conditions.

Third-Party Assessment, Reporting and Audits

In line with the demands of its main industrial customers, Beyçelik Gestamp is subject to third-party sustainability audits and ratings within the scope of the following international platforms and main industrial systems:

- Manufacture 2030
- CDP
- DQS
- EcoVadis
- Supplier Assurance Questionnaire (SAQ)
- Hyundai Motor Company/Kia Supply Chain ESG
- Responsible Business Alliance (RBA)

Indicator	2022	2023	2024
Total Number of Suppliers	1968	1,790	1,776
Number of First-Tier Suppliers	205	201	187
Local Supplier Ratio	80	82	91
Local Share in the Procurement Budget	52	52	45
Number of Suppliers Audited for Environmental Criteria	227	249	251
Number of Suppliers Audited for Social Criteria	227	249	251
Supplier Performance Evaluation Results	98.5%	98.7%	98.6%
Number of suppliers with terminated business relationships	0	38	45
Number of new suppliers	0	34	31



Customer Satisfaction

Based on the principle of “We Add Value to Our Customers”, Beyçelik Gestamp positions customer satisfaction not only as a result but as a fundamental building block of its sustainable business model. The aim is to accurately analyse customer needs, deliver products and services of high quality standards, develop permanent solutions by addressing the root causes of problems encountered, and prevent their recurrence.

Customer satisfaction is managed from a broad perspective that also encompasses environmental and social sustainability performance; the company’s activities are carried out in an integrated manner with the ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, ISO 50001 Energy Management System, ISO/IEC 27001 Information Security Management System, and IATF 16949 Automotive Quality Management System.

Beyçelik Gestamp Customer Portal

Beyçelik Gestamp has launched the “Customer Portal” application to systematise customer interaction. Through this portal, customers can access environmental and social sustainability performance documents related to their products and production processes and view evaluation results online. Scorecards generated from customer evaluations are analysed to develop action plans that meet customer expectations at the highest level.

Feedback Mechanisms

Suggestions, complaints and feedback received from customers through various communication channels are effectively evaluated, and solutions are provided as quickly as possible.

*In 2024, with the increase in the number of customers and projects, there was also an increase in the number of feedback; **99.62%** of these reports were resolved.*

6-Sigma Projects and Quality Certifications

Two new 6-Sigma projects were implemented in 2024 with the aim of improving quality and minimising errors in business processes. These projects aim to increase customer communication and satisfaction levels and further strengthen operational excellence.

Beyçelik Gestamp’s five locations hold the Ford Q1 Quality Certificate, which is awarded by Ford only to its best suppliers and is globally recognised. These certificates are considered an important indicator of confidence in the continuity of product and service quality.

Integrated Management System and Quality Management

To ensure the sustainability of product and service quality at the corporate level, Integrated Management Systems have been established within the company, and all management processes have been integrated into these systems. These systems, accessible via QDMS, are regularly revised and evaluated at annual Management Review meetings. At these meetings, decisions are made to increase customer satisfaction and resources are allocated to the relevant processes.

Customer Feedback	2022	2023	2024
Complaints and/or Feedback Received from Customers	119	211	263
Resolved Complaints and/or Feedback	119	210	262



Product Quality and Safety

Responsible Product Approach and Management Principles

Beyçelik Gestamp considers customer health and safety a fundamental priority and manages this responsibility through its “Responsible Product” approach. All processes, including design, production and supply, are carried out in accordance with integrated management systems, with the aim of fully meeting all legal and technical requirements related to product safety.

In the design and production stages of safety components;

- Identification of characteristics related to product safety
- Application of risk assessment tools such as FMEA and control plans
- Regular information sharing with senior management and clarification of responsibilities
- Factors such as the establishment of product traceability mechanisms are taken into consideration.



Product Structure and Material Usage

The main raw materials used in the company’s products are steel and aluminium. Due to the production infrastructure based on sheet metal forming and welding processes, these two metals constitute the majority of total material usage. Packaging materials consist of metal shipping crates, cardboard, wooden pallets and plastics; improvement activities are ongoing to reduce, reuse and recycle packaging.

Efforts to use recycled materials are ongoing; recycled inputs are utilised in production processes and packaging applications. Improvement activities related to the collection and reuse of packaging materials continue. In line with long-term strategic goals, the aim is to increase the use of sustainable raw materials, diversify R&D efforts in this direction, and continuously improve the use of recycled materials. Progress is regularly reviewed, and processes are developed based on performance results.

Co-design methods are applied in the product design process to increase raw material efficiency; in this context, lightweight part designs, mould designs that reduce scrap, energy-efficient processes and modular part systems are being developed.

Quality and Management Approach

The company’s quality management approach is:

- Customer focus
- Operational excellence
- Innovation and R&D-based development
- Reduction of environmental impact and energy efficiency
- A risk-based approach with a “zero defect” target
- Responsibility towards all stakeholders is based on fundamental principles such as these.

Quality targets set in line with core objectives are updated annually, and quality performance is managed to the same standard across all production facilities. Both internal audits and customer audits are effectively implemented in line with the principle of continuous improvement; quality indicators are monitored through KPIs and brought to the attention of management.

You can access the Beyçelik Gestamp Quality Policy [here](#).



Low-Carbon Product Development and SBTi-Compliant Commitment

Beyçelik Gestamp continues its efforts to define science-based emission reduction targets (SBTi) by 2025 in order to respond to its customers’ expectations for low-carbon products and to make its product portfolio climate-resilient. In this context;

- **Net zero** Scope 1 and 2 emissions by 2035,
- **A 50% reduction** in Scope 3 emissions by 2035,
- Aiming for **net zero emissions** across the entire value chain by 2050.

Reducing the carbon footprint of products enables the company to offer more competitive, compliant and sustainable solutions to customer demands; this approach is also progressing in line with the company’s commercial value creation strategies.

Beyçelik Gestamp Management Systems

Management System Certificates, Compliance Certificates, International Equivalencies and Certifications	Applicable 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.			Gestamp Beyçelik Romania SRL	
	BGO	BGO TEKNOSAB	BGD	BGA	BGS	BGY	BGT	TEKNOSAB	CEF Merkez	CEF TEKNOSAB	BGC 1	BGC 2	BGC 3	BGR1	BGR2
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 Management System	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
Basic Level Zero Waste Certificate	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓
Ford Q1 Quality Certificate	✓		✓						✓			✓		✓	
EU RoHS Compliance Declaration (Complies with 2011/65/EU (8 June 2011) and 2015/863/EU (4 June 2015))	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓		
REACH Declaration (Regulation (EC) No. 1907/2006 SVCH List of 17 January 2022)	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		
TÜV Nord COVID-19 Safe Production Certificate	✓	✓	✓	✓	✓	✓			✓		✓	✓			
ISO 14064 Greenhouse Gas Verification Statement	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

“We learn, adapt and transform. We make development a culture for corporate excellence.”

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

Beyçelik Gestamp places innovation at the heart of all its business processes, conducting its operations within a culture of continuous development and improvement. R&D, innovation, technology, digitalisation and green transformation are integral components of this culture. Thanks to the “innovation” approach, production efficiency and quality standards are rising while environmental impacts are being reduced, costs are being managed more effectively, and competitiveness is being strengthened in a sustainable manner. The company aims to achieve its long-term strategic goals by combining its R&D and innovation activities with innovative solutions and environmental responsibility principles that extend to all stages of the value chain.

R&D, Innovation and Technology

One of Beyçelik Holding’s core values, “We Develop Our Business, Ourselves and Our Environment,” forms the basis of Beyçelik Gestamp’s R&D and innovation processes. Beyçelik Gestamp operates through three R&D Centres and one Design Centre located in four different locations. With a team of 120 researchers, technicians and support staff with academic qualifications, it carries out advanced product and technology development work for 35 different major industrial organisations.

The company reinforces its strong market position with unique product designs and develops products and technologies tailored to national and international needs. It defines its R&D mission as developing innovative products and technologies that will guide the automotive supply industry and add value to the global and national economy. Thanks to its young and dynamic staff, innovative vision and sectoral experience, Beyçelik Gestamp has the expertise to meet the needs of vehicle manufacturers in the field of metal forming.

Under the leadership of the R&D and Innovation Directorate, projects focusing on design, safety, quality and environmental impact reduction are carried out in engineering and series production projects at R&D Centres. While each centre carries out work specific to its area of expertise, they also stand out for their ability to work together. Having set itself the vision of pioneering work in the sector since its establishment, Beyçelik Gestamp worked on 49 R&D projects in 2024, 13 of which were new (5 supported by TÜBİTAK).

The R&D process consists of the stages of project idea creation, evaluation, implementation, and product/process launch. Throughout this process, the R&D and Innovation Unit staff and the R&D and Innovation Board play an active role using the necessary tools.

Beyçelik Gestamp R&D and Innovation Board

- is responsible for coordinating and implementing R&D activities in a structured manner within the framework of the business plan and applications.
- The scope of the Board’s duties includes providing support for all R&D processes, as well as topics such as information technologies, corporate transformation projects, Robotic Process Automation (RPA), digital workforce, Internet of Things (IoT), artificial intelligence, and machine learning.
- Taking into account R&D workflow procedures, the Board meets regularly every 15 days to evaluate incoming project proposals.

