Sustainability Report 2025

Infrastructure Shaping the World



Gedik Termo Valve



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The 2025 Sustainability Report covers Gedik Termo Valve's activities between 1 January 2025 and 31 December 2025.

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About the Report

The Report has been prepared in accordance with the GRI Standards and aligned with the SDGs.

Gedik Termo Valve Industry and Trade Inc. (hereinafter referred to as "Gedik Termo Valve" and the "Company") has prepared its 2025 Sustainability Report to transparently and comprehensively communicate the Company's sustainability approach and its environmental, social and governance performance to its stakeholders.

Gedik Termo Valve is an industrial company specialising in the development, manufacture and testing of valves and equipment for industrial fluid control systems. With its integrated production infrastructure, engineering expertise and quality-oriented manufacturing approach, the Company develops reliable and high-performance valve solutions used in industrial processes such as energy, water and wastewater, petrochemicals, chemicals, oil and natural gas, shipbuilding, HVAC and various industrial applications. The Company conducts its activities in line with a quality-oriented production approach, occupational health and safety (OHS) practices, energy and resource efficiency initiatives, environmental responsibility, technological capabilities and ethical business principles.

The Report covers the Company's activities between 1 January 2025 and 31 December 2025. Gedik Termo Valve's sustainability strategy, environmental and social impacts, economic performance, risk and opportunity management practices, and performance indicators are presented within the scope of the Report.

In preparing the Report, stakeholder expectations, sectoral developments and the Company's material topics were taken into consideration.

The Report covers Gedik Termo Valve's corporate governance practices, risk management and control mechanisms, climate change and energy management, resource use, occupational health and safety (OHS) activities, equality, diversity and inclusion initiatives, employee development and training practices, social impact activities, innovation and digital transformation initiatives, product safety and quality management, as well as supply chain management practices and performance results.

The Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, with its content and disclosures structured in line with the relevant GRI disclosures. The Company's activities have also been assessed in relation to the United Nations Sustainable Development Goals (SDGs).

The reporting scope includes Gedik Termo Valve's headquarters in Pendik, Istanbul, and its production facility in Hendek, Sakarya.

The data presented in the Report was obtained from the relevant departments, while data collection, control and reporting processes were carried out by the Company's respective teams.



CONTACT

GEDIK TERMO VALVE INDUSTRY AND TRADE INC.

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Messages from Senior Management

Our sustainability approach is integrated with our strategic priorities and operational processes in line with our long-term value creation objective. The assessments of our senior management present our forward-looking approach with a focus on sustainable growth, operational excellence, energy and resource efficiency, digital transformation, engineering capabilities and a strong safety culture.



Gedik Termo Valve

Message from the Chair of the Board of Directors

With the flow control solutions we develop for energy, water and wastewater, petrochemicals, chemicals, oil and natural gas, shipbuilding, HVAC and various industrial processes, we contribute to the development of safe and uninterrupted industrial infrastructure.



HÜLYA GEDİK
Chair of the Board of Directors Gedik Holding

Message from the Chair of the Board of Directors

We do not consider sustainable growth separately from strong economic performance and international competitiveness.

Dear Stakeholders,

As Gedik Termo Valve, we carry forward the industrial and engineering expertise we have developed since 1967, adapting it to the requirements of a changing world.

Through the flow control solutions we develop for energy, water and wastewater, petrochemicals, chemicals, oil and natural gas, shipbuilding, HVAC and various industrial processes, we contribute to the development of safe and uninterrupted industrial infrastructure. We regard combining this long-standing experience with quality, reliability, domestic engineering and sustainable value creation as an integral part of our corporate responsibility.

Today, the industrial sector is undergoing a comprehensive transformation that requires the simultaneous management of climate change, resource efficiency, energy transition, technological developments, supply chain resilience and evolving regulatory frameworks.

The evolving regulations, particularly the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM), are making environmental and social performance an increasingly important element of competitiveness for manufacturers operating in international markets.

We view these changing industrial dynamics as a strategic opportunity to produce more efficiently, enhance our technological capabilities and create lasting value in the industry of the future.

In line with this approach, we consider sustainability one of the core components of our corporate strategy. We aim to reduce our environmental impacts, protect the health and safety of our employees, strengthen our ethical and transparent management approach, accelerate digital transformation and create long-term value for our stakeholders. In 2025, we reviewed our sustainability priorities by considering the views of our employees, customers, suppliers and industry representatives, together with our economic, environmental and social impacts.

We do not consider sustainable growth separately from strong economic performance and international competitiveness. To strengthen our presence in international markets, we expanded our engagement with customers, distributors, public institutions and industry representatives across different geographies.

Developing our domestic engineering capabilities and contributing to Türkiye's critical industrial ecosystem are also among our strategic priorities. The redesign and localization of new-generation ejectors, previously sourced from abroad and planned for use on Landing Craft Tank (LCT) class military vessels, represents one of the significant examples of this approach.

In the assessment conducted under the Industrial Competency Assessment and Support Program (EYDEP), implemented by the Presidency of the Republic of Türkiye Secretariat of Defence Industries (SSB), our production infrastructure, quality management system, technical capabilities and sustainability practices met the relevant criteria, resulting in the award of the EYDEP ES-101 C Level Certificate, an important indicator of our competencies.

We believe sustainable transformation goes beyond technology and investment; it is driven by people, knowledge and collaboration. Our R&D partnerships with universities, support for vocational education, dialogue with industry organisations and a sustainable local supply chain foster collective development across the ecosystem in which Gedik Termo Valve operates.

Achieving a 99% local procurement rate in our purchasing processes in 2025 is one of the tangible indicators of our approach to extending the economic value we create across the local industrial ecosystem.

In the period ahead, we will continue our transformation with determination in the areas of low-carbon production, energy and resource efficiency, digitalization, innovation, a strong safety culture, responsible supply chain management and robust corporate governance.

While developing high-quality and reliable products in compliance with national and international standards, we aim to manage our environmental and social impacts more effectively, strengthen our competitiveness in international markets and enhance the value added by our country's industrial production.

The report we have prepared presents Gedik Termo Valve's sustainability approach together with its strategic priorities, providing a holistic overview of its practices and performance across environmental, social and governance areas. I would like to thank all our employees, customers, suppliers, business partners and stakeholders who place their trust in us for their dedicated contributions throughout this journey. I sincerely believe that together we will build a stronger, more competitive and more sustainable future.

HÜLYA GEDİK
Chair of the Board of Directors Gedik Holding

Message from the Operations Director

In the period ahead, our focus will be on further improving energy and resource efficiency, strengthening our digital production infrastructure, enhancing quality and traceability practices, continuously improving our occupational health and safety culture, and advancing operational excellence by supporting our engineering capabilities with new technologies.

ERHAN KIRIMLIKURT
Operations Director Gedik Termo Valve Industry and Trade Inc.



Message from the Operations Director

Our operations are carried out through the coordination of machining, assembly, quality control, maintenance, procurement, logistics, environmental management, occupational health and safety (OHS), planning, R&D and digital infrastructure processes.

Dear Stakeholders,

At Gedik Termo Valve, we approach sustainability not as an agenda separate from our production activities, but as a fundamental management approach that strengthens the reliability, efficiency and competitiveness of our operations.

We continuously strengthen our culture of sustainable production by addressing quality, OHS, energy and resource efficiency, digitalization, R&D and supply chain management as integral components of the same operational system.

Our operations are carried out through the coordination of machining, assembly, quality control, maintenance, procurement, logistics, environmental management, occupational health and safety (OHS), planning, R&D and digital infrastructure processes.

Through this integrated structure, we manage our production performance together with quality, traceability, resource efficiency, environmental performance and employee safety criteria.

2025 was a year in which we recorded significant progress in energy transition and resource efficiency.

With the rooftop Solar Power Plant (SPP) commissioned in January, 3.42 GWh of renewable electricity was generated during the reporting period. This investment reduced grid-supplied electricity consumption by 65.96%, resulting in financial savings of approximately TRY 10.6 million. In waste management, directing all 136 tonnes of waste generated to recovery processes represented an important performance indicator supporting the circular use of resources.

We regard digitalization in production as an important element of operational excellence.

The **Valve Production Planning System**, developed in integration with the IFS ERP infrastructure, supports data-driven production planning while contributing to cost management and inventory optimization. The **Cutting Tool Management System (TTM)**, implemented on the production floor, enables cutting tool inventories to be monitored digitally, reducing the risk of inventory-related downtime. We continue to strengthen process traceability and operational coordination through our ERP infrastructure, Kanban practices and digital task management systems.

We believe that engineering capabilities and a culture of continuous improvement are fundamental to operational success. Accordingly, newly developed globe valve and ejector designs are digitally verified and optimized using CFD and FEM analyses. In 2025, our R&D unit developed 9 new products and improved 9 existing products. Through collaborations with universities, our work on material technologies, mechanical analyses, casting processes and product development has been supported by academic expertise.

Quality management forms the foundation of all our operations. Product conformity is systematically verified throughout all processes, from material acceptance to final inspection, while material certificates, technical requirements, leak tests and functional checks are carefully reviewed. Customer feedback is also regarded as an important input for continuous improvement. Customer satisfaction, which reached 91.6% in 2025, was one of the key indicators of our quality-oriented production approach.

The health and safety of our employees is an essential element of operational sustainability. During the reporting period, a total of 1,120 person-hours of occupational health and safety (OHS) training was provided, covering all our employees, and no fatal occupational accidents occurred. In addition, improvements aimed at reducing workplace risks continued through measures such as strengthening the ventilation infrastructure in Computer Numerical Control (CNC) workbenches and relocating the ejector test area from the production floor to a separate, independent area.

We do not consider sustainable transformation to be limited to technology and investments; we believe it is made possible through people, knowledge and collaboration.

In 2025, we worked with 320 local suppliers, with local procurement accounting for 99% of our total purchasing. At the same time, as part of our CBAM-related efforts, we initiated the collection of Scope 1, Scope 2 and Scope 3 greenhouse gas emissions data from suppliers, taking an important step toward managing the environmental performance of our value chain more effectively and in alignment with international regulations.

In the period ahead, our focus will be on further improving energy and resource efficiency, strengthening our digital production infrastructure, enhancing quality and traceability practices, continuously improving our OHS culture, and advancing operational excellence by supporting our engineering capabilities with new technologies.

Guided by our continuous improvement approach, we will continue with determination to strengthen a more efficient, safer and more agile production structure while managing our environmental impacts more effectively. I would like to thank all our colleagues, customers, suppliers and business partners who have contributed to this journey, and I believe that together we will build a more efficient, stronger and more sustainable future.

ERHAN KIRIMLIKURT
Operations Director Gedik Termo Valve Industry and Trade Inc.

About Gedik Termo Valve

Gedik Termo Valve develops industrial flow control solutions through its long-standing industrial experience, engineering capabilities and integrated production infrastructure. This section provides an overview of the Company's corporate structure, areas of activity, product and manufacturing capabilities, core values and 2025 performance.



Gedik Termo Valve

Corporate Profile

Gedik Termo Valve is an industrial company operating under Gedik Holding and has been manufacturing industrial valves and flow control equipment since 1967.

Through products developed under the TERMO brand, the Company provides solutions for the safe, efficient and uninterrupted operation of industrial processes. The Company is headquartered in Pendik, Istanbul, while its manufacturing activities are carried out at its production facility located in the Hendek 2nd Organized Industrial Zone in Sakarya. Gedik Termo Valve manages its casting and valve manufacturing capabilities in an integrated manner across the same value chain, carrying out design, machining, assembly, testing and dispatch processes under one roof. Valve bodies and main cast components used in production are supplied through the integrated manufacturing infrastructure within Gedik Holding, while machining, assembly, functional testing and final inspections are completed at the Hendek facility.

Gedik Termo Valve's product portfolio includes globe valves, ball valves, butterfly valves, gate valves, check valves, strainer valves, safety valves, pressure reducing valves, steam traps, compensators, fire hydrants and auxiliary flow control equipment.

The Company's products are used in power generation plants, water and wastewater infrastructure, petrochemical facilities, the chemical industry, oil and natural gas, shipbuilding, HVAC systems and various industrial processes.

Gedik Termo Valve products are developed in line with national and international technical requirements and manufactured within a quality infrastructure that supports the following standards and conformity requirements.

- ISO 9001 Quality Management System
- TSE
- CE Marking
- PED (Pressure Equipment Directive)
- AD 2000
- Bureau Veritas
- Türk Loydu
- DNV
- RINA
- GOST
- SEPRO
- WRAS

Gedik Termo Valve conducts its operations in line with a quality-oriented production approach, engineering capabilities, operational efficiency, product safety, occupational health and safety, and environmental responsibility. The Company aims to create long-term value across its operations and pursue sustainable growth in line with stakeholder expectations.

VISION

To create global harmony for a safe and inspiring future through our unifying strength.

MISSION

To sustain, through training, our unifying approach and historical expertise in controlled flow for flawless operations that pose no risk to human life.



Corporate Values

Our corporate values reflect the management approach adopted across all areas of our organization and guide our business processes, from strategic decision-making to operational practices. Our value-driven approach forms the foundation of our corporate culture and supports our sustainable growth objectives.



CORPORATE VALUES

The corporate values that shape our corporate culture guide our decision-making processes, ways of working and relationships with our stakeholders. We conduct our activities based on ethical principles, responsibility and a sustainable value creation approach, placing product life-cycle quality and reliability at the heart of our long-term perspective.



SECTORAL EXPERTISE AND COMPLIANCE

We develop engineering solutions tailored to the needs of various sectors, particularly energy, water and wastewater, shipbuilding, petrochemicals and chemicals. We design and manufacture our products and services in accordance with the technical requirements and operational expectations of each application.



ETHICS AND TRANSPARENCY

We conduct all our activities in accordance with the principles of integrity, transparency, accountability and business ethics. In our decision-making processes, we adhere to legal requirements, corporate governance principles and stakeholder expectations.



LOCAL PRODUCTION AND ENGINEERING CAPABILITIES

We combine our local manufacturing capabilities with our engineering expertise to develop solutions that contribute to Türkiye's industrial infrastructure. We continuously enhance our technological capabilities and support a value-added production approach.



INNOVATION AND TECHNOLOGY

We invest in production technologies, engineering infrastructure and R&D activities to adapt to evolving industry needs. Through a continuous improvement approach, we develop innovative practices that support efficiency, quality and sustainability.



ENGINEERING-DRIVEN SUSTAINABILITY

From product design to field applications, we place engineering principles, quality standards and sustainability at the core of all our processes. Efficient use of resources, product safety and long-term value creation are among our key priorities.



QUALITY AND DURABILITY

We design and manufacture our products in accordance with national and international standards to deliver long-lasting, reliable and high-performance solutions. Our quality assurance processes support product conformity and the fulfilment of customer expectations throughout all stages of production.



OCCUPATIONAL HEALTH AND SAFETY

We prioritize the health and safety of our employees, contractors and all stakeholders who use our products. We adopt a proactive OHS approach focused on preventing risks, strengthening a safe working culture and driving continuous improvement.

Products, Services and Operational Capabilities

Gedik Termo Valve's product portfolio includes globe valves, gate valves, ball valves, butterfly valves, check valves, strainers, safety valves, pressure reducing valves, steam traps, compensators, fire hydrants, level indicators, expansion elements and complementary equipment for fluid control systems.

Gedik Termo Valve operates an integrated model encompassing the development, manufacture, testing and delivery of industrial fluid control systems designed to meet the technical requirements of various sectors.

The production model is based on the coordinated management of engineering design, machining, assembly, quality control, functional testing, surface treatment, packaging and shipment processes.

The Company's product portfolio includes globe valves, gate valves, ball valves, butterfly valves, check valves, strainers, safety valves, pressure reducing valves, steam traps, compensators, fire hydrants, level indicators, expansion elements and complementary equipment for fluid control systems.

Products are developed and manufactured in various material grades, including cast iron, ductile iron, carbon steel, stainless steel and bronze, in accordance with pressure classes, temperature ranges and process conditions.

The Company's operational capabilities are supported by a manufacturing infrastructure comprising high-precision CNC machining technologies, standardized assembly processes and quality verification practices. CNC machining technologies ensure high production precision and consistent product quality, while also supporting resource efficiency through optimized material use and reduced production defects and scrap generation.

Products classified as pressure equipment undergo body strength, leak-tightness and functional testing in accordance with applicable technical standards. Products whose conformity has been verified are then released for painting, packaging and shipment.

In addition to its standard product range, Gedik Termo Valve develops engineering solutions tailored to customers' specific process requirements. Engineering analyses, flow simulations and casting simulations used in design and product development activities contribute to improving product performance, durability and process reliability.



In addition to its manufacturing activities, the Company provides technical consultancy for product selection and applications, after-sales technical support, and technical solutions tailored to customer requirements. As the distributor of German LESER safety valves in Türkiye, the Company also provides product supply, technical consultancy and after-sales support services.

Product and service processes are managed in line with the principles of meeting customer expectations, ensuring product reliability, improving operational efficiency, and complying with relevant national and international technical standards.

In line with its continuous improvement approach, operational processes are regularly reviewed, with quality, safety, traceability and customer satisfaction positioned among the Company's key operational priorities.

Economic Performance

Gedik Termo Valve's approach to financial sustainability is based on the stable management of sales revenues, improving efficiency in production processes, maintaining cost control and continuously monitoring operational risks.

Gedik Termo Valve evaluates its economic performance in line with the principles of sustainable growth, operational efficiency, efficient use of resources and long-term value creation. Through its manufacturing activities in the industrial valve and fluid control equipment sector, the Company creates economic value in both domestic and international markets.

The Company's production capacity, product diversity and effective management of sales channels play a key role in its economic value creation. Key factors contributing to economic performance include improving efficiency in production processes, continuously enhancing product quality, ensuring the effective use of raw materials and auxiliary materials, maintaining a balance between quality and cost in procurement processes, and supporting export activities.

The Company's approach to financial sustainability is based on the stable management of sales revenues, improving efficiency in production processes, maintaining cost control and continuously monitoring operational risks. Economic developments, raw material prices, exchange rate movements and changes in the supply chain are taken into account in financial planning and resource management processes.

In 2025, export revenues accounted for 15.3% of total sales revenues.

Gedik Termo Valve aims to strengthen its financial position, support sustainable growth and create long-term economic value for all its stakeholders.

ECONOMIC PERFORMANCE INDICATORS		
	Unit	2025
Total Production Quantity	kg	369,331
Total Sales Quantity	units	63,098
Share of Exports in Total Sales	%	15.3



Key Developments in 2025

Sustainable Value Chain

320
Local Suppliers

225
New Suppliers

99%
Local Procurement Rate

Tracking of Scope 1, 2 and 3 Emissions Data under CBAM

Environmental Performance

3.42 GWh
Renewable Electricity Generation

10.6 Million TRY
Financial Savings from Solar Power

15,996.57
Total Greenhouse Gas Emissions (tonnes CO_2e)

65.96%
Reduction in Energy Consumption

100%
Waste Recovery Rate

Innovation and Quality

9
New Products

9
Improved Products

7
R&D Team (People)

91.6%
Customer Satisfaction

Economic Performance

15.3%
Share of Exports in Total Sales Revenue

369,331 kg
Total Production Quantity

People and Safe Working

1,120
OHS Training (Person-Hours)

0
Zero Fatalities

Corporate Governance

Our corporate governance approach is shaped by the principles of transparency, accountability, responsibility, fairness and ethical business conduct. This section presents the Company’s governance structure, business ethics approach, risk and control mechanisms, and risk and opportunity management practices that support sustainable growth.

Gedik Termo Valve



Corporate Governance Structure

Within the governance structure, strategic decision-making processes are carried out at the Holding level, while production and technical operations are managed through structures specifically established for the Company.

Gedik Termo Valve conducts its corporate governance practices in accordance with the governance principles, ethical values and corporate policies established by Gedik Holding.

The Company's governance structure is based on the principles of accountability, transparency, responsibility, fairness and regulatory compliance, and is designed to support its sustainable growth objectives through an effective management model.

Within the governance structure, strategic decision-making processes are carried out at the Holding level, while production and technical operations are managed through structures specifically established for the Company.

The Board of Directors is the Company's highest governance body and is responsible for setting strategic priorities, approving corporate policies, overseeing operational activities and making strategic decisions aimed at long-term value creation. The Board of Directors is chaired by Hülya Gedik, Chair of the Board of Directors of Gedik Holding. The Board oversees the conduct of the Company's activities in accordance with applicable legislation, ethical principles and corporate objectives.

Operational management is carried out under the coordination of the Operations Directorate.

Within the Operations Directorate, quality, production, planning, procurement, maintenance and repair, environmental management, OHS, ERP systems, R&D, logistics and continuous improvement functions operate under an integrated management approach.

Production activities are coordinated by the Valve Factory Directorate, with machining, assembly, valve methods, planning and quality control processes managed within a complementary operational structure.

R&D activities are coordinated by the R&D Manager and cover product development, design, product improvement and engineering studies. Together with continuous improvement activities, these efforts contribute to increasing the efficiency of production processes.

Quality management is carried out by quality control engineers and the quality management team, with product conformity, process controls, testing activities and compliance with technical standards regularly monitored.

Procurement processes are managed in line with the criteria of quality, cost, continuity and security of supply to meet production and operational requirements.



ERP systems, together with planning and logistics functions, enable the digital monitoring of production processes and support operational efficiency.

Occupational health and safety and environmental management activities are carried out by the relevant technical departments and in cooperation with the Joint Health and Safety Unit (OSGB). Risk assessments, legal compliance activities, monitoring of environmental obligations and OHS practices are managed in coordination with operational processes.

Within the corporate governance framework, activities are monitored in accordance with ethical rules, internal procedures and Group policies, internal control mechanisms are implemented, and process performance is regularly evaluated.

Board Structure and Competencies

The Board of Directors is responsible for setting the Company's long-term strategic direction, supporting its sustainable growth approach, monitoring operational and financial performance and assessing corporate risks.





HÜLYA GEDİK
CHAIR OF THE BOARD OF DIRECTORS

Hülya GEDİK has served as Chair of the Board of Directors of Gedik Holding since 2007. Drawing on her experience in sales, marketing and exports, she has made a significant contribution to strengthening the GEDİK brand in international markets. Gedik Holding's export network spanning more than 100 countries, its manufacturing operations in Azerbaijan and its growth initiatives focused on India support the Board of Directors' global growth vision.

Hülya GEDİK also serves as Chair of the Board of Trustees of Istanbul Gedik University. In this capacity, she contributes to the development of university-industry collaboration, the advancement of a qualified workforce and the strengthening of the sustainable development approach. She also holds active roles on international platforms, including the European Welding Association (EWA), European Welding Federation (EWF), International Institute of Welding (IIW) and the Foreign Economic Relations Board (DEİK).



ERTAN AKTEN
BOARD MEMBER

Within the organizational structure of Gedik Holding, the position of Board Member is considered a senior management role that supports strategic coordination.

Ertan AKTEN contributes to processes aimed at enhancing the effectiveness of governance mechanisms, monitoring corporate performance, strengthening organizational coordination and supporting sustainable growth objectives.

The knowledge and experience of the Board of Directors encompass areas such as international trade, exports, industrial manufacturing, corporate governance, university-industry collaboration and stakeholder relations, contributing to the monitoring of developments in the sectors in which the Company operates and supporting its long-term corporate objectives.

Business Ethics and Corporate Governance

Gedik Termo Valve's Corporate Ethics Policy requires employees, managers and business partners to act in compliance with legal regulations, Company procedures and ethical standards of conduct in all activities.

Gedik Termo Valve conducts its business ethics and corporate governance practices in line with the principles of integrity, transparency, accountability, fair business management and compliance with legislation. The Company's Corporate Ethics Policy requires employees, managers and business partners to act in compliance with legal regulations, Company procedures and ethical standards of conduct in all activities.

The fundamental elements of the Company's ethical business culture include combating corruption, maintaining accurate and reliable records, ensuring fair competition, protecting confidentiality, avoiding conflicts of interest, controlling gift and benefit relationships, respecting employee rights, and providing a healthy and safe working environment. Employees are expected to exercise sound judgement in decision-making processes and, in cases of uncertainty, consult their managers and act within the boundaries of ethical conduct.

Gedik Termo Valve adopts a zero-tolerance approach to bribery, corruption and attempts to obtain improper benefits. Employees are prohibited from accepting any gifts or payments from customers, suppliers, public officials or other parties with whom they have business relationships that could influence decision-making processes.

The Company observes the principles of fair competition in its commercial activities and considers avoiding anti-competitive practices a fundamental principle. Maintaining accurate, complete and legally compliant records of financial and operational information is considered critical to supporting transparency, accountability and internal control processes. Within the scope of confidentiality and information security, Gedik Termo Valve attaches importance to protecting commercial, technical and corporate information relating to the Company, its customers, suppliers, service providers and other third parties. Employees are expected to use confidential information accessed as part of their duties only within the scope of their authority and business requirements.

In its human rights and employment practices, the Company is committed to preventing discrimination against employees and candidates on the basis of race, colour, nationality, gender, age, marital status, disability or any other characteristic protected by law.

Child labour and forced labour are strictly prohibited, while the rights to freedom of association, trade union membership and collective bargaining are respected.



The Company is committed to providing a healthy and safe working environment for its employees, customers, subcontractors, business partners and all parties affected by its operations.

The occupational health and safety approach is supported by the principles of monitoring legal requirements, reducing risks and strengthening a culture of safe working.

Conduct that violates ethical rules or the Company's policies and procedures is addressed within the scope of disciplinary processes.

The Ethics Committee, which is responsible for reviewing and resolving reports of ethical violations, operates under the Chair of the Board of Directors.

The Ethics Committee guides employees in accordance with the principles and standards set out in the Corporate Ethics Policy.

Gedik Termo Valve considers its corporate governance and business ethics culture a fundamental element of management that supports stakeholder trust, employee responsibility, operational integrity and long-term corporate reputation.

Accordingly, the Company ensures compliance with ethical principles throughout all business processes and aims to continuously enhance its approach to corporate responsibility.

Risk Management and Control Mechanisms

Risk management activities are carried out with the participation of process owners. Risks and opportunities that may arise within each process are assessed at least once a year and recorded.

Gedik Termo Valve considers risk and opportunity management a fundamental component of its management systems in order to ensure business continuity, maintain product and service quality, enhance customer satisfaction and support its corporate objectives. The Company systematically assesses risks arising from operational activities, quality, occupational health and safety, the supply chain, regulatory compliance and organisational changes, and implements the necessary control mechanisms accordingly.

Risk management activities are carried out with the participation of all process owners. Risks and opportunities that may arise within each process are assessed and recorded at least once a year. In risk assessments, both the impact on the business and the likelihood of occurrence are taken into account, and risks are prioritised according to the resulting risk score. For risks classified as critical, necessary corrective and preventive actions are planned and their implementation is monitored.

Risk management activities within the Company are carried out in accordance with the "Risk Assessment Procedure". Within this framework, areas for improvement that may enhance operational effectiveness in production, quality, planning, procurement, human resources and other relevant processes are also assessed and monitored within the scope of the management systems. The risk assessment process consists of identifying hazards, analysing risks, evaluating the adequacy of existing controls, planning necessary preventive actions and monitoring improvement activities. Risk analyses are conducted by considering process flows, working conditions, legal requirements, employee feedback and observations from the field.

The Company also assesses changes that may occur in critical personnel, suppliers, quality management system documentation or production capacity as part of its risk management approach.

The potential impacts of changes on the quality management system, operational performance and customer-related processes are analysed, and where necessary, training, communication, document revisions and process improvement activities are planned. In addition, changes involving critical suppliers and developments that may affect production capacity are regularly monitored, with coordination ensured among the relevant departments.



Due to the nature of industrial valve manufacturing activities, product quality, process safety, supply chain continuity, occupational health and safety, environmental obligations and regulatory compliance are among the Company's key risk areas. At the same time, product development activities, process improvement initiatives, effective implementation of quality management systems, monitoring of supplier performance and practices aimed at enhancing operational efficiency constitute the main areas of opportunity assessed by the Company.

The risk management approach is regularly evaluated through Management Review (MR) meetings. Risk analysis results, outcomes of improvement activities and the effectiveness of actions taken are monitored by senior management. Through this approach, Gedik Termo Valve aims to adapt to changing business conditions, proactively manage risks and continuously improve its control mechanisms in support of sustainable growth.

RISKS AND OPPORTUNITIES

Gedik Termo Valve assesses the risks and opportunities that may affect its activities in line with its corporate risk management approach.

The assessments consider product quality and safety, supply chain continuity, energy and raw material costs, legal regulations, customer expectations, occupational health and safety, and environmental obligations.

The Company closely monitors national and international regulations affecting the sector and regularly updates its risk management processes in line with evolving legislation, expectations in export markets and sustainability-related requirements. In this context, developments particularly within the framework of the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM) are monitored, while initiatives are undertaken to enhance compliance and improve environmental performance across the value chain.

At the same time, digitalisation initiatives, energy and resource efficiency projects, product development activities, process improvement practices and growth potential in international markets present significant opportunities for the Company.

Risk and opportunity assessments contribute to the prioritisation of resources, enhancement of operational resilience and achievement of sustainable growth objectives.

RISK MANAGEMENT AND CONTROL MECHANISMS

Category	Risks	Opportunities	Management Approach
OCCUPATIONAL HEALTH AND SAFETY	Occupational accidents and occupational diseases; OHS non-compliances arising from contractors/ subcontractors	Strengthening the OHS culture; reducing occupational accidents; supporting operational continuity	ISO 45001 Occupational Health and Safety Management System; risk assessments; contractor OHS management; training and awareness activities
SOCIAL GENDER EQUALITY AND DIVERSITY	Gender imbalance in technical and operational positions; insufficient development of an inclusive workplace culture	Strengthening diversity and inclusion; increasing employee engagement; enhancing the employer brand	Equal opportunity policies; inclusive human resources practices; fair and impartial recruitment processes
PRODUCT QUALITY AND CUSTOMER SATISFACTION	Product quality non-conformities; product recall risk; potential adverse impacts on customer satisfaction	Increasing customer loyalty; strengthening market competitiveness and brand value	Quality management systems; customer feedback mechanisms; product traceability; continuous improvement practices
ANTI-CORRUPTION AND BUSINESS ETHICS	Ethical violations; risk of corruption and misconduct; reputational damage	Strengthening transparent and accountable corporate governance; increasing stakeholder trust	Code of Ethics; ethics training; whistleblowing and reporting mechanisms; compliance processes
WASTE MANAGEMENT AND CIRCULAR ECONOMY	High levels of waste generation; inefficient use of resources; increased disposal costs	Increasing resource efficiency; improving recovery rates; achieving cost savings	In-process recycling practices; circular economy projects; zero waste targets and waste management practices
ENERGY AND EMISSIONS MANAGEMENT	Risk of non-compliance with CBAM and carbon regulations; high energy consumption; increase in greenhouse gas emissions	Increasing energy efficiency; transition to low-carbon production; strengthening competitive advantage	Monitoring greenhouse gas emissions; use of renewable energy; energy efficiency projects; energy management system
WATER EFFICIENCY AND WATER MANAGEMENT	Water scarcity; inefficient water use in production processes; operational water risk	Reducing water consumption; water reuse; increasing resilience to climate change	Monitoring water consumption; water efficiency practices; reuse and recovery systems
HUMAN RIGHTS AND LABOUR PRACTICES	Human rights violations; non-compliance with working conditions; reputational risk	Building a strong compliance culture; increasing employee engagement and talent retention	Human rights policies; fair labour practices; grievance mechanisms; third-party audits
R&D AND INNOVATION	Failure to adapt to technological developments; loss of competitiveness	Development of innovative products; supporting technological leadership in the sector	R&D investments; innovation management; new product development processes
SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN MANAGEMENT	Supply chain disruptions; suppliers' non-compliance with environmental and social standards	Building a resilient and sustainable supply chain; supporting local sourcing	Supplier evaluation system; sustainable procurement practices; supplier risk management; compliance and performance audits

Sustainability Approach

Our sustainability approach is shaped by our objectives to reduce our environmental impacts, provide a safe and inclusive working environment for our employees, strengthen ethical governance and create long-term value. By integrating stakeholder expectations and our material sustainability topics into our strategic decision-making processes, we aim to continuously improve our environmental, social and governance performance.