Members of the R&D and Innovation Committee:

- *General Manager - Board Chairman*
- *Human Resources and Sustainability Director*
- *Operations Director*
- *Business Development and Engineering Director*
- *Quality Director*
- *Procurement Group Manager*
- *Engineering Group Manager*
- *Factory Managers*
- *Moulding Unit Director*
- *Research and Development and Innovation Manager*
- *Supply Chain Director*
- *Information Technology Manager*



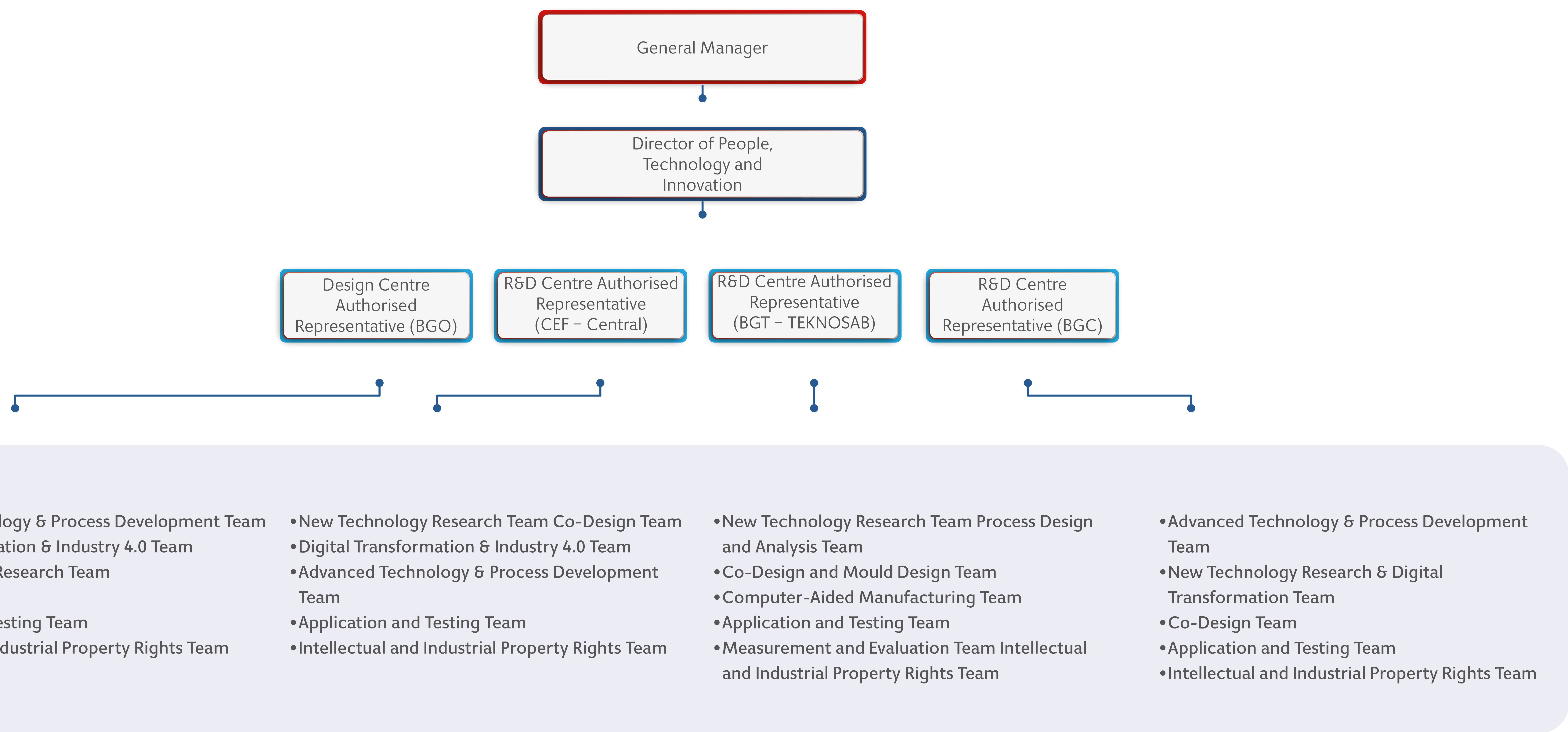
Beyçelik Gestamp Teknoloji ve Kalıp A.Ş. (BGTK), a pioneer in its sector, established its first R&D Centre in 2009 in the Bursa Organised Industrial Zone (DOSAB). In 2022, the company relocated this centre to TEKNOSAB, Bursa’s first high-tech industrial zone, becoming the first R&D Centre to operate there.

Çelikform Gestamp Otomotiv A.Ş. plays a pioneering role in sheet metal forming. It develops innovative solutions using roll forming and strength bending methods, covering a wide range from low-strength to high-strength sheet metal. Established in 2019, the R&D Centre conducts comprehensive analysis and production activities using specialised processes and machinery. These activities focus on critical components such as profile door glass frames, sliding door rails and mechanisms, lock mechanisms, roll-formed chassis body parts, door hinges, and steel and aluminium vehicle crash safety crossbars. Implementing sheet metal forming processes rarely used in Türkiye, ÇGO has proven its competence in the forming of automotive sheet metal and non-ferrous alloys, as well as in the field of lock mechanisms and equipment. It has made significant contributions to the sector with its original designs and manufacturing.

Beyçelik Gestamp Şasi Otomotiv A.Ş. continues its strategic activities in the TAYSAD Organised Industrial Zone (TOSB). The company is focused on investing in its third chassis factory, in line with its vision of establishing Europe’s largest chassis factory. These facilities produce chassis components that are vital to the automotive industry, such as axles, engine cross members and suspension arms. Established in 2021, the R&D Centre is conducting innovative work in forming, joining, testing and digital transformation processes for chassis components, thereby increasing the company’s competitive strength in the sector.

R&D Centre Establishment Year	R&D Centre Activity Area	R&D Centre Area (m²)	Facility Where the R&D Centre is Located	R&D Centre Location
2009	For the production and processing of hot and cold sheet metal forming dies used in the automotive industry; analysis, simulation and process studies, hot and cold forming die designs and production studies, sheet metal part design and manufacturing studies, development studies of sheet metal forming die steels, formability behaviour studies, die production studies using different methods.	725	Beycelik Gestamp Mould Factory	Karacabey/ Bursa
2017	Design of automotive sheet metal parts, assembly equipment design, laser equipment design, lean production process design, new technology and Industry 4.0 integration studies, training of expert staff in advanced technology fields, production-process development and efficiency improvement studies, integration of new generation materials into production processes, predictive maintenance studies on production lines.	415	Beycelik Gestamp Central Sheet Metal Forming and Welding Factory	Nilüfer/ Bursa
2019	Co-design studies, assembly equipment design, forming process studies, feasibility studies and equipment design, production/assembly activities, lean production process designs, automated assembly line operations, new technology integration studies.	775	Celikform Gestamp Roll Form & Mechanism Factory	Nilüfer/ Bursa
2021	Digital twin studies, integration 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 studies, production process improvement and efficiency studies.	420	Beycelik Gestamp Chassis Factory	Çayırova/ Kocaeli

Beyçelik Gestamp R&D Centres Organisational Chart

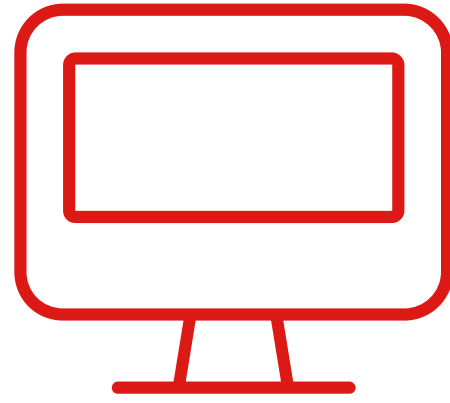


Beyçelik Gestamp R&D Centres Main Areas of Activity:

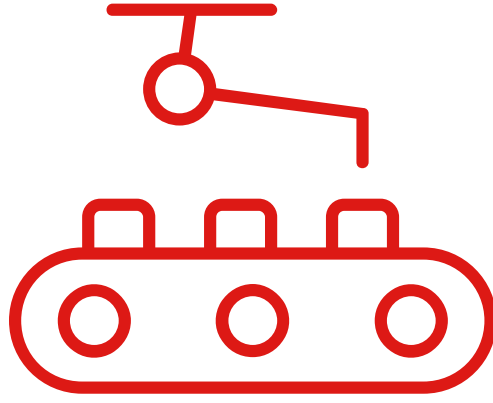
- Product design, co-designer studies and innovative designs
- Development of new products and technologies in sheet metal forming and assembly
- Big data management and analysis, integration of Industry 4.0 applications into production
- Advanced production methods
- Digital technologies and technology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

R&D Activities

R&D Centres operate in two main areas:



Modelling and Simulation Technologies: Work is carried out on computer-aided manufacturing methods, production processes are developed, and technology transfers are implemented. Within this scope, new materials and production methods (e.g. forming, joining) are simulated to produce solutions to problems that may be encountered prior to experimental studies.