Gedik Termo Valve

Sustainability Strategy

Our sustainability strategy is implemented around the key pillars of environmental efficiency, governance and a people-centred approach.

Gedik Termo Valve considers sustainability one of the fundamental components of its corporate strategy.

Our sustainability approach is shaped by the objectives of reducing environmental impacts, protecting employee health and safety, strengthening ethical business practices, supporting digital transformation and creating long-term value for stakeholders.

As part of the materiality assessment renewed in 2025, the views of employees, customers, suppliers, business partners and industry representatives were evaluated, and the economic, environmental and social impacts of the Company's activities were analysed.



CREATING EFFICIENCY AND DRIVING INDUSTRIAL TRANSFORMATION

Gedik Termo Valve considers reducing the environmental impacts arising from its production activities as one of the priority areas of its sustainability strategy. In this context, initiatives are carried out to improve the efficient use of energy and natural resources, reduce water consumption, enhance waste management, expand recovery practices and manage greenhouse gas emissions.

While resource-efficient production practices, digital technologies, R&D activities and process improvement initiatives support operational performance, the Company aims to contribute to industrial transformation by strengthening circular economy practices and adopting a production approach with a lower environmental impact.

SUSTAINABILITY-BASED GROWTH: ETHICAL, DIGITAL AND RISK-BASED MANAGEMENT

Gedik Termo Valve considers a strong corporate governance structure essential to sustainable growth. Accordingly, its activities are conducted in line with the principles of business ethics, transparency, legal compliance and accountability. Operational, environmental and social risks are assessed through a risk-based management approach, while quality, information security, occupational health and safety and other management systems are integrated into business processes.

The Company aims to enhance process traceability, strengthen data security, improve operational efficiency and support decision-making mechanisms through digital transformation initiatives. Strengthening the digital infrastructure and standardising processes are regarded as key elements of sustainable growth.

EMPOWERING PEOPLE, INCREASING IMPACT

Employees are at the core of Gedik Termo Valve's sustainability approach. In line with the Human Resources Policy, equal opportunities, respect for employee rights, an inclusive working environment, training and competency development are supported. Occupational health and safety practices are implemented to strengthen the safety culture, while training programmes and career management practices are carried out to support employees' professional development.

The Company considers the continuous development of employees' knowledge and experience, the promotion of a participatory management approach and contributing to the broader ecosystem through collaborations that create social value as key elements of its sustainability approach.

Sustainability Governance Structure

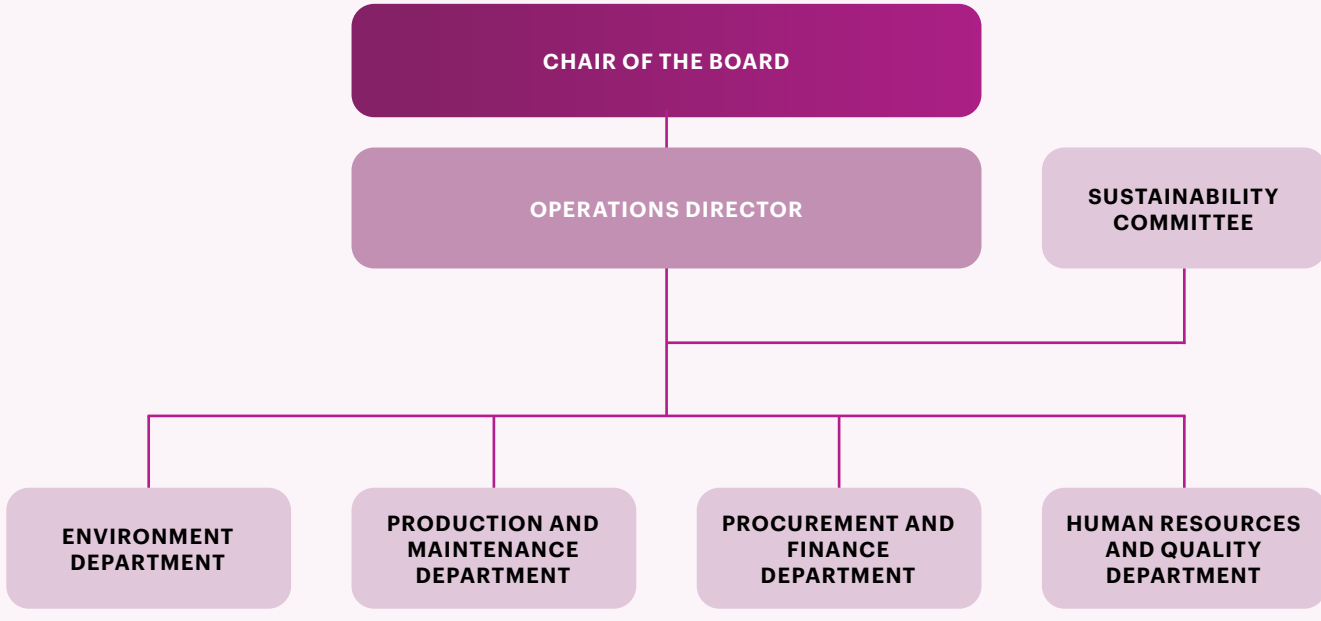
Sustainability performance data is regularly monitored, evaluated and reported by the relevant departments.

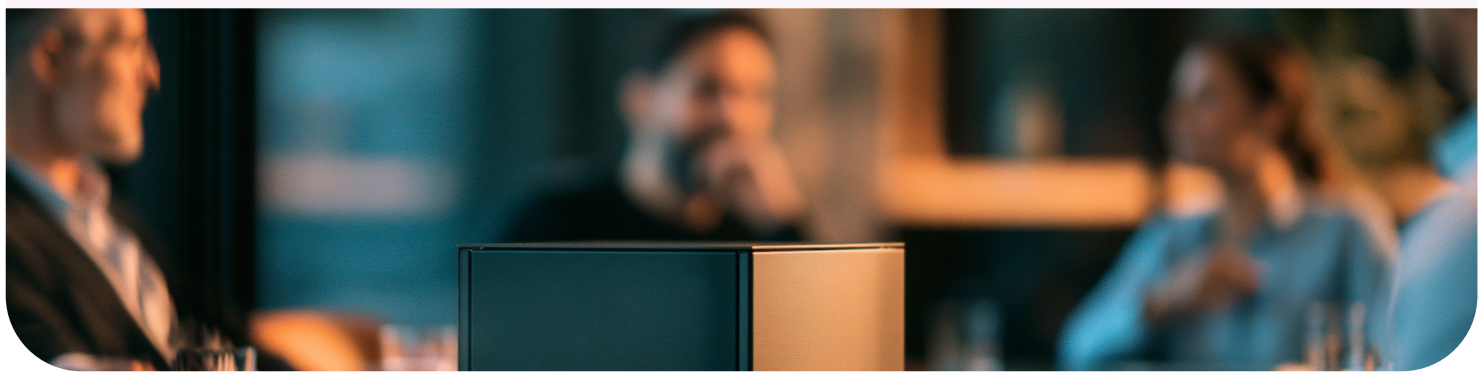
Sustainability activities at Gedik Termo Valve are carried out through the coordination of relevant functions in line with the corporate governance approach. The sustainability approach is based on integrating Environmental, Social and Governance (ESG) matters into the Company's activities, ensuring compliance with legal requirements, effectively managing risks and supporting a continuous improvement approach.

Sustainability activities are overseen by the Chair of the Board and coordinated by the Operations Director and the Sustainability Committee. The Environment, Production & Maintenance, Procurement & Finance and Human Resources & Quality departments contribute to the management of sustainability matters within their respective areas of responsibility.

Sustainability performance data is regularly monitored, evaluated and reported by the relevant departments. Performance indicators, legal requirements, corporate targets and stakeholder expectations are reviewed to identify improvement areas and plan necessary actions.

As part of the materiality assessment conducted in 2025, the views of employees, customers, suppliers, business partners and industry representatives were evaluated, while the economic, environmental and social impacts of the Company's activities were analysed and its sustainability priorities were reviewed. The results of the assessment were taken into consideration in shaping the sustainability strategy and the scope of the Report.





Stakeholder Engagement and Dialogue Mechanisms

Gedik Termo Valve engages regularly with employees, customers, suppliers, public authorities, universities, industry associations and local communities that are directly or indirectly affected by its activities to assess their expectations, needs and priority issues.

Gedik Termo Valve considers transparent, trust-based and continuous communication with its stakeholders an integral part of sustainable value creation. In this context, stakeholder expectations and feedback are regarded as key inputs for corporate governance, sustainability strategy, operational processes and continuous improvement initiatives.

The Company regularly assesses the expectations, needs and priority issues of employees, customers, suppliers, public authorities, universities, industry associations and local communities that are directly or indirectly affected by its activities. Communication with stakeholders is managed in accordance with the principles of mutual trust, transparency, collaboration and long-term engagement.

COMMUNICATION APPROACH

Stakeholder communication is conducted through face-to-face meetings, technical discussions, customer visits, supplier assessment processes, audits, e-mail and telephone communication, digital communication channels and the corporate website. Across interactions ranging from day-to-day operations to strategic partnerships, stakeholder expectations are regularly assessed and reflected in relevant processes.

STAKEHOLDER GROUP	COMMUNICATION METHODS
Employees	Face-to-face meetings, training sessions, performance evaluations, orientation programmes, OHS committees
Customers	Customer visits, technical meetings, CRM system, e-mail and telephone communication, after-sales support processes
Suppliers	Supplier assessment processes, technical meetings, audits, procurement meetings
Public Authorities and Regulatory Bodies	Official notifications, audits, regulatory reporting and meetings
Industry Associations and Business Partners	Technical meetings, trade fairs, industry events and collaboration organisations
Universities and Academic Institutions	R&D collaborations, technical meetings, joint projects, academic consultancy
Local Community	Corporate communication activities, educational collaborations, social responsibility initiatives



INDUSTRY REPRESENTATION AND STAKEHOLDER ENGAGEMENTS

Gedik Termo Valve supports its sustainable value creation approach through regular and transparent engagement with customers, suppliers, public authorities, industry associations, academic stakeholders and local communities. Accordingly, the Company assesses stakeholder expectations in the markets in which it operates and supports stakeholder participation through technical knowledge sharing, mutual learning and collaboration-oriented communication processes.

The Company incorporates stakeholder feedback into its product development, market strategies, technical services and process improvement activities, thereby supporting sustainable growth.

Strengthening Technical and Commercial Partnerships in International Markets

Throughout 2025, Gedik Termo Valve participated in various trade fairs, technical visits and direct stakeholder meetings aimed at increasing its visibility in international markets and strengthening relationships with existing business partners.

The Company participated in the **AquaFlame Fair held on 4–7 February 2025**, where it presented its valve and flow control solutions for water, heating, cooling and fire protection systems to industry professionals. Technical discussions held during the fair provided an opportunity to assess customer expectations, analyse current industry needs and identify potential areas for new business partnerships.





As part of a **field visit to Egypt** in June, technical and commercial meetings were held with representatives of El-Labbad, Aresco, El Delta and Petro Consult operating in Cairo and Alexandria. The Turkish Commercial Counsellor in Cairo was also visited to exchange views on the regional investment environment, market dynamics and export potential.

Discussions with IVM, the Company's distributor in Saudi Arabia, focused on ongoing drinking water projects as well as potential new areas of cooperation in water and wastewater infrastructure, oil and gas, and energy sectors.

In the final quarter of the year, **Oman Pumps**, the Company's distributor in Oman, hosted the **NAMA** customer group at Gedik Termo Valve's production facilities in Hendek. The technical programme included a presentation of the Company's production infrastructure, quality assurance system, testing capabilities and product portfolio, supporting the development of long-term business relationships through technical evaluations.

The Company participated in the **NAPEC Algeria Fair**, engaging directly with international stakeholders in the energy sector. During the visit to Konya, assessments were also carried out regarding new product development opportunities, technical capabilities and the improvement of supply chain processes.



Throughout the year, ongoing discussions with Razzaq Associates, Boltgas, Steelco and Egroup Trade, as well as distributors and business partners in various countries, supported Gedik Termo Valve's approach to strengthening its geographical presence across different markets and developing long-term commercial relationships.

Contribution to Strengthening the Industrial Ecosystem

Gedik Termo Valve considers technical collaborations with industry representatives and public institutions important for enhancing domestic engineering capabilities and creating value within critical industrial ecosystems.

In this context, eight new ejector designs for LCT-class military vessels, which were previously sourced from abroad and are planned to enter the inventory of the Turkish Armed Forces, were developed in-house, localised and successfully completed the required testing processes.



Following the assessment conducted on 26 March 2025 under the **Industrial Competency Assessment and Support Programme (EYDEP)**, implemented by the Presidency of the Republic of Türkiye Secretariat of Defence Industries, Gedik Termo Valve met the EYDEP criteria in terms of its production infrastructure, quality management system, technical capabilities and sustainability practices and was awarded an EYDEP ES-101 C Level Certificate.



During the technical visit by STM representatives to the Hendek facilities, ejectors developed for the TCG Anadolu's Landing Craft Mechanized (LCM) projects were evaluated, while the progress of ongoing projects and potential areas for new cooperation were discussed. In addition, bronze butterfly valves, globe valves, check valves and ejectors manufactured for the corvette projects carried out for the Royal Malaysian Navy successfully completed quality and performance testing and were prepared for shipment.

Development of Supply Chain Collaborations and Technical Capabilities

The Company maintains regular communication and technical assessment processes with its suppliers, recognising that a sustainable supply chain can be supported through strong business partnerships.

As part of supplier visits conducted in 2025, new product development opportunities, production capabilities, quality processes and areas for technical improvement were jointly assessed.

The Company also expanded its technical approach to valve maintenance and overhaul services, enabling the provision of brand-independent maintenance, overhaul and certification services. Within this scope, the MKE (Mechanical and Chemical Industry) maintenance project was completed, with products tested together with their quality certificates. This contributed to extending the service life of existing equipment, supporting operational safety and promoting more efficient use of resources.



Sectoral Dialogue and Knowledge Sharing

Gedik Termo Valve considers the active participation of industry representatives in knowledge-sharing and multi-stakeholder collaborations an important element in supporting sectoral development.

At the **"Gedik and Industry Agenda"** events held in Ankara and İzmir, information was exchanged with industry representatives on valve technologies, welding technologies, casting, aviation, Industry 4.0, artificial intelligence applications, testing services and international trade. The events contributed to assessing current developments in the sector, sharing technical expertise and identifying potential areas for new collaboration.



The Company also supported sector-wide knowledge sharing by participating in platforms that bring together defence industry suppliers to discuss quality management, sustainability, engineering capabilities and supply chain resilience. Engagement with representatives from public institutions, the private sector and academia contributed to strengthening a culture of collaboration and shared learning and to supporting the development of the industrial ecosystem.