Functional and Advanced Materials - Manufacturing Technologies: Work is being carried out on the alternative use of non-steel materials in the automotive sector, and the transition to aluminium and other materials is being supported in line with the shift to electric vehicles.

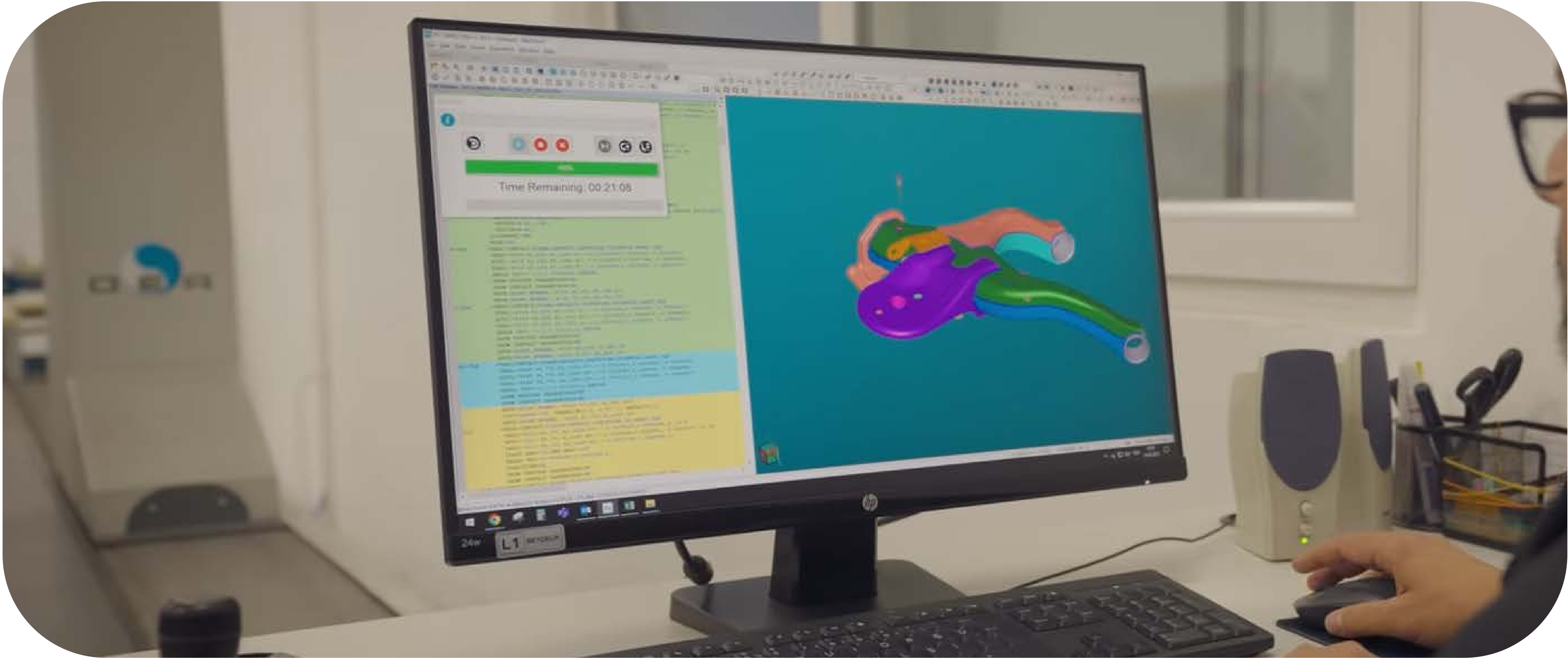
2024 R&D and Innovation Activities

- In 2024, a total of 49 R&D projects were carried out, 13 of which were new and 5 of which were supported by TÜBİTAK.
- Collaboration was established with universities and suppliers, primarily in the main industries, for 35 projects.
- Three new patent applications were filed, and eight new patents were registered.
- In terms of academic contributions, 2 conference papers and 1 article were published.
- To support employee development, 17 R&D and Innovation Training sessions and 5 Innovation and Technology Days were organised.

R&D activities focused primarily on new generation materials, digital technologies, the development of testing equipment, new manufacturing methods, and co-designer studies. Beyçelik Gestamp attaches great importance to commercialising the products developed as a result of its R&D and innovation activities and, in this context, generated over 1.6 billion TL in revenue in 2024.

The projects carried out focused particularly on process improvements, energy efficiency applications, material and component optimisation, waste management, and improvements in sheet metal usage. These efforts led to increased productivity on production lines and savings in energy and raw materials.

As a result of R&D and innovation processes, the company saved 2 million TL in 2023 and increased this figure to a total of 34 million TL in 2024. In 2024, operational gains included 2,235 person-hours of labour, 664 MWh of electricity and 60,000 parts saved.



R&D Investments

Beyçelik Gestamp prioritises R&D and innovation investments with the aim of developing innovative, environmentally friendly and high value-added products and technologies. In 2023, 120 million TL was invested in R&D and Innovation, and in 2024, 160 million TL was invested in this area.

R&D & Product Development & Innovation Projects

Project Name	Project Duration	Funding Organisation	Description
Comprehensive Approach to Big Data Creation and Artificial Intelligence Deep Learning-Supported Maintenance Operations Management System in Manufacturing Facilities	01/01/2022 – 31/05/2024	TÜBİTAK	In our serial production facility, it is essential for the profitability of the business that the production mechanism runs smoothly and that the maintenance system, which ensures the continuity of production, is carried out as planned and without problems. In this context, the health of production lines directly affects production efficiency. Today, monitoring the health of production lines and autonomously tracking maintenance activities is a developing topic within the industry's Industry 4.0 and digitalisation strategies.
Development of Web-Based Preventive Warning and IoT Data Analysis Software for Large-Scale Businesses	30/09/2022 – 31/05/2024	TÜBİTAK	Beyçelik Gestamp Otomotiv A.Ş. is a large-scale manufacturing enterprise with multiple production facilities integrated with each other in multiple locations, both domestic and international. Due to its size, only a powerful MES software capable of production and performance monitoring with a robust infrastructure can meet the needs of the enterprise.
Development of Lifecycle Verification Components for the Digital Twin Chain: Product Fatigue Testing System (FTS) Compliant with Specifications	01/01/2022 – 31/05/2024	TÜBİTAK	This project involves the development and production of finite element analyses and fatigue testing equipment required for fatigue testing of main chassis components at the Beyçelik Gestamp Chassis R&D centre. This project, implemented under the TÜBİTAK 1707 Order-Based R&D Project, aims to improve the costs incurred in engineering and testing processes. This situation motivates the need to control the effects of changes in materials, environmental conditions, and geometric tolerances that may occur during the production process on product performance and thus ensure the quality control of products coming off the line in terms of product performance.
Detection and Classification of Gas Shielded Welding Defects Using Hybrid Sensor Approach with Waveform Transformation-Based Machine Learning Methods	01/08/2023 – 31/12/2024	TÜBİTAK	This project aims to develop a real-time, reliable, generalisable, novel, and domestically produced system for the detection of faults in gas shielded welding lines and the early detection of potential stoppages in such lines. This will be achieved using machine learning and signal analysis methods, primarily the uncompressed wavelet transform (UWT), within a hybrid sensor approach.

Innovation Activities

At Beyçelik Gestamp, innovation is carried out systematically, with coordination across all units. The primary goal is to support the production of safer and lighter vehicles through innovative product designs. Innovation activities are carried out within the company through R&D Centres, the Continuous Improvement Unit, the Beyçelik Gestamp Academy, and the Beyçelik Innovation Platform (BEYİN).

BEYİN / Beyçelik Innovation Platform

BEYİN is an online innovative project management platform launched in 2021. Every project idea entered into the BEYİN Platform, which is at the heart of the innovation process, is refined with the contribution of Innovation Ambassadors; the evaluation and approval processes are meticulously carried out by the Beyçelik Gestamp R&D and Innovation Board.

The platform’s primary objective is to establish, develop, and sustain a corporate innovation culture by involving all internal and external stakeholders in innovation processes. Thanks to BEYİN, all innovative proposals from stakeholders are evaluated systematically and objectively, enabling comprehensive analyses of innovation inputs and outputs.

Every project idea submitted to the BEYİN Platform undergoes a robust two-stage process:

- **Maturation:** Ideas are developed and matured with the support of Beyçelik Gestamp Innovation Ambassadors, who are middle managers.
- **Approval:** Approval processes are advanced by the Beyçelik Gestamp R&D and Innovation Board, consisting of senior management.

[Click](#) for more information

Innovative Solutions in the Automotive Supply Industry

Beyçelik Gestamp designs, develops and manufactures moulds, equipment and components for the automotive supply industry. The company contributes to the development of safer and lighter vehicles by designing innovative products, thereby continuing its activities in line with the principles of enhancing human safety, reducing energy consumption and protecting the environment.

Corporate Innovation Culture

Beyçelik Gestamp monitors national and international developments on a monthly basis through its R&D and Innovation Bulletin with the aim of creating “Innovation Synergy”; thus, it closely follows the technology agenda of the sector and strengthens the culture of innovation throughout the organisation.