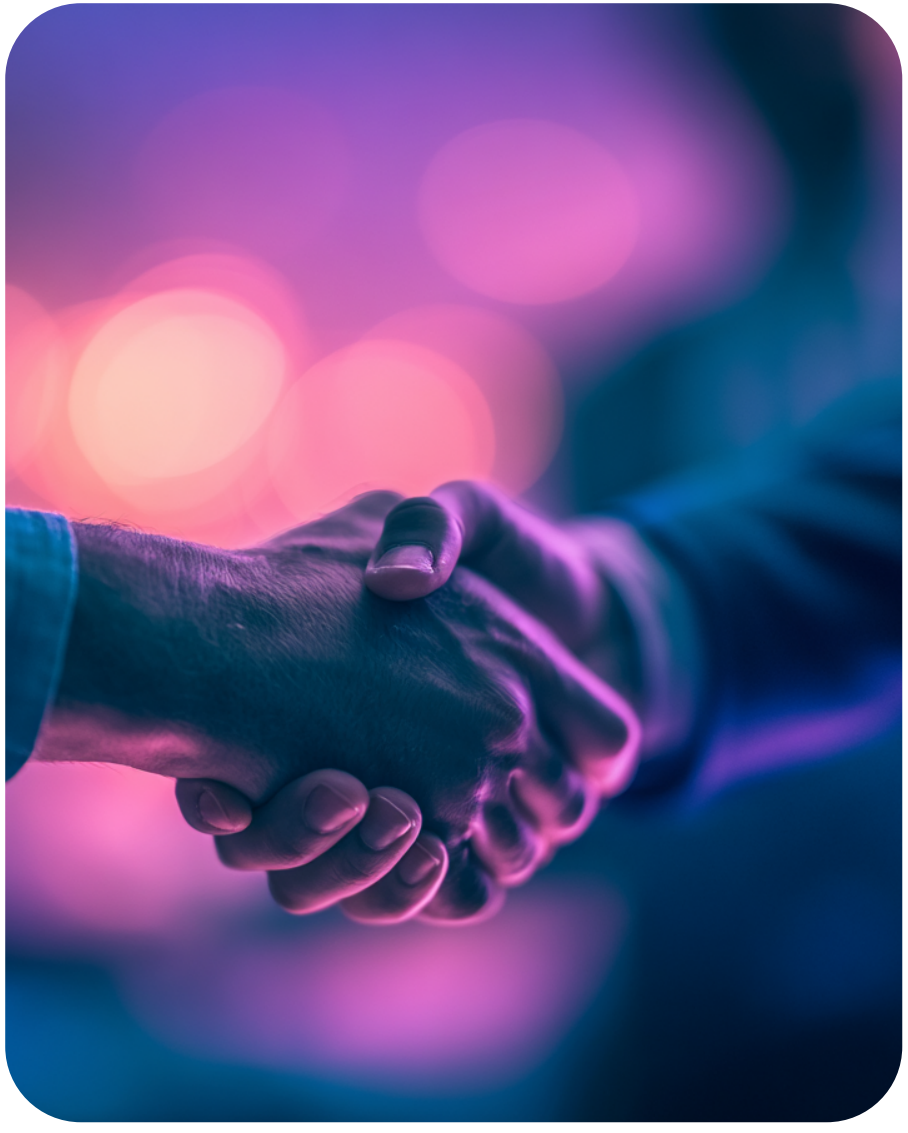
Industry–Education Collaborations

Gedik Termo Valve attaches importance to collaborations between industry and educational institutions in order to support the development of a qualified workforce, one of the key elements of sustainable development.

In 2025, students from the Mechatronics Programme of Istanbul Gedik University Vocational School visited the Company's Hendek production facilities and were introduced to its production processes, quality practices and engineering infrastructure. Practical information shared during the technical visit enabled students to observe manufacturing processes first-hand, contributing to stronger interaction between industry and academia.

Memberships and Collaborations

Gedik Termo Valve maintains relationships with professional organisations, industry associations and chambers of commerce in order to closely monitor sectoral developments, enhance technical knowledge sharing and support opportunities for collaboration. Through these memberships, the Company actively participates in platforms for engagement, events and knowledge sharing related to quality expectations, regulatory developments and market dynamics.



The organisations of which the Company is a member cover the valve, casting, defence and aviation industries, as well as regional trade and industrial ecosystems.

Engagement with professional organisations and industry associations contributes to the development of technical competencies, the enhancement of domestic production capabilities, the assessment of sectoral needs and stronger communication among different stakeholder groups.

During the reporting period, the principal organisations of which Gedik Termo Valve was a member are listed below.

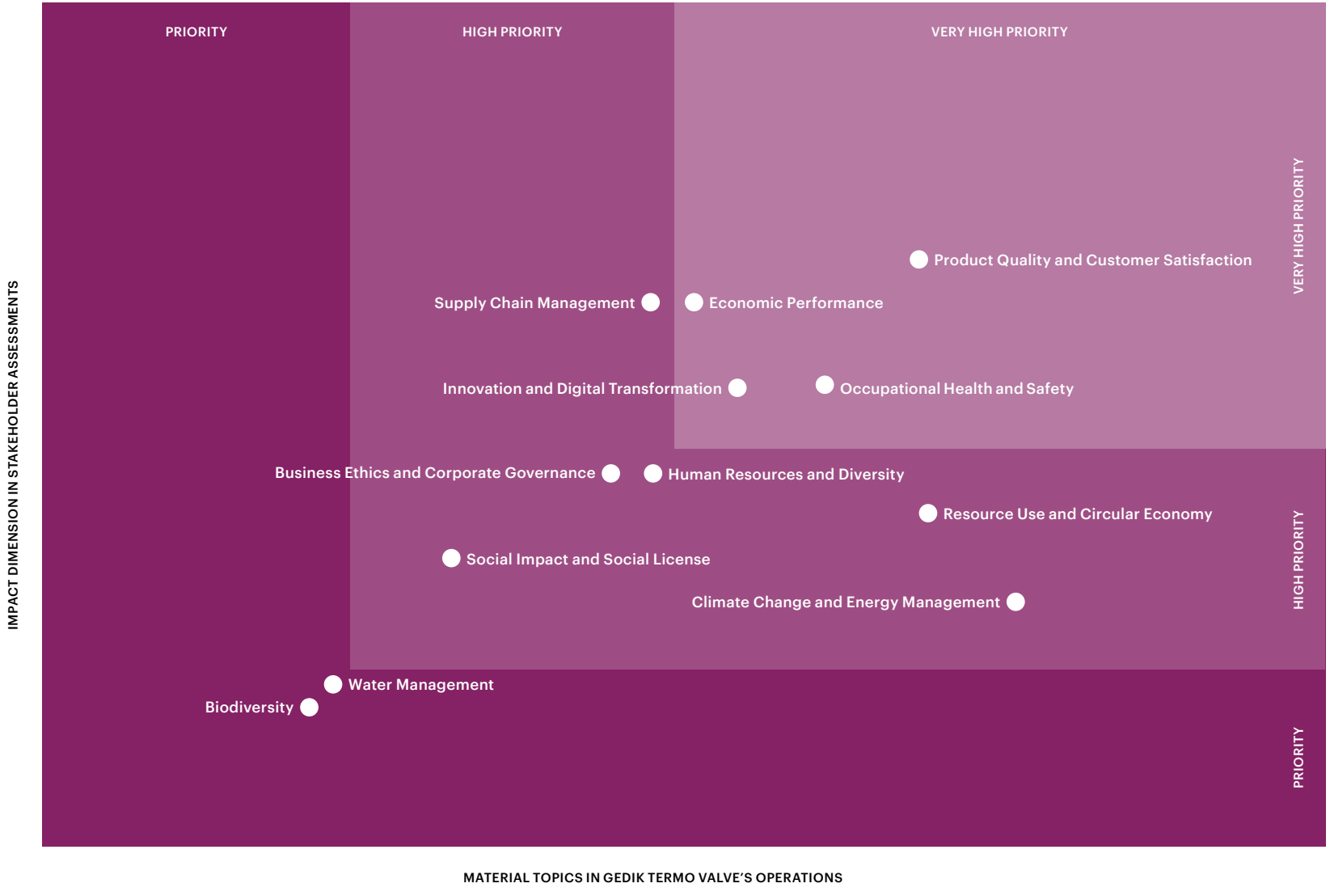
Turkish Foundry Association (TÜDÖKSAD)
Defence and Aerospace Industry Manufacturers Association (SASAD)
Istanbul Chamber of Commerce (ITO)
Sakarya Chamber of Commerce and Industry (SATSO)

Materiality Analysis

The materiality analysis renewed in 2025 was prepared by assessing the expectations of stakeholders affected by the Company's activities together with the impacts arising from Gedik Termo Valve's operations.

Gedik Termo Valve carries out its sustainability activities by evaluating the economic, environmental and social impacts of its operations from a holistic perspective. The materiality analysis renewed in 2025 was conducted by jointly assessing stakeholder expectations and the impacts of Gedik Termo Valve's operations. The study aimed to identify priority topics in sustainability management, effectively allocate resources and support long-term value creation.

As part of the analysis, the views of employees, customers, suppliers, business partners, public institutions, industry representatives and other relevant stakeholder groups were evaluated together with sector dynamics, legal requirements, corporate strategy, risks and opportunities. The topics identified through the materiality assessment were analysed based on their level of importance to stakeholders and their impacts on Gedik Termo Valve's activities, and a materiality matrix was developed.



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Innovation and Digital Transformation

TARGETS

Expanding the impact of sustainability-focused investments by prioritising energy and material efficiency in production processes

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Innovation and Digital Transformation

TARGETS

Strengthening the sustainable product and service approach by prioritising energy efficiency, repairability and material circularity across the product portfolio

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Innovation and Digital Transformation

TARGETS

Improving operational efficiency through production and process improvements aimed at reducing resource consumption and increasing cost efficiency

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Innovation and Digital Transformation

TARGETS

Promoting a life cycle approach and expanding environmental declaration practices to transparently communicate the environmental impacts of products

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Innovation and Digital Transformation

TARGETS

Improving the customer experience by providing easy access to product information, spare parts and service offerings through digital platforms

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Innovation and Digital Transformation

TARGETS

Aligning information security policies with international standards to safeguard the confidentiality of customer and business partner data

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Social Impact and Social License

TARGETS

Developing collaborative projects with suppliers and educational institutions that contribute to local development and support the competitiveness of the regional industrial ecosystem

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Social Impact and Social License

TARGETS

Increasing the share of procurement from local producers and suppliers to ensure supply continuity and reduce environmental impacts associated with logistics

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Social Impact and Social License

TARGETS

Increasing contribution to community development by developing social investment programmes that support local employment and vocational education

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Social Impact and Social License

TARGETS

Implementation of supplier development and certification programmes to strengthen local suppliers' compliance with quality and process standards

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Social Impact and Social License

TARGETS

Increasing local added value through technical training, quality development and process improvement activities carried out with suppliers and manufacturers

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Social Impact and Social License

TARGETS

Increasing the recognisability and visibility of geographically indicated or traditional products to contribute to the preservation of the regional production heritage

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Social Impact and Social License

TARGETS

Development of emergency response and risk management plans for valve and casting operations, with regular drills and continued training to ensure their effectiveness

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Social Impact and Social License

TARGETS

Identification of all production- and supply chain-related risks in line with international management standards and strengthening of an integrated risk management culture

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Biodiversity

TARGETS

Institutionalization of environmental compliance and pollution prevention practices to maintain the target of zero environmental penalties across all facilities

PRIORITY LEVEL
Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Biodiversity

TARGETS

Regular environmental training for production and casting employees to raise awareness of emissions, water and energy management

PRIORITY LEVEL
Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Biodiversity

TARGETS

Strengthening and maintaining the effectiveness of the ISO 14001-compliant Environmental Management System to ensure continuous improvement in emissions, energy and water consumption

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Biodiversity

TARGETS

Prioritizing energy, water and waste management projects in environmental investment plans to improve resource efficiency and environmental performance

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Biodiversity

TARGETS

Expanding land management practices across facility sites to protect biodiversity and ensure compatibility with local ecosystems

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Biodiversity

TARGETS

Implementing dust control measures in casting and production areas to reduce particulate emissions and associated environmental impacts

PRIORITY LEVEL
Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Biodiversity

TARGETS

Strengthening filtration, capture and dust removal systems to minimize particulate matter and dust generated by production activities

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Extending the occupational health and safety culture from the production site to employees' daily working practices and strengthening a safe behavior culture

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Standardization of machine safety, Lockout/Tagout practices, and maintenance safety processes to prevent occupational accidents.

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Strengthening ventilation, noise control, ergonomics and chemical management practices to reduce the risks of occupational diseases

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Continuous improvement of ergonomic working conditions, process safety and workstation design to protect employee health

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Providing task-specific and regular OHS training for production, maintenance and field teams to improve contractor compliance

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Strengthening the safety training culture by expanding practical OHS training across all production units.

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Expanding awareness programs and field practices to support a proactive OHS culture

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Maintaining and enhancing the effectiveness of the Occupational Health and Safety Management System, aligned with international standards and covering hazard identification, risk assessment and audit processes

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Occupational Health and Safety

TARGETS

Strengthening OHS policies and procedures to standardize risk management, equipment safety and performance monitoring practices

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Continuously improving product quality, delivery reliability and after-sales services to sustainably enhance customer satisfaction

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Strengthening compliance with international quality and safety standards across production and supply chain processes

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Institutionalizing regular supplier audits to enhance quality assurance and traceability across the production chain

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Expanding verification practices for production processes and the supplier network to improve compliance with sustainable certification requirements

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Taking an active role in relevant industry associations and platforms to strengthen ethical marketing, transparent communication and adherence to industry standards

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Integrating sustainability criteria into marketing and communication strategies to ensure transparent disclosure of environmental and energy performance to stakeholders

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Raising awareness among employees and suppliers on the use of low-carbon and recyclable materials

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Conducting awareness activities across the supply chain to promote material reuse and sustainable production practices

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Product Quality and Customer Satisfaction

TARGETS

Integrating environmental performance indicators for products and production processes into brand perception analyses to better assess stakeholder expectations

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Gradually reducing greenhouse gas emissions by improving energy efficiency and process optimization in casting and heat treatment operations

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing indirect emission sources by minimizing the environmental impacts of supply chain and logistics activities

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Strengthening clean production and emission control practices to minimize the environmental impacts of fuels and chemicals used in production lines

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing the carbon intensity of production processes by optimizing energy efficiency and material use

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing greenhouse gas emissions per unit of revenue by improving operational efficiency

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Expanding the use of low-carbon energy sources across the facility to reduce the carbon footprint per employee

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing carbon emissions by optimizing process heat management in surface treatment and casting operations

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing dependence on fossil fuels through the implementation of energy management systems in production processes

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Increasing the share of renewable energy sources in total energy consumption to support energy independence

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Expanding the use of renewable electricity in energy-intensive operations and increasing green energy procurement agreements

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing dependence on conventional fossil fuels by promoting the use of alternative fuels in thermal processes

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing energy consumption per unit of production through energy management investments

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Climate Change and Energy Management

TARGETS

Reducing specific energy consumption per product through waste heat recovery and the use of high-efficiency equipment

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Expanding supplier verification and recycling practices to increase the use of metals sourced from recycled and responsible sources in casting and valve production

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Expanding the use of safe, certified and standards-compliant products to reduce the environmental and human health risks associated with chemicals used in production

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Implementing effective chemical management processes in compliance with REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and equivalent international regulations, as well as national and international legislation

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Reducing total chemical consumption by using less hazardous chemicals in production processes and expanding solvent recovery systems

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Increasing scrap recovery and reducing resource consumption through process optimization in metalworking and casting operations

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Implementing waste management plans to ensure the safe management, recovery and proper disposal of waste generated from casting and field operations

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Increasing the use of reusable or closed-loop recyclable materials in production and assembly processes to strengthen circularity in waste management

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Improving hygienic design and maintenance practices to prevent leakage and material losses in products intended for the food industry

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Transitioning to recyclable or reusable packaging solutions to reduce plastic use in production and logistics processes

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Expanding reusable and recyclable packaging systems in shipping processes to increase packaging reuse and reduce losses caused by damage

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Monitoring and assessing the environmental impacts of products throughout their life cycle by developing eco-design practices for high-pressure valves and components

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Resource Use and Circular Economy

TARGETS

Developing circular economy practices to improve the recyclability and reusability of products; supporting eco-labelling and certification processes

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Water Management

TARGETS

Expanding closed-loop cooling and monitoring systems and increasing process water reuse to reduce freshwater consumption

PRIORITY LEVEL
Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Water Management

TARGETS

Expanding water recovery practices in production processes to support the sustainable management of surface water, groundwater and process water resources

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Water Management

TARGETS

Integrating low-water-consumption cleaning and cooling technologies into production processes to reduce water consumption

PRIORITY LEVEL
Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Water Management

TARGETS

Improving water efficiency by increasing the treatment and reuse of process water within the facility

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Water Management

TARGETS

Increasing the reuse rate of treated wastewater within the facility to reduce dependence on freshwater resources

PRIORITY LEVEL
Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Water Management

TARGETS

Modernizing treatment systems to improve the quality of process and discharge water and increase water recovery rates

PRIORITY LEVEL
Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Supply Chain Management

TARGETS

Developing collaborations with universities, suppliers and industry partners to improve environmental efficiency and resource circularity in production processes

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Supply Chain Management

TARGETS

Strengthening environmental, social and ethical compliance criteria in supplier selection processes to improve sustainable supplier performance

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Supply Chain Management

TARGETS

Expanding traceability, certification and verification practices to ensure the responsible sourcing of raw materials and components

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Expanding training and awareness programs to promote business ethics principles and policies among employees, suppliers and customers

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Providing regular training programs for production and supply chain stakeholders on anti-corruption policies

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Strengthening a culture of transparency by enhancing secure, accessible and confidential reporting mechanisms for ethics and compliance matters

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Integrating operational, environmental, and OHS matters into management processes by establishing regular stakeholder dialogue mechanisms

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Maintaining issue-specific monitoring and resolution mechanisms to effectively track supplier, customer, and employee feedback

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Preparing GRI-compliant sustainability reports incorporating sector-specific performance indicators

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Regularly and transparently sharing employee engagement and customer satisfaction results with stakeholders

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Strengthening accountability by making stakeholder feedback and resolution processes publicly accessible

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Developing multi-stakeholder collaboration networks to expand circular production, resource efficiency and emission reduction practices

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Increasing shared value creation by developing joint industrial projects with suppliers, customers and industry stakeholders

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Strengthening collaboration with industry associations and standards organizations to support certification processes, technical compliance and export activities

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Regularly disclosing performance indicators related to energy, water, waste and supply chain management to the public in accordance with sustainability reporting frameworks

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Business Ethics and Corporate Governance

TARGETS

Expanding pilot projects and industry collaborations to support energy-efficient production and material circularity practices

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Economic Performance

TARGETS

Expanding low-carbon production processes, the use of recycled materials and resource efficiency practices to support the green transition of the industry

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Economic Performance

TARGETS

Enhancing competitiveness in the European valve market by expanding the portfolio of certified products and strengthening the after-sales service network

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Economic Performance

TARGETS

Strengthening local service networks in international markets to diversify export markets and expand the customer base

PRIORITY LEVEL
Very High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Implementing mandatory human rights training programs for all employees and contractors to increase awareness

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Strengthening equal opportunity-based recruitment, career development and talent management practices to enhance workforce diversity

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Strengthening career development pathways, training programs and balanced working conditions to increase the retention of qualified employees

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Expanding technical and managerial competency development programs for production and engineering teams

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Increasing employee satisfaction through ergonomic improvements, training activities and structured feedback mechanisms

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Strengthening employee engagement by encouraging employee participation in continuous improvement, OHS and quality committees

PRIORITY LEVEL
High Priority

TARGET HORIZON
Short/Medium Term

RELEVANT SDG



MATERIAL TOPIC
Human Resources and Diversity

TARGETS

Increasing female representation in management and technical positions to support gender-balanced leadership across production and engineering functions

PRIORITY LEVEL
High Priority

TARGET HORIZON
Medium/Long Term

RELEVANT SDG



Sustainability Targets and Contribution to the UN Sustainable Development Goals

MATERIAL TOPIC

Human Resources and Diversity

TARGETS

Expanding awareness training and workshops on diversity, equality and inclusion across production and engineering environments

PRIORITY LEVEL

High Priority

TARGET HORIZON

Short/Medium Term

RELEVANT SDG





Environmental Performance

Our environmental sustainability approach focuses on combating climate change, improving energy and resource efficiency, reducing emissions, and conserving natural resources. We aim to continuously improve our environmental performance through renewable energy, water and waste management, and circular economy practices.



Gedik Termo Valve

Climate Change and Energy Management

Energy, emissions management and environmental investments are addressed through an integrated approach to improve environmental performance.

Climate change is considered one of Gedik Termo Valve's priority environmental sustainability impact areas. The Company aims to systematically address the environmental impacts of energy consumption and greenhouse gas emissions, improve resource efficiency, reduce carbon intensity, and support the transition to a low-carbon production infrastructure.

To improve environmental performance, energy management, emissions management and environmental investments are addressed through an integrated approach. Environmental impacts arising from operations are regularly assessed and managed in line with a continuous improvement approach.

Practices are implemented to manage climate-related risks, reduce value chain greenhouse gas emissions and enhance the transparency of emissions data across the supply chain. In line with CBAM requirements, greenhouse gas emissions data are requested from suppliers; Scope 1, Scope 2 and, where applicable, Scope 3 emissions information is shared.

INVESTMENTS IN ENERGY TRANSITION

In 2025, Gedik Termo Valve continued its environmentally focused investments to combat climate change and improve energy efficiency. In this context, an investment of approximately TRY 50.3 million in a solar power plant (SPP) aimed to increase the use of renewable energy, reduce the carbon footprint and lower energy costs. In addition, total investments of TRY 4.55 million in OHS, digital transformation and R&D contributed to improving operational efficiency, strengthening sustainable production infrastructure and supporting long-term climate resilience.

The rooftop SPP commissioned in 2025 is one of the key initiatives supporting the Company's renewable energy transition. Operated jointly with Gedik İleri Döküm, the facility commenced operations in January 2025 and generated **3,424,494.42 kWh** of renewable electricity during the reporting period. The electricity generated significantly reduced the amount of electricity purchased from the grid, resulting in a **65.96%** reduction in energy consumption, while generating financial savings of approximately **TRY 10.6 million**.

In addition, system enhancements implemented as part of digital transformation investments support the digital monitoring of operational processes, strengthened data management and improved process efficiency. In this context, the Valve Production Planning System, developed in integration with the IFS ERP infrastructure, supports data-driven production planning while contributing to cost management and inventory optimization. The Cutting Tool Management System (TKT), implemented at the production site, enables the digital monitoring of cutting tool inventories and aims to reduce the risk of downtime caused by stock shortages. In addition, process traceability and operational coordination have been strengthened through the ERP infrastructure, Kanban practices and digital task management systems. Process improvement and modernization initiatives are being carried out to strengthen the infrastructure supporting energy and resource efficiency in production processes.

EMISSIONS MANAGEMENT

	Unit	2025	Ratio (%)
Scope 1 Greenhouse Gas Emissions	tonnes CO_2e	112.23	1
Scope 2 Greenhouse Gas Emissions	tonnes CO_2e	378.92	2
Scope 3 Greenhouse Gas Emissions	tonnes CO_2e	15,505.41	97
Total Emissions	tonnes CO_2e	15,996.57	100



GREENHOUSE GAS EMISSIONS MANAGEMENT

Gedik Termo Valve regularly monitors greenhouse gas emissions arising from its operations and continues its emissions management efforts as part of its approach to combating climate change.

The Company's greenhouse gas inventory is prepared in accordance with ISO 14064-1:2018 and the GHG Protocol; Scope 1, Scope 2 and Scope 3 emissions are calculated and reported using the operational control approach.

Scope 3 emissions cover the main categories of emissions arising from the supply chain and other indirect activities.

The Company regularly monitors its emissions performance through energy efficiency indicators and greenhouse gas inventory assessments and evaluates climate-related risks and opportunities as part of its corporate risk management approach.

Resource Use and Circular Economy

Gedik Termo Valve aims to improve resource efficiency in its production processes, support circular economy principles and continuously improve its environmental impacts.



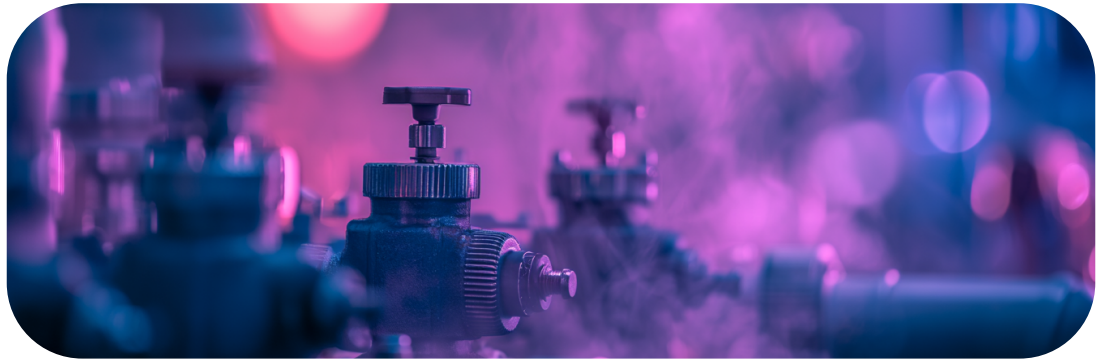
Employees receive awareness training on environmental and waste management practices. Waste segregation at source is supported through Zero Waste practices and Zero Waste collection equipment used across production areas.

Gedik Termo Valve considers the efficient use of natural resources, the prevention of waste at source and the recovery of generated waste to the greatest extent possible among the key elements of its environmental management approach. The Company aims to improve resource efficiency in its production processes, support circular economy principles and continuously improve its environmental impacts.

The Company conducts its activities in accordance with applicable environmental legislation and the requirements of the ISO 14001 Environmental Management System. Within the framework of its environmental policy, waste management plans are developed to control, reduce and continuously improve environmental impacts. Enhancing employees' environmental awareness is also considered an integral part of the environmental management approach.

WASTE MANAGEMENT APPROACH

Waste generated within the Company is segregated by type, temporarily stored and sent to licensed recovery facilities. Waste management practices are carried out in line with the objectives of preventing waste generation, increasing recovery rates and conserving natural resources.



CIRCULAR ECONOMY PRACTICES

Gedik Termo Valve supports the recovery and reintegration of recyclable materials generated from its production processes into the economy.

In 2025, all 136 tons of waste generated were directed to recovery processes, with no disposal methods such as landfilling, incineration or other forms of final disposal used.

The majority of the waste consists of recoverable metal waste, while paper, plastic and other recyclable waste is segregated and sent to licensed recycling facilities.

WASTE MANAGEMENT		
	Unit	2025
Hazardous Waste	tonnes	14
Non-Hazardous Waste	tonnes	122
Total Waste	tonnes	136
Waste Diverted from Disposal	tonnes	136
Recovery Rate	%	100

Water Management

To manage impacts on water resources more effectively, the Company regularly monitors its water footprint indicators in accordance with the ISO 14046 Water Footprint Standard.

Gedik Termo Valve considers the efficient use of water resources and the reduction of environmental impacts on water resources as key elements of its environmental management approach.

The Company manages water use in line with legal requirements and its environmental responsibility approach while continuing improvement initiatives aimed at increasing water efficiency.

Within the scope of the Company's Environmental Policy, the conservation of natural resources and the control and continuous improvement of environmental impacts are addressed in line with the ISO 14001 Environmental Management System approach. Training and awareness activities are also carried out to enhance environmental awareness among employees.

Initiatives have been launched across the Company to improve water efficiency, with a focus on monitoring water consumption and managing resource use more effectively. Priority areas include expanding closed-loop cooling systems, increasing the reuse of process water, improving water recovery practices and implementing process improvements to reduce water consumption. Awareness initiatives for employees are also supported to promote a water conservation culture.

Domestic wastewater generated as a result of operations is conveyed to the wastewater treatment facility through the Organized Industrial Zone sewerage infrastructure. No direct discharge is made to natural receiving environments, and wastewater management is carried out in accordance with applicable legislation and legal requirements. No non-compliance related to water quality permits, standards or environmental regulations was identified during the reporting period.



To manage impacts on water resources more effectively, the Company regularly monitors its water footprint indicators in accordance with the ISO 14046 Water Footprint Standard. The water footprint assessment covers both blue and grey water footprints as well as domestic and industrial grey water footprint components. The results are evaluated to monitor management performance and identify areas for improvement.

WATER FOOTPRINT INDICATOR		
	Unit	2025
Blue Water Footprint	m³/year	9,497.74
Domestic Grey Water Footprint	m³/year	221.16
Industrial Grey Water Footprint	m³/year	7,401.00

WATER WITHDRAWAL AND DISCHARGE		
	Unit	2025
Total Water Withdrawal	m³/year	9,497.74
Total Water Discharge	m³/year	7,622.16
Water Consumption[1]	m³/year	1,875.58

[1]Water consumption represents the difference between total water withdrawal and total water discharge.

WATER WITHDRAWAL BY SOURCE		
	Unit	2025
Groundwater	m³/year	9,252.00
Municipal / Surface Water	m³/year	215.87
Third-Party Water Purchases	m³/year	29.87

Biodiversity and Ecosystem Protection

Environmental impacts are systematically managed, with environmental aspects and impacts regularly assessed and performance indicators related to energy use, air emissions, greenhouse gas emissions, natural resource consumption, chemical management and waste management monitored.

Gedik Termo Valve conducts its operations with an approach that supports the conservation of natural resources, the reduction of environmental impacts and the preservation of biodiversity.

The Company assesses the potential environmental impacts of its operations within the scope of its environmental management system, with the efficient use of natural resources, emissions control, effective waste management and compliance with applicable environmental legislation among its key priorities.

Assessments conducted during the reporting period identified no significant impact from the Company's operations on protected areas, habitats with high biodiversity value or species under protection.

Accordingly, the biodiversity management approach is based on reducing potential indirect environmental impacts arising from operations, using natural resources efficiently and continuously improving environmental performance.

Within this scope, environmental impacts are systematically managed, with environmental aspects and impacts regularly assessed and performance indicators related to energy use, air emissions, greenhouse gas emissions, natural resource consumption, chemical management and waste management monitored.

This approach aims to control environmental risks arising from production processes and minimize indirect impacts on ecosystems.

Renewable energy and energy efficiency practices implemented in 2025 support the more efficient management of natural resource use. While the commissioned solar power plant contributes to increasing the use of renewable energy, energy efficiency-oriented process improvements support reduced resource consumption and the mitigation of environmental impacts associated with production activities. Together with waste recovery, emissions monitoring and continued full compliance with environmental legislation, these practices contribute to reducing environmental pressures on natural ecosystems.



Social Performance

Our social sustainability approach is shaped around employee rights, equality and inclusion, talent development, occupational health and safety, and creating social value. While supporting the development and well-being of our employees, we aim to strengthen our social impact through collaboration with our stakeholders.



Gedik Termo Valve

Human Resources and Diversity

Gedik Termo Valve is committed to ensuring that employees and job applicants are not subject to discrimination based on gender, age, language, race, ethnic origin, nationality, religion, disability, marital status or any other characteristic protected by law.

EQUALITY, DIVERSITY AND INCLUSION

Gedik Termo Valve believes that the knowledge, experience and competencies of its employees are fundamental to sustainable success. Within the scope of its **Human Resources Policy**, the Company manages all human resources processes in line with the principles of equal opportunity, fair working conditions, respect for employee rights, merit and continuous development. Recruitment, orientation, training, career development and remuneration processes are managed based on job requirements, professional competence, experience and performance.

As of year-end 2025, Gedik Termo Valve employs a total of 70 people. Women account for 14.3% of the workforce, while men account for 85.7%.

The Company is committed to ensuring that employees and job applicants are not subject to discrimination based on gender, age, language, race, ethnic origin, nationality, religion, disability, marital status or any other personal characteristic protected by law.



Creating a safe, respectful and inclusive working environment is one of the key elements of our human resources approach. The freedom of association and trade union rights of employees are respected, and collective bargaining practices are supported in accordance with applicable legislation.

As of 2025, 55.71% of factory employees are covered by collective bargaining agreements. The Company considers the protection of employee rights, enhancement of social dialogue and maintenance of working relationships based on mutual trust among the key elements of its corporate approach.

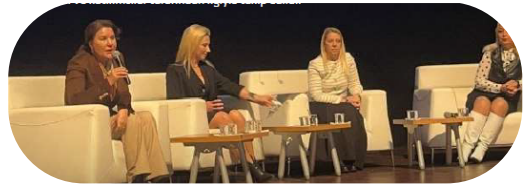
In line with the technical expertise required for industrial valve production, Gedik Termo Valve places importance on enhancing the professional knowledge and competencies of its employees.