Within the scope of **Innovation Workshops**, innovation training sessions have been organised with expert trainers to develop the innovative thinking skills of engineers working in R&D centres.

Technology and Innovation Days events support employees in developing their creative ideas by interacting with experts from different sectors.

Innovation and Achievements



Beyçelik Gestamp was among the “Innovation Champions” in the InovaLİG competition organised by the Turkish Exporters Assembly (TİM). The company was ranked second in Türkiye in the “Innovation Organisation and Culture” category in 2018 and was among the top five companies in the “Innovation Strategy” category in 2022. Furthermore, within the scope of the 2023 Productivity Project Awards organised by the Ministry of Industry and Technology of the Republic of Türkiye, it was awarded second place in the Digital Transformation category for its productivity-enhancing work carried out on production lines. , Beyçelik Gestamp achieved second place in the “Innovation Resources” category in the InovaLİG 2024 results by comprehensively implementing R&D investments, digital transformation initiatives, and innovative product development processes.

University–Industry Collaborations

Beyçelik Gestamp embraces the view that transferring sectoral experience and knowledge to the academic field will guide future R&D activities; in this direction, it aims to increase social contribution by expanding university-industry collaborations.

In 2024, it established partnerships with Bursa Uludağ University, Bursa Technical University and Istanbul Gedik University, developing new technology projects and sponsoring academic studies.

Beyçelik Gestamp R&D employees actively participate in university councils and committees (e.g., Bursa Technical University Faculty of Engineering and Natural Sciences, Uludağ University Technology Transfer Office Advisory and Committee Councils) with the aim of developing university-industry collaborations and academic studies.

University Collaborating on Projects	Collaborative Project
Bursa Uludağ University	Evaluation of Manufacturing Data Using Machine Learning and Artificial Intelligence Methods
Bursa Uludağ University	Comparative Study of Laser and Spot Welding Properties of Ultra-High Strength Hot and Cold Formed Steel Sheets After
Bursa Technical University	Cutting and Drilling System for Vehicle Safety Components
Istanbul Gedik University	Investigation of Crack Processes in Gas Shielded Welding Processes and Development of Solution Recommendations
Bursa Technical University	Detection and Classification of Gas Shielded Welding Defects Using a Hybrid Sensor Approach Based on Wavelet Transformation-
Bursa Technical University	Development of Mould Steels Using Arc Additive Manufacturing Methods

Digital Transformation Journey

Today, digitalisation has become a critical requirement for companies to adapt to the era in their managerial and operational processes. Beyçelik Gestamp, aware of the strategic importance of digital transformation, closely follows developments in this field and continues to integrate innovative technologies suitable for the sector.

Within the company, proactive management of efficiency and effectiveness is ensured through the real-time and continuous monitoring of Robotic Process Automation (RPA) in managerial processes and Machine-Equipment Efficiency (OEE) in operational processes. In this context, new-generation technologies such as ERP, MES, BPM, SAP, CRM, EBYS, QDMS, Industry 4.0, IoT, Machine Learning, and cloud solutions are utilised.

Thus;

- Reduction of operational costs
- Redirecting employees to value-added tasks
- Minimising human errors
- Increasing employee awareness are targeted.

2022 Activities

- Within the scope of the BPM Process Deployment Project, 15 new processes were implemented, and a total of 11,800 workflows were completed.
- RPA was implemented in human resources and finance applications, mould commissioning processes were digitised, and the FMEA Project was implemented to analyse quality error types.
- Four new projects were launched: SD-WAN, BITEG Web Version, Sales Price Parameter Digitalisation, and HR Service Procurement Management.
- Digitalisation efforts were carried out in the production area within the scope of Industry 4.0, and two PoC (Proof of Concept) projects were tested with three different companies.

2023 Activities

- A seamless transition to the latest version of SAP was achieved across all sites.
- The BITEG IQM Web Version was implemented, renewing the technology of the production tracking system that had been in use for years.
- The transition to the Paperwork BPM HTML5 Version was completed, with 20,000 workflows executed within a year and a minimum of 20,000 A4 sheets of paper saved.
- Production planning processes have been optimised with the SAP Raw Materials MRP Project.
- Five new processes have been added to the RPA System, and the QDMS Chemical Management Module has been implemented.
- The Transport Portal Project has simplified logistics management, optimised processes and reduced costs.

2024 Initiatives

- To enhance data-driven decision-making processes, the Microsoft Power BI Analytics application has been implemented to make business processes more efficient and data-focused.
- The first two phases of the Power BI Business Intelligence project, launched in the second quarter of 2024, have been completed; the Internal Scrap Report and Total Stock Level Report were implemented in the first phase, while the Working Time Report and OEE and Plan Compliance Report were implemented in the second phase. The Power BI infrastructure enables fast and accurate data-driven decision-making, real-time performance tracking with visualised data analysis, and mobile access. The application is available on desktop and mobile devices, with the necessary access permissions defined by the IT department.
- The “Inflation Accounting” project was implemented to calculate the real loss or gain incurred by companies operating in high-inflation economies in their financial statements due to current economic conditions.
- As the technology of the existing production tracking system (BITEG), which has been in use for many years, was outdated, the system was migrated to a web-based architecture using the .NET Core framework and the latest web technologies.
- In line with the main industrial customer demand, the “Henkaten Digitalisation Project” was developed. As a result of the project, all changes within 4M were effectively managed within defined rules, preventing any impact on the existing system and reducing errors that could arise from these changes to zero.
- The Turkcell Energy Monitoring System, which is available in the BGD and BGC factories, has been integrated with effective decision-making systems and has begun to be managed by providing optimisation and increased efficiency in energy use.
- At the request of the Master Data and Change Management department, an RPA (Robotic Process Automation) pilot application was launched for inventory counting processes, with the aim of increasing efficiency in the specified inventory counting process.
- Manual data entry and labour in the Budget/FRC processes have been eliminated, and full automation has been achieved by establishing integration between the Sentora and SAU-SAP systems.

Digital Transformation Committee

Established in 2020, the Digital Transformation Committee acts as a central structure that defines the company’s digital vision, integrates innovative technologies (robotic process automation (RPA), Internet of Things (IoT), artificial intelligence, machine learning, etc.) into processes, and ensures the consistent advancement of these applications across business units.

The committee’s activities are carried out under the chairmanship of the Director of People and Sustainability and coordinated by the Director of Information Technology. Experts from different departments, ranging from information technology to R&D, production to procurement, come together around the same table to prioritise projects according to strategic priorities and ensure the effective use of resources. The Committee plays a pioneering role in establishing a digital transformation culture throughout the company, encouraging the development of new digital ideas and ensuring these ideas are transformed into roadmaps aligned with the company’s vision.

Criteria for Prioritising Digital Transformation Projects

-  Alignment with Strategy
-  Priority/Urgency
-  Health and Safety Benefits
-  Reduced Dependency on Human Resources
-  Total Cost of Ownership (TCO)
-  Return on Investment (ROI)
-  Person-year (FTE)
-  Time Schedule

The committee reviews the progress of the digitalisation process through regular meetings, manages the process of determining and monitoring KPIs for digital transformation, analyses resource requirements, evaluates project proposals from different business units, and provides strategic advice to senior management when necessary. Committee meetings are conducted via digital systems in terms of agenda, coordination, and reporting.



Industry 4.0 and Energy Management

An Energy Management and Monitoring System has been implemented on suitable lines in the automotive and chassis factories. Instantaneous consumption values are monitored via monitoring screens and analysed using machine learning to prevent malfunctions and leaks. Work on implementing the system on three additional lines within 2024 has continued as planned.



Information Security and Cybersecurity

Beyçelik Gestamp conducts information security activities in accordance with international standards and the Information Security Management System Policy to protect the information of internal and external stakeholders against cyber threats. The company implements the ISO/IEC 27001:2013 Information Security Management System, providing protection through various backup methods, information security software, and antivirus programmes.

- Penetration tests are conducted regularly to identify system vulnerabilities, and necessary improvements are implemented.
- Within the scope of the SOC (Security Operations Centre) service, cyber incidents are detected in advance and managed proactively.
- The help desk infrastructure has been renewed within the framework of the ISO/IEC 20000-1:2018 Information Technology Service Management Standard, and the call centre system is actively used.
- A cloud-based disaster recovery system is used to ensure business continuity in the event of potential disaster scenarios.
- Instead of investing in a new data centre, the service provider's cloud data systems have been preferred, providing energy efficiency and environmental benefits.
- The security infrastructure has been renewed with an XDR architecture.
- Data security has been ensured in the event of loss or theft through mobile device management software.
- Backup infrastructure capacity has been increased to strengthen protection against ransomware.
- The SD-WAN Project has been implemented to ensure uninterrupted access to central systems for factories

You can access the Beyçelik Gestamp Information Security Management System Policy [here](#).





SOCIAL PERFORMANCE

“We invest in people and contribute to society. We believe in the power of growing together.”