Training activities are planned to enhance employees' technical competencies, strengthen the quality culture, raise occupational health and safety awareness, and support the effectiveness of operational processes.

Orientation programs are implemented to support new employees in adapting to their roles and working environment, while training programs are planned in line with employees' professional development needs.

Gedik Termo Valve aims to strengthen an inclusive, fair and sustainable working environment through practices that support the continuous development of its workforce.

The Company also promotes the visibility and representation of women in leadership. The contributions of Chair of the Board Hülya GEDİK on the role of women in leadership, entrepreneurship and business through national and international platforms support the strengthening of an inclusive workplace culture. Events held in 2025, including the **"Women's Leadership and Women in Anatolia"** panel, also contributed to increasing the visibility of women in business.



TALENT DEVELOPMENT, TRAINING AND CAREER MANAGEMENT

Gedik Termo Valve considers a qualified workforce to be one of the key elements of sustainable competitive advantage. The Company supports the continuous development of employees' knowledge, skills and competencies in line with its Human Resources Policy and Human Resources Strategies. Training and development activities are planned by taking into account organizational needs, employees' individual development areas and the Company's long-term objectives.

Training processes are carried out within the scope of the annual training plan, with training needs identified in cooperation with the relevant departments. In addition to technical, corporate and personal development training, programs supporting career development are included in the annual plan. The effectiveness of completed training is monitored through participation records, evaluation forms, examination results or observations by department managers.

Orientation programs are implemented to support new employees in adapting to their roles quickly and safely. Employees who complete the orientation process are assigned to their roles, while the practical competencies of employees involved in production processes are developed on the job through a master-apprentice model.

In 2025, the onboarding processes of 20 newly hired employees were supported through orientation programs, with the aim of ensuring their safe and effective integration into the Company's processes. The educational profile of employees is structured to support the Company's technical production infrastructure. In 2025, 71.4% of employees had a high school education or above, while the development of professional competencies was supported through training plans, technical training and certification practices.



The Company supports certification processes conducted by the Vocational Qualifications Authority (MYK) and professional certification programs to enhance employees' occupational competencies.

In 2025, a total of 50 hours of training was provided to enhance employees' professional and technical competencies. These training activities focused entirely on professional development, contributing to the effectiveness of production processes, the reinforcement of quality standards and the enhancement of operational competencies.

Employee performance is evaluated in accordance with the criteria defined under the Human Resources Procedure, and performance results are taken into consideration in career development, job changes and remuneration processes.

Gedik Termo Valve aims to strengthen its qualified workforce to support sustainable success through training practices that promote employees' professional development, an on-the-job learning approach that encourages knowledge sharing, and competency-based human resources practices.

EMPLOYEE SATISFACTION AND ENGAGEMENT

Gedik Termo Valve considers employee engagement to be one of the key elements of sustainable corporate success and supports the development of a working culture in which employees' views are taken into account, open communication is encouraged and relationships are built on mutual trust. Through practices implemented in line with the Human Resources Policy, Human Resources Strategies and Corporate Code of Ethics, the Company aims to provide employees with a fair, safe and inclusive working environment.



To strengthen employee engagement, mechanisms have been established within human resources processes to evaluate employee feedback. Under the Human Resources Procedure, employee satisfaction is measured, employees' suggestions regarding career development are collected, and the feedback received is taken into consideration in improving human resources practices.

Although an employee satisfaction survey was not conducted during the 2025 reporting period, methodologies and processes for measuring employee satisfaction are defined within the Human Resources Management System. In the coming periods, the Company aims to systematically evaluate employee feedback and further develop practices that support employee experience and engagement.

Long-term employment is regarded as an important element in supporting employee engagement.
As of 2025, all employees are employed under indefinite-term employment contracts, contributing to the retention of institutional knowledge and organizational continuity.

The Company adopts a holistic approach to fringe benefits that support the economic and social well-being of its employees.

All blue- and white-collar employees are provided with a range of social benefits, including supplementary health insurance, food allowance, military service allowance, maternity allowance, marriage allowance, death benefit, child and education allowances, annual leave allowance, holiday allowance, heating allowance, social assistance payments and occupational accident insurance premiums.

Strengthening employee representation and supporting social dialogue are also regarded as key practices that contribute to employee engagement. As of 2025, 55.71% of factory employees are covered by a collective bargaining agreement, and the Company respects employees' freedom of association and trade union rights. Orientation programs support the integration of newly hired employees into the organization, while adaptation training is provided to employees who change roles. Defined under the Human Resources Procedure, these practices aim to facilitate employees' integration into the corporate culture, strengthen organizational knowledge and support long-term employee engagement.

Gedik Termo Valve addresses employee experience through a holistic approach encompassing fair human resources practices, a safe working environment, training and development opportunities, comprehensive fringe benefits, social dialogue mechanisms and an ethical working culture. The Company aims to support employees' active contribution to corporate development and foster a sustainable working environment.



Occupational Health and Safety

The Company is committed to further developing and continuously improving its system in line with the ISO 45001 Occupational Health and Safety Management System standard.

Gedik Termo Valve considers occupational health and safety to be one of the fundamental elements of sustainable production and operational continuity and conducts all its activities in line with the **"Safety First"** approach. The Company's OHS Policy is based on protecting employees, visitors and other stakeholders who may be affected by its operations, controlling hazards at source and continuously improving safe working conditions.

The prevention of occupational accidents and occupational diseases is among Gedik Termo Valve's key operational priorities.

The Company's OHS approach is supported by the relevant management system, policies, procedures and practices, particularly the **OHS Management System Policy**. The Company is committed to developing and continuously improving its system in line with the ISO 45001 Occupational Health and Safety Management System standard.



HAZARD IDENTIFICATION AND RISK CONTROL

Hazards that may arise from production and maintenance activities are assessed through risk assessments, site inspections, on-site observations, OHS committee meetings, findings and suggestion records, and observations by occupational safety specialists. Actions for identified risks are planned according to the nature and priority level of the risk and followed up in coordination with the relevant departments.

In line with the OHS Policy, safety criteria are taken into account in the selection of equipment and work tools, while safe processes, ergonomic working conditions, effective use of personal protective equipment and periodic health checks are addressed through an integrated approach.

SAFE WORKING RULES

Employees are expected to perform their duties in accordance with defined procedures, comply with safety signs and use the required personal protective equipment properly and consistently. Occupational health and safety practices include detailed rules on the safe use of chemicals, flammable materials, solvents and explosives, working at height, material stacking, working with sharp surfaces, workplace housekeeping and the reporting of occupational accidents.

Activities involving working at height, chemical exposure, mobile equipment and production machinery are considered work areas requiring a high level of attention and discipline. Accordingly, the use of personal protective equipment, on-site inspections and verbal warnings to employees are used to support safe working practices.

EMPLOYEE PARTICIPATION AND OHS COMMUNICATION

Employee participation in OHS processes is supported through face-to-face meetings, on-site training, OHS committees and direct communication with occupational safety specialists. Safety signs are displayed across different sections of the factory and on machinery and equipment, while information is also provided to employees through screens located in the cafeteria and administrative building entrances.

Employees can directly contact occupational safety specialists regarding hazardous conditions and occupational health and safety matters. The Company encourages employees to report hazardous conditions, near-miss incidents and minor occupational accidents, while aiming to enhance the accessibility of reporting channels and strengthen employee awareness.

OHS COMMITTEE AND EMPLOYEE REPRESENTATION

The effectiveness of the occupational health and safety management system is monitored through regular committee meetings and on-site assessments.

At the workplace, which is classified as hazardous, the OHS Committee meets every two months. Committee meetings address occupational accidents, corrective actions, employee suggestions and opportunities for improving the working environment.

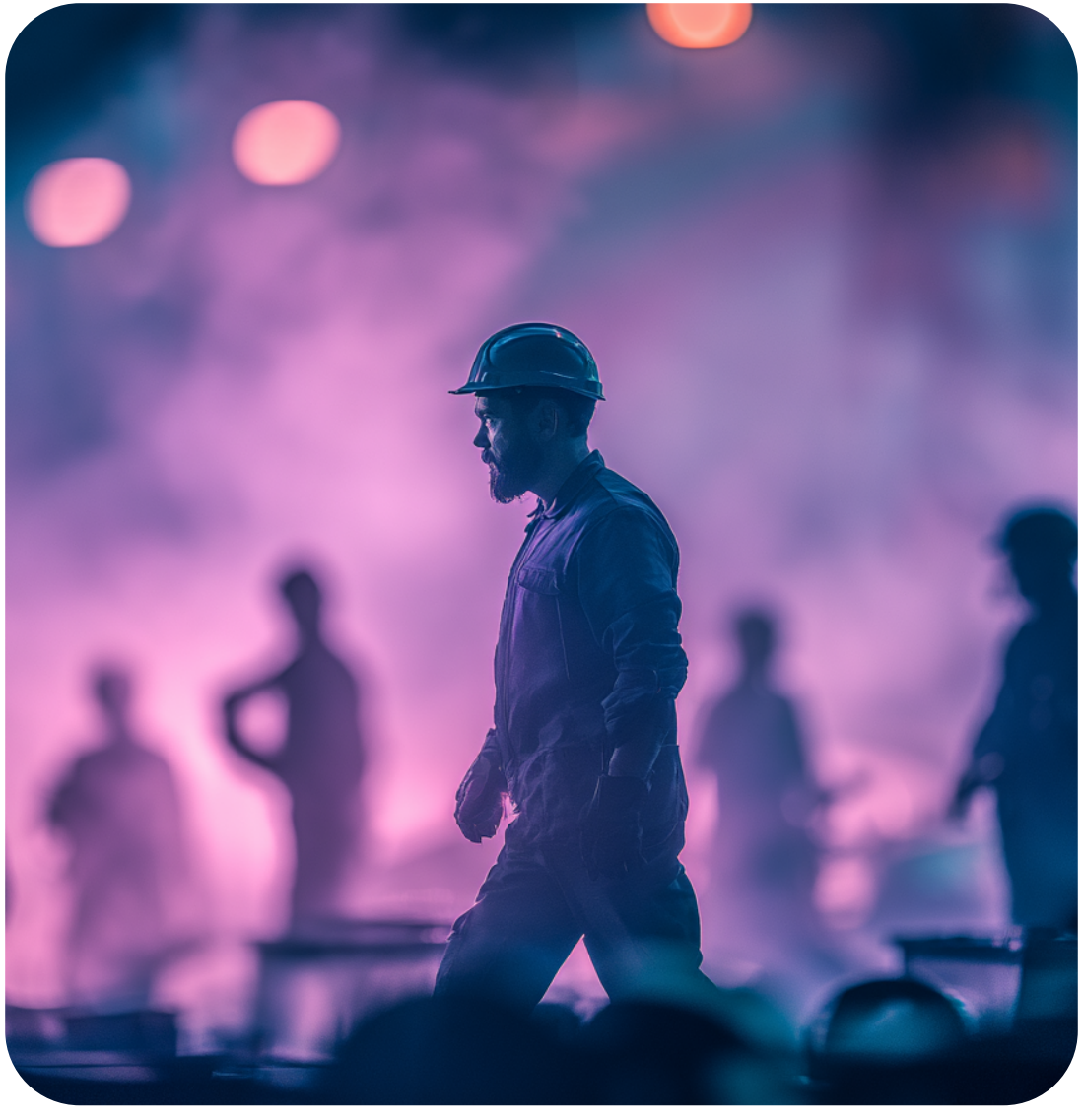
OCCUPATIONAL HEALTH SERVICES

Pre-employment medical examinations, periodic health checks and required health screenings are conducted to monitor employees' health status.

An on-site physician provides services at the workplace two days a week until noon. In addition, periodic health screenings are carried out through a mobile health screening vehicle coordinated by the health and safety unit.

Health risks associated with employees' duties are assessed, and where necessary, health information and medical advice are provided, and working conditions are adapted accordingly.

More suitable and ergonomic conditions are provided by changing the workplace or working method for pregnant employees and employees with disabilities, where necessary.



OHS TRAINING AND COMPETENCY DEVELOPMENT

To support a safe working culture, OHS training covering all employees was provided in 2025. During the reporting period, all employees participated in OHS training, with a total of 1,120 person-hours of training delivered.

Training covers workplace-specific risks, safe working methods, use of personal protective equipment, emergency situations, legal obligations and accident reporting procedures. On-site training and warnings provided to employees aim to strengthen awareness of safe working practices.

ACCIDENT MANAGEMENT AND CORRECTIVE ACTIONS

Accident, hazard and non-conformity records are maintained through electronic or physical forms, while relevant records are communicated and documented via e-mail, messaging groups and filing systems.

OHS PERFORMANCE INDICATORS

	Unit	2025
Incident Rate (IR)	Rate	10.97
Lost Day Rate (LDR)	Rate	0
Zero Fatalities	cases/year	0

IMPROVEMENT OF THE WORKING ENVIRONMENT

During the reporting period, investments were made in personal protective equipment, employee awareness practices, technological equipment and measures to improve workplace safety. In addition, to reduce health and safety risks in the working environment, barriers were installed around CNC machines, and the ejector testing area was relocated to a separate room to isolate it from production processes.

Emergency, Disaster Management and Resilience Practices

Gedik Termo Valve addresses emergency and disaster management through practices aimed at protecting employee health and safety, the environment and operational continuity. Relevant procedures and instructions define the methods to be applied in emergencies, roles and responsibilities, and response measures aimed at minimizing the impacts of incidents.





EMERGENCY PREPAREDNESS

The Company's emergency plans address risks that may affect employees, the environment and production activities, including fire, earthquake, flood, explosion, chemical spills, uncontrolled emissions and discharges, as well as cyberattacks. For each scenario, notification, evacuation, first aid, rescue, safe shutdown of energy sources and coordination processes with relevant departments are defined.

The primary priorities of emergency management are to ensure employee safety, minimize environmental impacts and maintain critical operations safely.

ORGANIZATION AND RESPONSE

Emergency response teams for protection, rescue, firefighting and first aid are assigned with clearly defined roles and responsibilities.

Depending on the nature of the incident, communication is established with hospitals, municipalities, fire departments and other relevant organizations. Incidents are recorded and evaluated by management. Emergency Plans are reviewed based on the assessment results and updated where necessary.

TRAINING AND DRILLS

Employees are informed about their roles and responsibilities to support appropriate and rapid action in emergencies, while the effectiveness of emergency response teams and plans is evaluated through drills. Post-drill and post-incident assessment results are incorporated into improvement activities to keep the system up to date.

OPERATIONAL RESILIENCE

To support operational continuity, backup generators and compressors are maintained at the facility, while spare machinery and parts are planned for critical equipment. Information systems are backed up every other day, and contingency practices are implemented for supply, logistics and workforce continuity.

Social Impact and Social License

Gedik Termo Valve supports social investment initiatives carried out by Gedik Holding and the Gedik Education Foundation, contributing to value creation in areas such as education, vocational development, equal opportunities and social awareness.

Gedik Termo Valve believes that long-term success depends not only on economic and operational performance, but also on trust-based relationships with communities, public institutions, educational institutions, business partners and industry stakeholders.



TRUST-BASED STAKEHOLDER RELATIONS

Gedik Termo Valve places importance on direct stakeholder engagement to assess customer and industry expectations on site, enhance technical knowledge sharing and support the continuity of business collaborations. On 4–7 February 2025, the Company participated in the AquaFlame Fair, where it presented its products and solutions for water, heating, cooling and fire protection systems to industry professionals and engaged directly with stakeholders through meetings and visits.

During the site visit to Egypt in June, meetings were held with representatives of El-Labbad, Aresco, El Delta and Petro Consult in Cairo and Alexandria. The Turkish Commercial Counsellorships in Cairo and Alexandria were also visited to assess regional market conditions and potential business collaboration opportunities.

In meetings held with the IVM dealer in Saudi Arabia, potential new collaborations were discussed in the wastewater, water and wastewater, oil and natural gas, and energy sectors, in addition to ongoing drinking water projects. These engagements strengthened Gedik Termo Valve's role in applications related to essential infrastructure and public services.

In the final quarter of 2025, representatives of Oman Pumps, the Company's dealer in Oman, and NAMA, the competent authority in the water sector in Oman, were hosted at the Hendek facilities, where information was shared on the Company's product portfolio, production processes and technical infrastructure. During the same period, participation in the NAPEC Algeria Fair enabled engagement with international industry representatives, while visits to suppliers in Konya provided opportunities to evaluate new products and strengthen supply processes.



Collaborations initiated in January with Razzaq Associates, Boltgaz, Iran-based Steelco and United Arab Emirates-based Egroup Trade, together with engagements with the Company's dealer in Tuzla and business partners in Oman, supported Gedik Termo Valve's approach to building long-term stakeholder relationships across different geographies.



CONTRIBUTION TO THE INDUSTRIAL ECOSYSTEM AND LOCAL PRODUCTION

An important dimension of Gedik Termo Valve's social impact is its contribution to strengthening domestic engineering and production capabilities in critical sectors. Eight new-type ejectors, redesigned and manufactured domestically by Gedik Termo Valve for use in LCT-class military vessels and previously sourced from abroad, have completed their testing processes. This initiative contributed to meeting a previously imported technical product requirement through domestic engineering and production capabilities.



On 26 March 2025, the Company was assessed under the Industrial Competency Assessment and Support Program (EYDEP) conducted by the Presidency of the Republic of Türkiye Secretariat of Defence Industries. Following the assessment of its production infrastructure, quality management system, technical competencies and sustainability practices, Gedik Termo Valve was certified as meeting the EYDEP criteria.



During the visit of STM representatives to the Hendek facilities, ejectors manufactured under the TAİS and MİLGEM projects were reviewed, and the progress of ongoing projects and potential new collaboration opportunities were assessed. In the same month, bronze butterfly valves, globe valves, check valves and ejectors manufactured for three corvette projects for the Royal Malaysian Navy successfully completed the required tests and were dispatched.



Gedik Termo Valve has enhanced its technical capabilities in valve repair and maintenance services and developed brand-independent maintenance, overhaul and certification services. Within this scope, the MKE maintenance tender was successfully completed and the products were delivered with quality certificates. These enhanced maintenance and overhaul capabilities contribute to extending product service life, optimizing the useful life of products and ensuring the safe operation of existing industrial assets, thereby creating indirect economic and environmental value.



These activities, based on localization, technical competence and maintenance capabilities, create social value by contributing to reduced import dependency, the development of institutional know-how and the resilience of critical industrial supply chains.



SECTORAL DIALOGUE AND KNOWLEDGE SHARING

Gedik Termo Valve actively participates in various stakeholder platforms with the understanding that sectoral transformation can be supported through collective knowledge and knowledge sharing. At the “Gedik and Industry Agenda” events held in Ankara and İzmir, topics including valve, welding, casting and aerospace technologies, artificial intelligence, Industry 4.0, international trade, testing services and the vision for education were discussed. The events provided a platform for evaluating sectoral developments with industry representatives and exploring new collaboration opportunities.

At events bringing together defence industry suppliers, domestic and national production capabilities, supply chain structures, quality, sustainability and engineering needs were assessed. By bringing together representatives from public institutions, the private sector and academia, these platforms contributed to knowledge sharing between industry stakeholders and the development of the supply chain.

PROFESSIONAL DEVELOPMENT OF YOUNG PEOPLE AND INDUSTRY–EDUCATION COLLABORATION

Gedik Termo Valve directly contributes to educational activities by hosting students from the Mechatronics Program of Istanbul Gedik University Vocational School at its Hendek facilities. Students are provided with information about Gedik Holding and its group companies, while gaining first-hand insight into production processes through technical visits to the facilities of Gedik Welding, Gedik Advanced Casting Technologies and Gedik Termo Valve.

SUPPORT FOR CULTURE AND THE ARTS

With the aim of supporting social development through cultural production, events organized as part of the 30th anniversary of the Gedik Education Foundation highlighted the role of cultural and artistic activities in social development. Through concerts by the Gedik Philharmonic Orchestra, efforts were made to enhance access to the arts.

Product Responsibility and Value Chain Management

Our product responsibility approach is shaped around quality and product safety, customer satisfaction, innovation, digital transformation and a sustainable supply chain. While ensuring quality and reliability throughout the entire product life cycle, from production to after-sales services, we aim to create sustainable value through innovative solutions and responsible value chain practices.



Gedik Termo Valve

Product Safety and Quality Management

Gedik Termo Valve considers product safety and quality to be among the fundamental elements of sustainable growth, customer satisfaction and corporate reliability.

All stages of the product life cycle, from design and raw material sourcing to production, testing and shipment, are managed in accordance with national and international standards and customer expectations.

QUALITY MANAGEMENT SYSTEM AND PROCESS APPROACH

The quality management system is implemented in line with a process-oriented management approach, risk-based thinking and continuous improvement principles. Quality objectives are regularly monitored throughout production processes, process performance is evaluated, and necessary actions are planned for identified areas of improvement.

The **Advanced Product Quality Planning (APQP) methodology** is applied in new product development processes, while design and process risks are assessed through **Design Failure Mode and Effects Analysis (D-FMEA) and Process Failure Mode and Effects Analysis (P-FMEA)**. Prior to the transition to serial production, prototype production, verification activities, functional testing and pre-series production are carried out, and products that demonstrate technical conformity are released for production.



PRODUCT SAFETY AND QUALITY ASSURANCE

Quality controls aimed at ensuring product safety are carried out across all stages of production. Incoming quality control, in-process quality control and final quality control activities are implemented to verify compliance with technical specifications, customer requirements and relevant standards.

Measurement, testing and verification activities conducted throughout the production process are supported by testing and laboratory infrastructure, while critical quality characteristics are monitored regularly. The accuracy of measuring equipment is ensured through periodic calibration practices, and product traceability is maintained through recorded quality data.

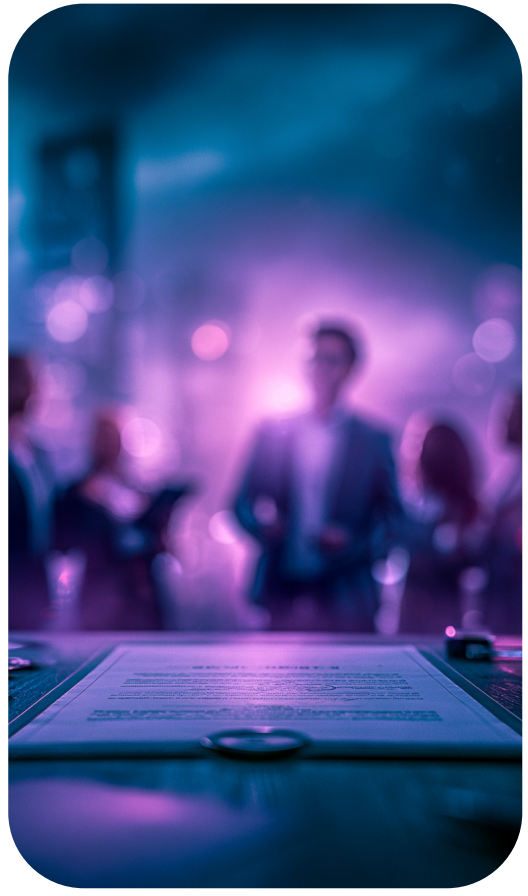
SUPPLIER QUALITY AND CONTINUOUS IMPROVEMENT

Quality assurance is not limited to the Company's own operations but also extends across the supply chain. Suppliers are evaluated against defined quality criteria, while the conformity of supplied materials and components with technical specifications is verified through incoming quality control processes.

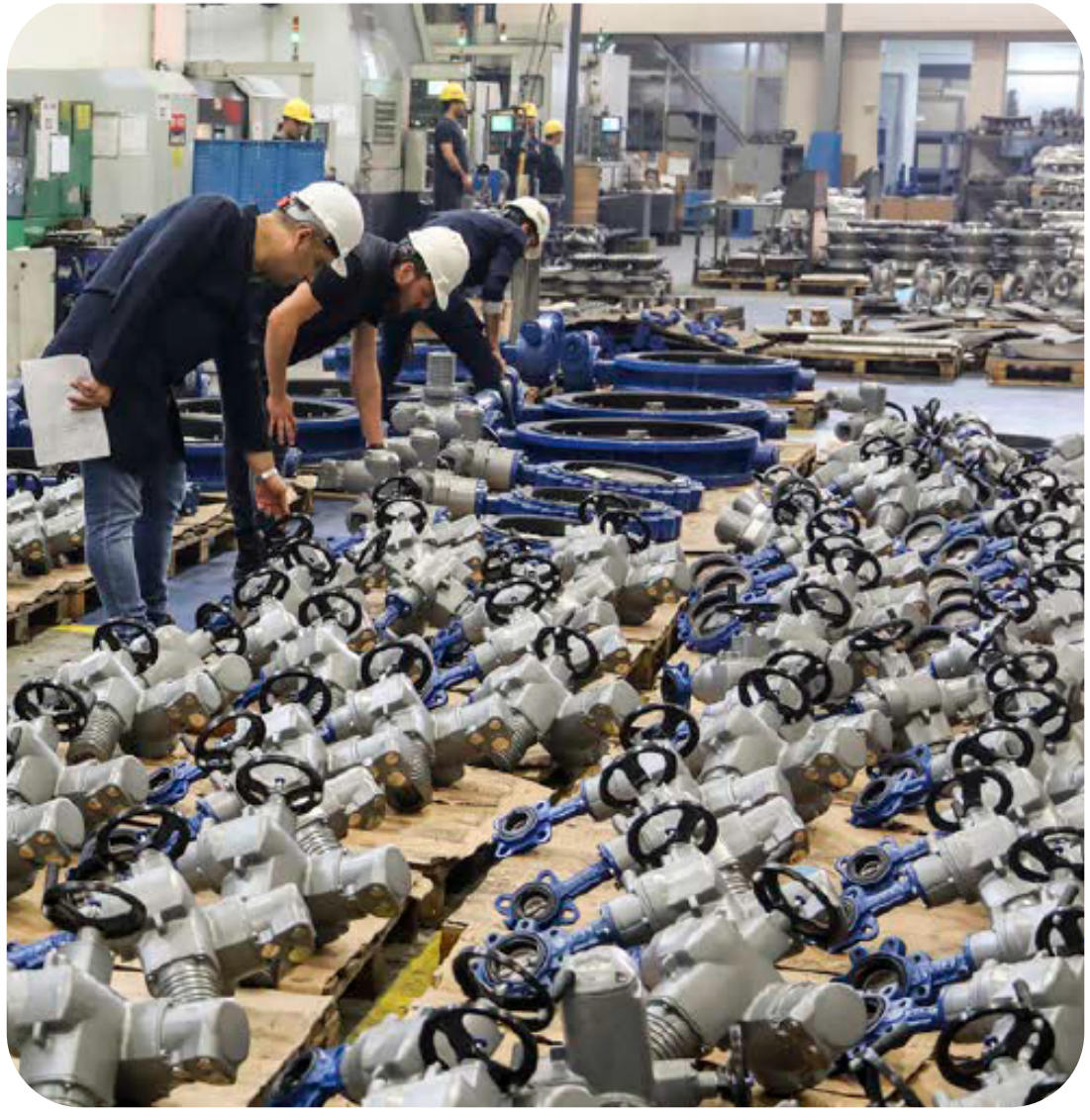
Customer feedback is considered a key source of information for the continuous improvement of the quality management system. Customer requests, suggestions and complaints are systematically analyzed, and corrective and preventive actions are planned based on root cause analyses to enhance quality performance.

COMPLIANCE WITH INTERNATIONAL STANDARDS AND CERTIFICATION

The Company's quality infrastructure is supported by management systems, product conformity documents and certifications related to product standards.



DOCUMENT / CERTIFICATE	
	Scope
ISO 9001:2015	Quality Management System
ISO 3834-2	Comprehensive Quality Requirements for Fusion Welding of Metallic Materials
AD 2000 HP0	Pressure Equipment Manufacturer Approval
CE	European Union Product Conformity
CE-PED	Pressure Equipment Directive (2014/68/EU) Conformity
EYDEP	Industrial Competency Assessment and Support Program
Bureau Veritas Type Approval (Model II)	Type Approval Certificate
TS 3148	Ball Valves
TS 9809	Ball Valves for Combustible Gases
TS 10880	Rubber Bellows Expansion Joints
TS 11494	Strainers
TS EN 593	Industrial Butterfly Valves
TS EN 13789	Cast Iron Globe Valves
TS EN 14384	Pillar Fire Hydrants
TS EN 16767	Check Valves
TS EN 13547	Copper Alloy Ball Valves
TSEK	Metal Bellows Globe Valves
TSEK	Piston Valves



Customer Satisfaction

Customer satisfaction surveys, customer visits, customer meetings, complaint records and feedback obtained from audit results are used to identify customer expectations.

Gedik Termo Valve considers customer satisfaction to be one of the key indicators of sustainable growth, product reliability and long-term business relationships. A customer-oriented management approach is adopted to accurately understand customer expectations, continuously improve product and service quality, and effectively manage after-sales processes.

CUSTOMER-ORIENTED APPROACH

Customer relationships are managed across all processes, from the quotation stage and order management to product delivery and after-sales services. Customer requests, technical specifications, contractual amendments, delivery expectations and after-sales feedback are evaluated in coordination among the relevant departments to ensure that customer expectations are fully met.

Customer satisfaction surveys, customer visits, customer meetings, complaint records and feedback obtained from audit results are used to identify customer expectations. The findings are evaluated during Management Review (YGG) meetings, and necessary improvement actions are planned.



MONITORING CUSTOMER SATISFACTION

Customer satisfaction results are regularly monitored throughout the year and evaluated at year-end based on the YGG meeting. Corrective and improvement actions are initiated if the customer satisfaction rate falls below 80%.

Based on customer satisfaction assessments conducted in 2025, the overall customer satisfaction rate was 91.6%.

COMPLAINT MANAGEMENT AND CONTINUOUS IMPROVEMENT

Customer complaints are managed through a systematic recording and evaluation process.

All customer complaints received by the Sales Department are recorded through the relevant customer representative and monitored by the Quality Assurance Department. Complaints are resolved as promptly as possible, while process performance is regularly monitored to prevent recurrence.

Product-related complaints are evaluated by the Resolution and Improvement Team coordinated by the Quality Assurance Department; root cause analyses are conducted and preventive actions are implemented.

Where necessary, relevant instructions and procedures are revised to support continuous improvement.

For products returned by customers, product returns are recorded and evaluated by the relevant quality and after-sales service departments. Following the completion of the necessary technical assessments, appropriate actions are implemented.

All records are systematically monitored to support continuous improvement in product performance.