SOCIAL PERFORMANCE

Occupational Health and Safety

All occupational health and safety practices at Beyçelik Gestamp are carried out in accordance with national, international and sectoral standards; full compliance with legal requirements is ensured through the ISO 45001:2018 Occupational Health and Safety Management System.

Work processes are managed using a risk-based approach, with the aim of identifying and eliminating potential hazards in advance. Risk-based process assessment encompasses practices developed to prevent workplace accidents, reduce occupational diseases and protect employee health.

Beyçelik Gestamp’s Occupational Health and Safety Policy is based on achieving the goal of “Zero Accidents”, reducing risks, developing facilities with modern technologies, creating a participatory safety culture and continuously improving performance. Human resources participate in OHS activities at all levels, and risks and opportunities are assessed by taking into account the views of employees. Planning, monitoring, tracking and review processes are regularly implemented to achieve the objectives.

In order to increase expertise in occupational health and safety management, specialist personnel with nationally and internationally recognised Class A, B and C OHS certificates are employed.

Occupational health and safety principles cover not only employees but also contractors, subcontractors, interns and visitors. The responsibilities of the entire value chain regarding occupational health and safety and the principles they must comply with are defined in the company’s Occupational Health and Safety Policy, Code of Conduct, Human Rights Policy and Sustainability Policy, thus clearly demonstrating the corporate importance given to this issue.

You can access the Beyçelik Gestamp Occupational Health and Safety Policy [here](#).

OHS Committee and Management Structure

The highest level of responsibility for occupational health and safety matters lies with the Environment and Occupational Safety Manager. The Manager reports directly to the Human Resources and Sustainability Director. An Occupational Health and Safety Committee operates throughout the company to ensure that OHS processes are carried out effectively.

The Occupational Safety Committee consists of the employer or employer’s representative, the OHS Specialist, the Personnel and Administrative Affairs Officer, the Company Doctor, the Chief Foreman or Foreman, and the Worker Representative. The employer or employer’s representative chairs the committee, while the OHS Officer acts as secretary.

Monthly OHS Committee Meetings are held regularly at all production facilities to address potential OHS risks and non-conformities. At committee meetings, priority issues identified in the field are evaluated, action plans are developed, and responsibilities are assigned. The follow-up and implementation of the decisions taken increases the effectiveness of the committee mechanism. All risks are systematically reviewed once a year, and relevant corrective actions are planned.

The OHS Committee operates in accordance with the company’s relevant internal guidelines and documentation; matters such as decision-making processes, meeting frequency, agenda setting and implementation follow-up are defined in written regulations. The committee is also positioned as a structure that supports employee participation. This structure, which aims to spread the OHS culture throughout the organisation, is strengthened by the active participation of employee representatives.



Employee Health

Beyçelik Gestamp prioritises the health of its employees and implements protective measures against both occupational diseases and general health risks. A competent structure has been established to ensure the effective delivery of employee health services.

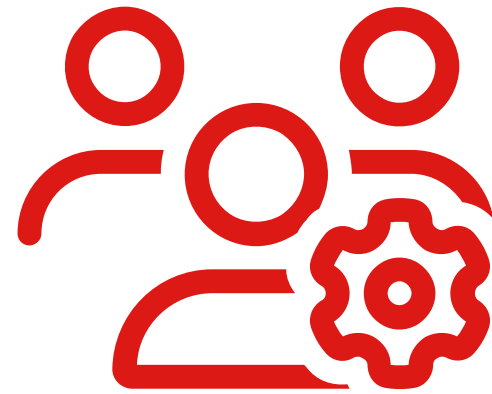
Beyçelik Gestamp has adopted the principle of monitoring employee health from the recruitment process throughout the entire employment period. The company requests health reports during the recruitment phase to ensure position-health suitability. Continuous monitoring is ensured through periodic health checks conducted by the Occupational Physician throughout the employment period. At the core of this approach are annual health checks, carried out with meticulous care, particularly for the purpose of protection against occupational diseases; this enables potential risks to be diagnosed early and preventive actions to be initiated immediately.

Emergency Management and Corporate Preparedness

Beyçelik Gestamp has a comprehensive emergency preparedness plan to maintain operational continuity and ensure employee safety under all circumstances. The current Emergency Action Plan ensures that potential risks are assessed in advance and that any incidents that may occur are responded to quickly and effectively.

Under the plan, the steps to be followed in an emergency, the responsibilities of the personnel to be assigned, and the communication methods are clearly defined, thus creating a fast and effective organisational structure in the face of emergencies. At the same time, the uninterrupted coordination with relevant public institutions and private organisations, the return to normal operational order in the shortest possible time, and the minimisation of economic losses are also among the targeted priorities.

Emergency scenarios have been evaluated across a wide range, including fire, explosion, chemical spills, floods, storms, heavy snowfall, extreme cold, traffic-related incidents, sabotage,



Authorised Personnel: Through the Company Doctor, the Health and Safety Officer and the members of the Health and Safety Committee, all necessary health services and advice are provided to employees, going beyond legal requirements.



Facility Investments: The necessary technological and physical investments are regularly made to ensure a healthy and safe working environment within the facilities.



*In addition to the company's existing internal preparedness system, emergency planning is being expanded to include **regional and global crisis scenarios as of 2024.***

terrorism, and war. In order to be prepared for these risks, special teams with job descriptions such as Firefighting, Rescue, Protection, First Aid, Security and Crisis Management have been established within the company. The employer is responsible for establishing all teams, assigning tasks, providing training and meeting equipment requirements. The Emergency Coordinator is responsible for implementing the plan and operating the organisation.

The scope of the plan has been expanded to include all personnel working in all shifts, not just facility employees. Drills organised annually to include both day and night shifts are conducted to enhance operational capability; drill results are shared with relevant units. In addition to the company's existing internal preparedness system, emergency planning is being expanded to include regional and global crisis scenarios as of 2024.

In the analysis of OHS risks, impact, probability, legal requirements, role in the process, and potential impact on activities are taken into account; a multidimensional and systematic scoring model is used. Risk analyses are conducted in collaboration with multidisciplinary teams (OHS experts, maintenance managers, employee representatives, trade unions, physicians, etc.).

The action time for high and very high risks is 48 hours, and a maximum of two weeks for other levels. The closure of actions taken is monitored in the field by relevant experts, depending on the duration of the risk, and recorded in the central registration system.

OHS Performance Indicators and Continuous Improvement Process

The most critical indicator in OHS performance monitoring is the analysis and prevention of occupational accidents. The “zero occupational accidents” target is maintained across the organisation, detailed accident reports are prepared for every incident, root cause analyses are conducted, and necessary preventive actions are implemented.

Regular training programmes are conducted to increase employees’ knowledge and awareness of occupational health and safety. While all new employees receive OHS training during the orientation process, existing staff also undergo collective OHS and health training at least once a year. Emergency drills are conducted at planned intervals to ensure that employees are prepared for different scenarios and can act in a coordinated manner in crisis situations.

Best Practices

- A Digital OHS Training Platform has been established and made accessible to all employees. The interactive e-learning modules on the platform have increased the reach of training and facilitated participation and follow-up processes.
- A Near-Miss Reporting System has been implemented. Employees can report hazards and near-miss incidents instantly via a mobile application, enabling early detection of risks in the field and rapid preventive action.
- Thanks to sensor-based warning systems (motion and gas detection sensors)

- In 2024**
- **15,049 person-hours of training were conducted, with the aim of increasing employee awareness.**
 - **An investment of 469,838 EUR was made in the OHS field.**

At Beyçelik Gestamp, accident frequency and severity rates are regularly monitored and continuous improvement efforts are carried out with the aim of reducing workplace accidents and improving safety performance.

Artificial intelligence-based camera systems are actively used in production facilities to contribute to the prevention of workplace accidents and increased traceability. This system, implemented at the Chassis Factory, detects employee behaviour that violates health and safety regulations through artificial intelligence

installed in hazardous areas, intervention has been facilitated with instant alerts for high-risk situations, reducing the risk of accidents.

- The use of advanced personal protective equipment has been encouraged; new generation equipment that is ergonomic, durable and provides high protection has been provided to employees.
- To facilitate access to up-to-date information and OHS announcements in all workplaces, OHS Communication Boards and awareness posters are regularly updated.

and sends automatic warning notifications via email to relevant personnel and health and safety specialists. Furthermore, the system provides automatic warning notifications, such as instant stop commands for machines in the press shop area, thereby preventing potential risks.

In 2024, a similar AI-based camera system was installed at the TEKNOCEF factory, particularly in production and logistics areas, to prevent potential accidents. Thanks to this system, images are analysed in areas with high vehicle traffic, and high-risk situations are prevented through instant stop commands.

Accidents	Group	Unit	Beyçelik Gestamp Otomotiv Sanayi A.Ş.-BGO	Beyçelik Gestamp Otomotiv Sanayi A.Ş.-BGA-BGS	Beyçelik Gestamp Otomotiv Sanayi A.Ş.-BGD	Beyçelik Gestamp Otomotiv Sanayi A.Ş.-BGY	Beyçelik Gestamp Otomotiv Sanayi A.Ş.-TBGO	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.-TCEF	Çelikform Gestamp Otomotiv A.Ş.-NCEF	Beyçelik Gestamp Şasi Sanayi A.Ş.-BGC2	Beyçelik Gestamp Şasi Sanayi A.Ş.-BGC3
Near miss	Company	Ratio	12	0	6	8	2	0	-	14	9	10
	Sub contractor	Ratio	3	0	2	7	1	0	-	6	2	0
Accident frequency	Company	Rate	1.87	-	1.66	1.53	1.87	-	-	3.75	1.95	1.95
Loss Day Ratio (LDR)	Company	Ratio	0.25	-	0.12	0.24	0.25	-	3.75	0.42	0.31	0.31
Death	Company	Number/Year	0	0	0	0	0	0	0	0	0	0
	Sub contractor	Number/Year	0	0	0	0	0	0	0	0	0	0

Human Rights Throughout the Value Chain

Beyçelik Gestamp embraces respect for human rights as one of its fundamental ethical values and aims to apply this approach throughout the entire value chain. A approach based on human dignity, equality and freedom is adopted in relationships established with all stakeholders, from employees to suppliers, customers, subcontractors and business partners.

The company’s approach to human rights is based on the principle that everyone has the right to work in fair and safe conditions, without discrimination on the basis of gender, age, race, ethnic origin, religion, language, thought, social status or any other identity differences.

Beyçelik Gestamp refers to the Human Rights Policy published by Beyçelik Holding in order to build and maintain a human rights-respecting work environment; it considers acting in accordance with this policy to be an obligation for all employees and managers. The policy has been prepared based on international standards such as the United Nations Universal Declaration of Human Rights, International Labour Organisation (ILO) Conventions, and the United Nations Global Compact.

As of 2024, the awareness level of employees within Beyçelik Gestamp has been increased through 283 person-hours of human rights training and awareness programmes.

You can access the details of the Beyçelik Holding Human Rights Policy [here](#).



Combating Bribery and Corruption

Beyçelik Gestamp embraces a fair, honest and accountable management approach in all areas of its operations; it prioritises building a corporate structure that is transparent, free from corruption and in line with business ethics principles.

The Anti-Bribery and Anti-Corruption Policy aims to ensure full compliance with legal regulations and international ethical standards, and to systematically identify and prevent risks associated with bribery and corruption in company processes. The fundamental objective of the policy is not only to identify violations but also to establish preventive mechanisms against these risks and to strengthen the corporate ethical culture.

The Anti-Bribery and Anti-Corruption Policy is addressed in line with Beyçelik Gestamp’s Business Ethics Rules and corporate value system; it guides the structuring of all internal operations within this framework. Company employees, managers and all business partners are responsible for acting in accordance with these principles and fundamentals.

The principle of “separation of duties” has been integrated into business processes to reduce the risks of bribery and corruption, creating a transparent structure that is open to control. Specific principles and control points have been defined for 15 different process areas identified as a result of risk assessments, and the responsibilities of the relevant units involved in the business processes have been clarified.

The effectiveness of the implemented system is regularly monitored by the Beyçelik Holding Ethics Committee and the Internal Audit Directorate. In addition to internal audit processes, the company’s financial reports are audited annually by independent audit firms; potential risk areas and control weaknesses are reviewed, and necessary corrective actions are implemented. Training activities are also conducted to internalise the culture of ethics and compliance. In 2024, a total of 203 individuals received x hours of training on combating bribery and corruption.

You can access the Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy in detail [here](#).

Social Investments

Beyçelik Gestamp carries out corporate social responsibility projects that contribute to social welfare, aiming to support sustainable development in all areas of life. Projects implemented in areas such as education, sports, environment, technology, gender equality and volunteering, through sponsorships, in-house events and employee communities, contribute to social development and aim to create lasting value.

Sports at Beyçelik

Beyçelik organises various sports events and tournaments to support the physical and social lives of its employees, achieving success with teams formed in different disciplines.

Steps Turned into Goodness

Beyçelik collaborated with the Help Steps application between 1 March and 31 May 2024 to convert the steps taken by its employees into support for non-governmental organisations, individual users and sports clubs. Surprise prizes were awarded to the employees who took the most steps. Donations were collected for KEDV’s A More Equal Future is Possible project through Adım Adım during the Eker I Run race.



Running Team

The Beyçelik Gestamp Running Team participated in events such as the Istanbul Half Marathon, Iznik Ultra Marathon, Doca Gündoğdu Ultra, Woolona Winter Trail, and Dağyenice Ultra in 2024, delivering successful performances on various courses. The team plans to participate in various marathons in the coming period.

The Beyçelik Gestamp Running Team participated in various events in 2024, including the Istanbul Half Marathon, Iznik Ultra Marathon, Doca Gündoğdu Ultra, Woolona Winter Trail, and Dağyenice Ultra, delivering successful performances on different courses. The team plans to participate in various marathons in the coming period. Runners competing in the 5K category won the 5K Corporate Teams Runner-up Cup for Beyçelik Gestamp.

Basketball Achievements

The Beyçelik Gestamp Basketball Team finished fourth in the Bursa Inter-Company Basketball League, qualifying for the Turkish Championship, where they also finished fourth. The Beyçelik Gestamp Chassis Basketball Team finished second in their group in the Istanbul Inter-Company Basketball League. Company teams have achieved rankings in the Bursa and Istanbul leagues in the past and also won the championship in the TOSB Streetball Tournament.



Beyçelik Gestamp Cup 2024

The tournament, which began in May, saw a total of 53 teams participate: 34 from Bursa, 8 from Gebze, 5 from Yeniköy, and 6 from Romania.

In the Gebze-Yeniköy final, Gebze champion BGC Prag faced Yeniköy champion Yeniköy Spor, with Yeniköy Spor prevailing to become the Gebze-Yeniköy champion.

In the Turkish final, Bursa champion Real Montaj defeated Yeniköy Spor 2-1 to become the champion.

In the Super Final played in Bursa on 9 July, Türkiye Champion Real Montaj defeated Romania Champion BGR Outsiders 2-1 to become the Beyçelik Gestamp Cup 2024 Super Final Champion.

Following the final, a cup ceremony was held where the regional champions, finalists and the winning team were presented with their cups and medals.

Football Achievements

The Beyçelik Gestamp Football Team achieved third place in the BOSİAD Football Tournament. After facing Çelikform Gestamp in the quarter-finals, the team advanced to the semi-finals and completed the tournament with a podium finish.

The football team composed of employees from the Beyçelik Gestamp Yeniköy Plant achieved second place in the Turkuvaz Cup Inter-Company Football Tournament held in Kocaeli. In the final match against the Koruma Team, Beyçelik Gestamp concluded the tournament as runner-up with a 1-0 score.



Diving Club

Established in 2023, the Beyçelik Gestamp Diving Club continues its activities with training and events for employees. Members gained experience through night dives conducted in winter conditions in Gölcük Değirmendere. The club continues its 2024 programme with members who have completed their training and earned the 2-Star Diver title.

Cycling Community

The Beyçelik Gestamp Cycling Community participates in various tours and events organised to raise awareness in the community. The Tophane-Nilüfer-Mudanya Cycling Tour, which they participated in on 22 September, was held for the 16th time this year with the theme “Pedal for green, pedal for green again”. The event, which attracted nearly a thousand cyclists, was organised in collaboration with Nilüfer Municipality, Nilüfer City Council and Tophane Rotary Club. The club took part in this event to highlight the role of cycling in reducing fossil fuel consumption.

Social Events

Beyçelik Gestamp organises various socio-cultural and development-oriented events throughout the year to strengthen employee loyalty and enhance internal manager-employee interaction and communication among employees. These events aim to support not only the professional but also the social and personal development of employees.

- **Yoga and Spiritual Awareness Events:** Online Yoga and Spiritual Awareness webinars and workshops organised for employees aim to help participants balance their minds and bodies by relieving their daily stress. Yoga methods, breathing techniques (Soma and 4-7-8 breathing) and meditation exercises have been used to support employees in raising their energy levels and taking steps towards a more balanced life.
 - **Sustainability-Focused Competitions:** A photography competition on the theme of “A Sustainable World” was organised for employees of all Beyçelik companies, supporting sustainability awareness through an artistic perspective, with participation from international locations (including Romania).
 - **Child-Focused Celebrations:** As part of the 23 April National Sovereignty and Children’s Day celebrations, a photography competition themed “Love for Animals and Nature” was organised for employees’ children. The award ceremony for the competition was held at the Tofaş Anatolian Cars Museum with the participation of families, and the children enjoyed a fun and educational day with a museum tour and a car-making workshop using clay.
- NGO Collaborations:** Gift stands were set up in collaboration with LÖSEV at the Bursa and Gebze locations, and the proceeds were donated to LÖSEV.



ATTACHMENTS

Annex 1 Performance Indicators

Environmental Performance Indicators

Greenhouse Gas Emissions	unit	2022	2023	2024
Scope 1	tCO ₂ e	4,687	7,377	8,570
Scope 2	tCO ₂ e	44,147	46,965	41,846
Scope 3	tCO ₂ e	1,023,224	1,023,492	570,100*

*Beyçelik Gestamp Romania factory is not included.

2024 Greenhouse Gas Emissions	unit	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş	Beyçelik Gestamp Romania S.R.L.
Scope 1	tCO ₂ e	3,670	3,816	381	546	158
Scope 2	tCO ₂ e	28,485	8,259	1,408	2,334	1,361
Scope 3	tCO ₂ e	400,633	116,073	5,327	48,067	-
Total	tCO ₂ e	432,787	127,231	7,116	50,947	1,529**

**Beyçelik Gestamp Romania factory's 2024 Scope 3 emissions are not included.

	unit	2022	2023	2024
Greenhouse Gas	tCO ₂ e	1,072,058	1,077,834	620,516
Greenhouse Gas Concentration	tCO ₂ e/tonne of steel	1.86	2.56	1.65

Beyçelik Gestamp Energy Intensity	unit	2022	2023	2024
Energy Consumption	GJ	389,311	336,765	372,265
Energy Intensity	MWh/tonne	0.20	0.27	0.27

Environmental Performance Indicators

Indirect Energy (Consumption)	Unit	2022				2023				2024				
		Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Romania S.R.L.
Electrical	kWh	57,505,078	2,860,304		14,799.00	70,116,807	3,160,463	4,715,790	16,163,380	64,445,313	3,185,106	5,279,813	18,684,887	3,079,370

Energy Supplied from Renewable Energy Sources	Unit	2023				2024			
		Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.
Solar	kWh	2,145,081	0	0	0	5,078,832	948,117	663,373	0

Direct Energy (Consumption)	Unit	2022				2023				2024				
		Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Otomotiv Sanayi A.Ş.	Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.	Çelikform Gestamp Otomotiv A.Ş.	Beyçelik Gestamp Şasi Sanayi A.Ş.	Beyçelik Gestamp Romania S.R.L.
Diesel/Motor	liter	2500	0	0	35,133	11,604	0	8,371	38,933	39,175	0	200	6,000	0
Natural Gas	GJ	19,652	1,822	2,094	45,388	27,261	5,574	5,851	48,565	38,088	4,153	6,218	67,946	3,060

TSRS 2 CLIMATE-RELATED EXPLANATIONS

Volume-62 Automotive Parts

Sustainability Disclosure Topics and Metrics

Energy Management	Unit	Input
Total energy consumed	GJ	372,265
Percentage of grid	%	84
Percentage of renewable	%	16
Energy Management	Unit	Input
Weight of parts produced	Metric tonne	376,026
Area of production	Square metres	350,000

Waste Management			
Non-Hazardous Waste Quantity (tonnes)	2022	2023	2024
Sent to Landfill	218	334	0
Recycling	59,575	26,052	103,407
Recycling	0	496	0
Total Non-Hazardous	59,793	33,077	103,407
Hazardous Waste Quantity (tonnes)	2022	2023	2024
Sent to Landfill	0.107	2	32.55
Recycling	317.9	471,334	296.45
Reused	38	0	0
Total Hazardous Waste	356.1	445.7	329

Water and Wastewater Management				
Water consumption	unit	2022	2023	2024
Mains Water	m³	132,798	153,947	188,923
Surface Water	m³	0	0	0
Groundwater	m³	0	0	0
Rainwater	m³	0	0	0
Total Water Consumption	m³	132,798	153,947	188,923
Water Intensity	m³/tonne	0.24	0.25	0.50
Discharge to OIZ	m³	132,798	153,947	188,923

Social Performance Indicators

Total Number of Employees					
2022		2023		2024	
Female	Male	Female	Male	Female	Male
544	4,097	703	4,091	894	3,619
Total	4,641	Total	4,794	Total	4,513

Total Number of Managers						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Senior	1	7	1	6	1	4
Middle	9	91	11	96	12	88

Total Number of Employees by Category											
2022				2023				2024			
White-Collar		Blue-Collar		White-Collar		Blue-Collar		White-Collar		Blue-Collar	
1,067		3,574		1,040		3,754		1,089		3,424	
Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
265	802	279	3,295	260	780	443	3,311	215	874	679	2,745

Social Performance Indicators

Number of Employees by Pay Category						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Hourly Wage Workers	119	3,126	233	3,069	742	2,852
Monthly Salaried	425	971	470	1,022	152	767

Number of Employees by Education Level						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Uneducated	0	0	0	0	0	0
Primary education	156	1,093	197	1,035	204	704
Secondary school	115	1,808	215	1,867	473	2,249
University and above	273	1,196	291	1,189	217	666

Senior Management by Gender and Age						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Over 50	0	4	0	3	0	3
Aged 30-50 (including 30 and 50)	1	3	1	3	1	1
Under 30	0	0	0	0	0	0

Social Performance Indicators

Middle Management by Gender and Age						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Over 50	0	10	0	9	1	9
30-50 years old (including 30 and 50)	9	91	11	87	11	79
Under 30	0	0	0	0	0	0

Employees by Gender and Age						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Over 50	12	141	19	124	86	221
Aged 30–50 (including 30 and 50)	351	3,059	390	2,849	558	2,423
Under 30	181	897	294	1,118	250	975

Employees Who Left Their Jobs by Gender and Age						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Over 50	1	21	2	51	23	12
30-50 years old (including 30 and 50)	42	388	117	914	188	1,184
Under 30	16	168	92	577	111	477

Social Performance Indicators

New Hires by Gender and Age						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Over 50	2	9	1	10	349	185
Aged 30–50 (including 30 and 50)	76	479	87	261	241	1,108
Under 30	80	493	93	369	658	1,043

Employees with Disabilities by Gender and Age						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Over 50	0	0	0	7	4	0
Aged 30–50 (including 30 and 50)	8	84	7	78	74	10
Under 30	1	31	2	27	25	2

Social Performance Indicators

Employees Promoted						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
	31	165	2	127	9	20

Foreign Employees						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
	1	11	0	13	0	5

Years of Service						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Those employed for less	365	1,703	510	2,017	761	2,287
Employees with 5-10 years	135	1,436	148	1,219	107	798
Employees with 10 years or	44	958	45	855	26	534

Social Performance Indicators

Training						
Year	2022		2023		2024	
Gender	Female	Male	Female	Male	Female	Male
Average Training Hours per Employee	8.62	12.87	22.70	16.04	18.4	13.2
Total Training Hours (person x hour)	4,689	52,728	15,958	65,620	8,706	39,537
Sustainability-focused training (person x hour)	0	0	3	3	25	155
Carbon Management-Focused Training (person x hour)	0	0	68	23	28	14
Other Environmental Management Training (person x hour)	8	35	6	332	244	620
Quality Management Training (person x hour)	38	82	3,596	11,928	210	1,203
Occupational Health and Safety Training (person x hour)	4,622	52,500	5,770	30,005	2,225	12,825
Ethics Training (person x hour)	5	18	57	574	38	166
Diversity and Inclusion Training (person x hour)	4.94	19.68	79.87	771	133	468
Human Rights Training (person x hour)	5	17.72	282	1431	44	239
Anti-Bribery and Anti-Corruption Training (person x hour)	0	0	0	24	142	208
Leadership Training (person x hour)	1	22	1,167	4,211	1,387	3,354
Technical/Operational	2	21	614	6,094	1,403	7,336
Legal/Mandatory	0	0	1,680	6,676	2,664	14,760
Overall	13	50	2,997	5,750	6,765	29,686

Social Performance Indicators

Training	Training by Category						
	Year	2022		2023		2024	
	Gender	Female	Male	Female	Male	Female	Male
Vocational/Technical Training (person x hour)		15	72	4,230	10,054	6,765	29,686
Competency Training (person x hour)		2,918	21	2,674	13,777	1,468	7,749
Mandatory Training (person x hour)		1,756	52,635	9,054	41,789	22,195	114,262

Indicator	2022	2023	2024
Daily Working Hours (Hours)	8	8	8
Monthly Number of Working Days (Day)	26	26	26
Monthly Total Working Hours (Hours)	965,328	997,152	981,244
Annual Total Working Hours (Hours)	11,583,936	11,965,824	11,774,882
Number of Fatal Accidents	0	0	0
Number of Injuries	133	219	138
Total Number of Accidents	133	219	138
Total Number of Lost Work Days	1,132	1,831	1,750
Accident Frequency Rate	0.92	1.16	1.59
Accident Severity Rate	0.24	0.25	0.22
Number of Occupational Disease Cases	0	0	0
Near-Miss Count	65	72	61

Annex 2. GRI Content Index

For the “Content Index - Essentials Service,” GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

Statement of Use

Beyçelik Gestamp has reported in accordance with the GRI Standards for the period 01/01/2024 - 31/12/2024

GRI Usage

GRI 1: Foundation 2021

GRI

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ESSENTIALS SERVICE

2026

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	2-3 Reporting period, frequency and contact point	Page 4		
	2-4 Restatements of information	Page 4		
	2-5 External assurance	Page 4		
	2-6 Activities, value chain and other business relationships	Page 4, Page 12		
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	2-8 Workers who are not employees	Page 30		

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GRI Standard	GRI Disclosures	Page Number	Reason for Omission	Explanation
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Page 24-25		
	2-10 Nomination and selection of the highest governance body	Page 30		
	2-11 Chair of the highest governance body	Page 30		
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 30		
	2-13 Delegation of responsibility for managing impacts	Page 30		
	2-14 Role of the highest governance body in sustainability reporting	Page 30		
	2-15 Conflicts of interest	Page 29		
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GRI Standard	GRI Disclosures	Page Number	Reason for Omission	Explanation
GRI 2: General Disclosures 2021	2-19 Remuneration policies	Page 31, Page 101		
	2-20 Process to determine remuneration	Page 95-96, Page 101		
	2-21 Annual total compensation ratio		Confidentiality constraints	Numerical data related to compensation ratios are not disclosed publicly due to employee privacy and commercial sensitivity reasons.
	2-22 Statement on sustainable development strategy	Page 28		
	2-23 Policy commitments	Page 28, Page 30		
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	2-27 Compliance with laws and regulations	Page 29		
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GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 107		
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Stakeholder Engagement and Governance Applications				
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	303-2 Management of water discharge-related impacts	Page 88, Page 128		
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GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Page 91		
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Reducing Emissions, Energy Management and Combating Climate Change				
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Annex 3. TSRS Index

TSRS S1: General Provisions Regarding the Disclosure of Sustainability-Related Financial Information

Category	Subject Heading	Section
Governance	The board of directors' oversight of sustainability-related risks and opportunities	Governance Structure and Sustainability Management
	The role of management in assessing and managing sustainability-related risks and opportunities	Governance Structure and Sustainability Management
Strategy	Sustainability-related risks and opportunities	Sustainability and Climate-Related Risks and Opportunities
	Business model and value chain	Sustainability and Climate-Related Risks and Opportunities
	Strategy and decision-making processes	SUSTAINABILITY STRATEGY
	Financial position, financial performance and cash flows	Sustainability and Climate-Related Risks and Opportunities
Resilience		Sustainability and Climate-Related Risks and Opportunities
Risk Management	The process of assessing sustainability-related risks	RISK MANAGEMENT
	The process of managing sustainability-related risks	Management of Sustainability and Climate-Related Risks and Opportunities
	Integration of the sustainability risk management process into general risk management	Management of Sustainability and Climate-Related Risks and Opportunities
Metrics and Targets		ANNEX 1. Performance Indicators ENVIRONMENTAL PERFORMANCE Contribution to the UN Sustainable Development Goals

TSRS S2: Climate-Related Disclosures

Category	Subject Heading	Section
Governance	The board of directors' oversight of climate-related risks and	Governance Structure and Sustainability Management
	The role of management in assessing and managing climate-related risks and	Governance Structure and Sustainability Management
Strategy	Climate-related risks and opportunities	Sustainability and Climate-Related Risks and Opportunities
	Business model and value chain	Sustainability and Climate-Related Risks and Opportunities
	Strategy and decision-making	SUSTAINABILITY STRATEGY
	Financial position, financial performance and cash flows	Sustainability and Climate-Related Risks and Opportunities
Resilience		Sustainability and Climate-Related Risks and Opportunities
Risk Management	Climate-related risk assessment process	RISK MANAGEMENT
	The process of managing climate-related risks	Management of Sustainability and Climate-Related Risks and
	Integration of the climate risk management process into general risk management	Sustainability and Management of Climate-Related Risks and Opportunities
Metrics and Targets	Climate-related metrics	ANNEX 1. Performance Indicators ENVIRONMENTAL PERFORMANCE Contribution to the UN Sustainable Development Goals
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Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Basic Policies Applied at Beyçelik Gestamp Employee Profile Diversity, Inclusion and Equal Opportunity Performance, Remuneration and Benefits Beyçelik Gestamp Human Resources Policy Beyçelik Gestamp Business Ethics Rules Beyçelik Holding Human Rights Policy Beyçelik Gestamp 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 Beyçelik Holding Human Rights Policy Annex 1. Performance Indicators
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	Diversity, Inclusion and Equal Opportunity Sustainable Supply Chain Management Beyçelik Gestamp Business Ethics Rules Beyçelik Gestamp Supply Chain Compliance Policy Beyçelik Holding Human Rights Policy Beyçelik Gestamp Diversity and Inclusion Policy

The Ten Principles of the UN Global	Section/Page
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Principle 5: Businesses should uphold the effective abolition of child labour.	Diversity, Inclusion and Equal Opportunity Sustainable Supply Chain Management Beyçelik Gestamp Business Ethics Rules 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 Beyçelik Gestamp Business Ethics Rules Beyçelik Holding Human Rights Policy Beyçelik Gestamp Diversity and Inclusion Policy
ENVIRONMENT	
Principle 7: Businesses should support a precautionary approach to environmental challenges.	Management of Sustainability and Climate-Related Risks and Opportunities Sustainability and Climate-Related Risks and Opportunities SUSTAINABILITY STRATEGY ENVIRONMENTAL PERFORMANCE Sustainable Supply Chain Management Annex 1. Performance Indicators Beyçelik Gestamp Environment, Energy and Water Policy
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly	
ANTI-CORRUPTION	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Anti-Bribery and Anti-Corruption Beyçelik Gestamp Anti-Bribery and Anti-Corruption Policy Beyçelik Gestamp Business Code of Ethics

Annex 5. UN Women’s Empowerment Principles Content Index

Principles	Section/Page
Principle 1: Establish high-level corporate leadership for gender equality.	Diversity, Inclusion and Equal Opportunity Social Investments Beyçelik Gestamp 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 Human Rights Throughout the Value Chain Beyçelik Holding Human Rights Policy Beyçelik Holding Human Rights Policy Beyçelik Gestamp Gender Equality Policy
Principle 3: Ensure the health, safety and well-being of all women and men workers	Diversity, Inclusion and Equal Opportunity Beyçelik Gestamp Business Ethics Rules Beyçelik Gestamp Occupational Health and Safety Policy
Principle 4: Promote education, training and professional development for women.	Diversity, Inclusion and Equal Opportunity Talent Management, Training and Career Management
Principle 5: Implement enterprise development, supply chain and marketing practices that empower women.	Diversity, Inclusion and Equal Opportunity Human Rights Throughout the Value Chain Beyçelik Holding Human Rights Policy Beyçelik Gestamp Gender Equality Policy
Principle 6: Promote equality through community initiatives and advocacy.	Social Investments
Principle 7: Measure and publicly report on progress to achieve gender equality.	Diversity, Inclusion and Equal Opportunity Social Investments Beyçelik Holding Sustainability Policy

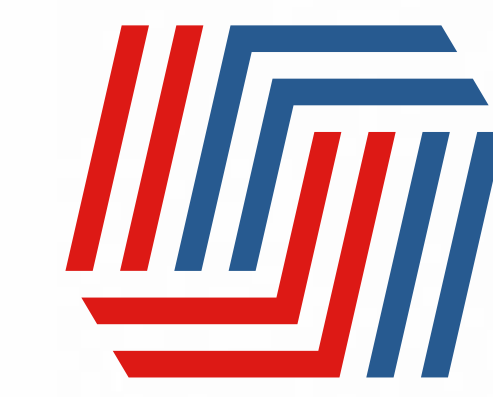
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The Beyçelik Gestamp Sustainability Report (“Report”) has been prepared in accordance with the GRI Standarts and the Türkiye Sustainability Reporting Standards (TSRS). It also includes the progress reports required by the UNGC (United Nations Global Compact) and the Women’s Empowerment Principles (WEPS), which were signed on 10th of May 2017. The Report has been prepared for informational purposes only and is not intended to form the basis for any investment decision. As of the period covered by the report, all information and related documents contained in the report are believed to be accurate and have been disclosed in good faith. Any forward-looking statements in the report provide information valid as of the date of preparation of the report, and Beyçelik Gestamp does not undertake any obligation to update forward-looking statements to reflect conditions or events arising after the date of the statement or to reflect the occurrence of unexpected events, except as required by law. The estimates and projections reflected in the forward-looking statements in the report may prove to be incorrect, and actual results may differ from expectations. Beyçelik Gestamp makes no representations, warranties or commitments based on the information in the report. Members of the Beyçelik Gestamp Board of Directors, its advisors and employees are not liable for any direct or indirect loss or damage suffered by any person based on information contained or not contained in the report. The information contained in the report may not be used, shared, copied or reproduced for commercial or personal purposes in print, visual, audio or digital media, including but not limited to public information platforms, without permission and without citing the source. Any action constituting a violation of these provisions will result in legal and criminal liability.

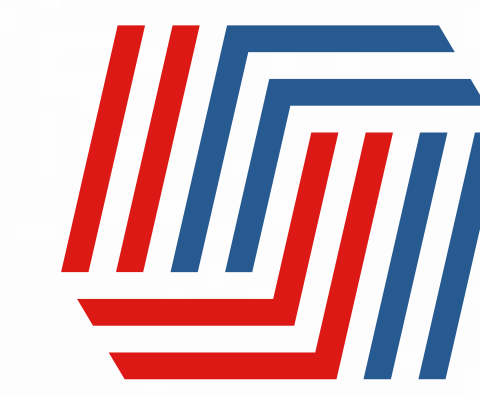
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Sustainability Report 2024

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