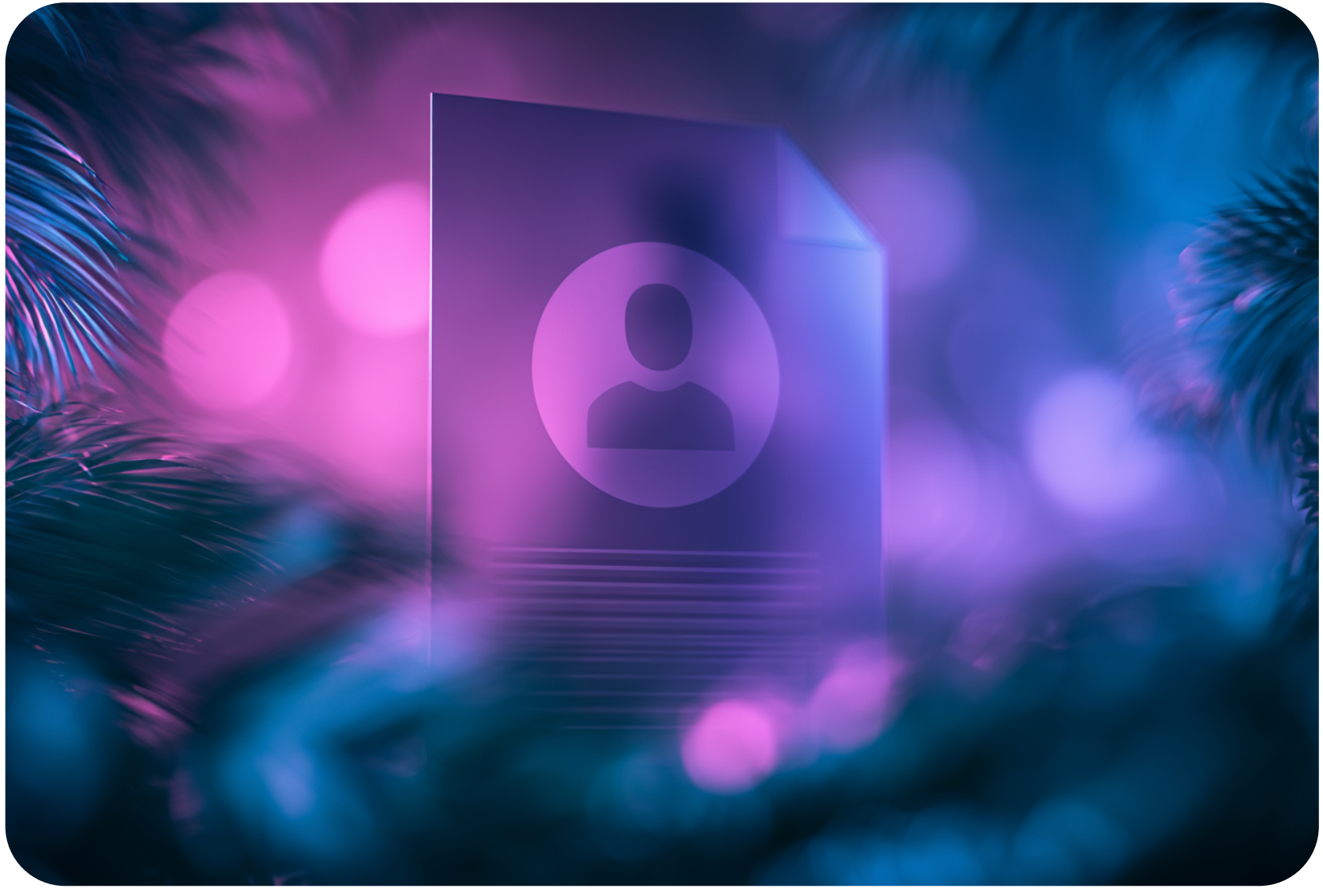
AFTER-SALES SERVICES AND CUSTOMER COMMUNICATION

Maintenance, repair and technical support services are provided as part of after-sales services, while customer requests are evaluated and appropriate solutions are determined.

Customer satisfaction surveys are conducted following service activities; where dissatisfaction is identified, corrective action processes are initiated and recorded.

Maintenance and service records are also regularly monitored and retained throughout the specified retention period.

All technical and commercial meetings with customers are conducted within a planned visit system. During factory visits, occupational health and safety, information security and operational safety rules are applied to ensure that visits are managed in a controlled manner.



PROTECTION OF CUSTOMER INFORMATION

Gedik Termo Valve safeguards technical documents, specifications, drawings, patented information and other intellectual property shared by customers. Customer-owned information and materials are defined, protected, monitored and not shared with third parties. Customers are notified in the event of any potential loss, damage or non-conformity.

In 2025, the Gedik CRM system was implemented to support more effective, traceable and data-driven management of customer relationship processes. Through the system, customer visits, quotation processes, support requests, customer complaints and customer feedback are monitored within a centralized structure, ensuring that all customer interactions are recorded.

Innovation and Digital Transformation

Innovation activities focus on improving existing products, designing new products, enhancing production processes and improving technical performance.

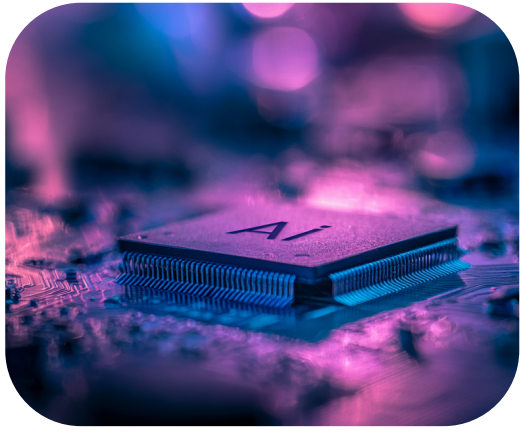
Gedik Termo Valve aims to leverage digital technologies across product development, production planning, quality management and operational processes to increase efficiency, strengthen decision-making processes and respond more rapidly to customer expectations.

Innovation activities are carried out to improve existing products, design new products, enhance production processes and improve technical performance. Digital transformation initiatives focus on increasing process traceability, supporting data-driven management and strengthening operational efficiency.

DIGITAL TRANSFORMATION APPROACH

The Company's digital transformation approach is based on the digitalization of processes, strengthening integration between systems and developing data-driven decision-making mechanisms.

In this context, the short-term focus is on enhancing existing systems, the medium-term focus is on increasing digital integrations, and the long-term focus is on strengthening digital maturity through AI-supported applications.



Operational and support processes are managed through the IFS ERP system used within the Company and internally developed digital applications. While production, planning and inventory management processes are monitored through digital infrastructure, Kanban boards, task management systems and automated notification mechanisms support process traceability and operational coordination.

DIGITALIZATION PRACTICES

As part of the digital transformation initiatives carried out during the reporting period, user experience-oriented improvements were made to enhance the web infrastructure, and updates were implemented to support corporate information management. In addition, the newly developed Valve Production Planning System was designed to operate in integration with the IFS ERP infrastructure.

The system enables production plans to be generated based on inventory data and contributes to more effective production planning by calculating the unit and total costs of the components to be used.

PRODUCT DEVELOPMENT AND DIGITAL ENGINEERING PRACTICES

In 2025, digital engineering applications were utilized in product development processes.

Newly developed globe valve and ejector designs were digitally validated and optimized using Computational Fluid Dynamics (CFD) and Finite Element Method (FEM) analyses.

In production processes, the Cutting Tool Management System (TKT) was implemented, enabling the digital monitoring of cutting tool inventories, improving equipment accessibility and strengthening the digital infrastructure to reduce production downtime caused by stock shortages.

R&D AND INNOVATION ACTIVITIES

As of 2025, a seven-member R&D team operates within Gedik Termo Valve. R&D activities are carried out to enhance product performance, develop solutions aligned with customer expectations, improve production processes and continuously enhance quality levels.

During the reporting period, technical and functional improvements were made to existing products, while product revisions were implemented in line with customer requirements to enhance product safety and performance. Employees also contributed to innovation activities through their knowledge and experience gained from field observations and improvement initiatives.





R&D AND PRODUCT DEVELOPMENT INDICATORS	
	2025
Number of R&D Employees	7
Number of New Products	9
Number of Improved Products	9

UNIVERSITY–INDUSTRY COLLABORATIONS

PARTNER ORGANIZATION	Project / Area of Collaboration	Scope
Istanbul Gedik University	Ball Valve Product Development	R&D and academic consultancy activities were carried out to develop PN16 full-bore three-piece ball valves and improve casting and machining processes.
Sakarya University	Composite Materials and Valve Design	Material development, performance evaluation, and material and process research related to the use of composite materials in valve components and valve design were carried out.
Sakarya University of Applied Sciences	Mechanical Systems and Engineering Analyses	Design, verification and technical development activities were carried out for valve components and mechanical systems.
Uludağ University	Casting Technologies and Production Processes	Academic knowledge-sharing and collaboration activities were carried out on casting technologies, production processes and sector-specific technical applications.
Sakarya University (2209-B Program)	Material and Surface Improvement Projects	Industry-oriented material, casting and surface improvement projects undertaken by students were supported, including studies aimed at improving corrosion resistance, surface properties and mechanical performance.

INFORMATION SECURITY AND DIGITAL INFRASTRUCTURE

Gedik Termo Valve also supports information security, data integrity and business continuity through its Information Security Policy to ensure the sustainability of its digital transformation activities.

Accordingly, critical information assets and systems are assessed on a risk-based approach, taking into account their operational impacts. Backup and replication plans are structured to support critical systems, with the aim of reducing data loss risks and ensuring operational continuity.

Non-conformities related to information security are managed through **Information Security Management System** practices to support the security and sustainability of the digital infrastructure.

Identified non-conformities are recorded, root cause analyses are conducted, and necessary corrective and preventive actions are planned and implemented. The effectiveness of the actions taken is regularly monitored.

The **“Gedik Learn Up”** digital learning platform was launched to support employee development within the Company.

The platform enables employees to access professional and personal development training regardless of time and location.

Customer visits, quotation processes, support requests, customer complaints and feedback are monitored through the **Gedik CRM system** within a centralized structure to enable more effective management of customer relationships.

Supply Chain Management

Procurement activities are carried out in line with a sustainable sourcing approach that considers quality, competitive cost, on-time delivery and compliance with technical requirements, as well as environmental and social responsibility principles.

Gedik Termo Valve considers the supply chain to be a fundamental component of quality, sustainability, ethical business practices and operational continuity. Procurement activities are conducted based on a sustainable sourcing approach that considers appropriate quality, competitive cost, on-time delivery and compliance with technical requirements, alongside environmental and social responsibility principles. The Company aims to enhance supply chain resilience and create sustainable value by establishing long-term, trust-based relationships with suppliers.



SUSTAINABLE SUPPLY APPROACH

Procurement and supply chain management processes are conducted in a standardized manner in accordance with Company procedures. Supplier selection considers technical competence, quality performance, delivery reliability, production capacity and legal compliance, as well as occupational health and safety, human rights and environmental responsibility criteria. Social and environmental criteria are included in supplier evaluation forms used for service and material procurement, and assessments are conducted in line with a responsible sourcing approach.

SUPPLIER EVALUATION AND PERFORMANCE MANAGEMENT

Suppliers are classified as critical or non-critical based on criteria that take into account their impact on business continuity. Critical suppliers are subject to performance evaluations twice a year, while non-critical suppliers are evaluated once a year. The evaluation process considers delivery performance, product quality, technical compliance, conformity with order requirements and service performance.

Improvement actions are planned for suppliers where necessary based on performance results, the resolution of non-conformities is monitored, and suppliers that fail to meet performance criteria are re-evaluated.

QUALITY ASSURANCE AND SUPPLIER COMPLIANCE PROCESSES

Supplied products are inspected during incoming goods acceptance processes in accordance with the relevant technical specifications, quality standards and product acceptance criteria. Visual and dimensional inspections are performed as part of incoming quality control processes; where necessary, test reports, material certificates and technical documentation are verified.

Particularly for valves and critical components, products are not accepted until the controls specified in the relevant quality criteria are completed. Technical conformity, leak-tightness performance, material quality and visual conformity are verified. Products identified as non-conforming are managed through internal corrective action processes, and the relevant suppliers are notified.



ENVIRONMENTAL AND SOCIAL RISK MANAGEMENT

Gedik Termo Valve considers the management of potential environmental impacts within its supply chain to be an important component of its sustainability approach. The primary environmental risks identified in the supply chain are greenhouse gas emissions and natural resource consumption.

In line with the activities carried out under the CBAM, suppliers are requested to provide information on Scope 1, Scope 2 and Scope 3 greenhouse gas emissions, with the aim of enabling more effective management of the supply chain's carbon footprint.

No supplier relationship was terminated during the reporting period due to non-compliance with environmental or social criteria.

LOCAL SUPPLY AND CONTRIBUTION TO THE REGIONAL ECONOMY

The Company contributes to regional economic development by working with local suppliers in the regions where it operates.

As of 2025, 99% of procurement expenditures were made through local suppliers.

SUPPLY CHAIN PERFORMANCE INDICATORS		
	Unit	2025
Number of Local Suppliers	units	320
Local Procurement Rate	%	99
Number of Newly Engaged Suppliers	units	225
Number of Suppliers with Terminated Business Relationships	units	1

14%
International Raw Material Budget Share

86%
Domestic Raw Material Budget Share



Appendices

Our reporting approach is built on transparency and measurability, supporting the monitoring of our sustainability performance through tangible indicators. This section presents our environmental, social and governance performance indicators together with the GRI Content Index.

Gedik Termo Valve

Environmental Performance Indicators

EMISSIONS MANAGEMENT			
	Unit	2025	Ratio (%)
Scope 1 Greenhouse Gas Emissions	tonnes CO2e	112.23	1
Scope 2 Greenhouse Gas Emissions	tonnes CO2e	378.92	2
Scope 3 Greenhouse Gas Emissions	tonnes CO2e	15,505.41	97
Total Emissions	tonnes CO2e	15,996.57	100

WASTE MANAGEMENT		
	Unit	2025
Hazardous Waste	tonnes	14
Non-Hazardous Waste	tonnes	122
Total Waste	tonnes	136
Waste Diverted from Disposal	tonnes	136
Recovery Rate	%	100%

WATER FOOTPRINT INDICATOR		
	Unit	2025
Blue Water Footprint	m³/year	9,497.74
Domestic Grey Water Footprint	m³/year	221.16
Industrial Grey Water Footprint	m³/year	7,401.00

WATER WITHDRAWAL AND DISCHARGE		
	Unit	2025
Total Water Withdrawal	m³/year	9,497.74
Total Water Discharge	m³/year	7,622.16
Water Consumption[2]	m³/year	1,875.58

[2]Water consumption represents the difference between total water withdrawal and total water discharge.

WATER WITHDRAWAL BY SOURCE		
	Unit	2025
Groundwater	m³/year	9,252.00
Municipal / Surface Water	m³/year	215.87
Third-Party Water Purchases	m³/year	29.87

DISTRIBUTION BY WASTE TYPE		
	Unit	2025
Waste Oil	tonnes	11
Liquid Waste	tonnes	1
Contaminated Waste	tonnes	1
Metal Waste (Hazardous)	tonnes	1.2
Waste Paper	tonnes	8
Plastic Waste	tonnes	1.2
Metal Waste	tonnes	112

Social Performance Indicators

OHS TRAINING INDICATORS	2025
Number of Employees Trained	70
Total OHS Training Hours (person-hours)	1,120
Average Training Hours per Employee (hours)	16

OHS COMMITTEE STRUCTURE	2025
Total Number of OHS Committee Members	16
Number of Employee Representatives	1

OHS PERFORMANCE INDICATORS	Group	Unit	2025
Incident Rate (IR)	Company	Rate	10.97
Incident Rate (IR)	Subcontractor	Rate	-
Lost Day Rate (LDR)	Company	Rate	0
Lost Day Rate (LDR)	Subcontractor	Rate	-
Zero Fatalities	Company	cases/year	0
Zero Fatalities	Subcontractor	cases/year	0

EMPLOYEE DISTRIBUTION BY EMPLOYMENT TYPE	Unit	2025
White-Collar – Female	employees	5
White-Collar – Male	employees	14
Blue-Collar – Female	employees	5
Blue-Collar – Male	employees	46
Total Number of Employees	employees	70

EMPLOYEE DISTRIBUTION BY CONTRACT TYPE	Unit	2025
Indefinite-Term – Female	employees	10
Indefinite-Term – Male	employees	60
Fixed-Term – Female	employees	0
Fixed-Term – Male	employees	0
Total Number of Employees	employees	70

TOTAL NUMBER OF EMPLOYEES	Unit	2025
Female	employees	10
Male	employees	60
Total Number of Employees	employees	70

EMPLOYEE DISTRIBUTION BY AGE GROUP

	Unit	2025
18–30 Years	employees	17
31–40 Years	employees	23
41–50 Years	employees	21
51–60 Years	employees	9
Over 60 Years	employees	0
Total Number of Employees	employees	70

EMPLOYEE DISTRIBUTION BY EDUCATION LEVEL

	Female	Male	Unit	2025
Primary School	4	8	employees	12
Secondary School	-	8	employees	8
High School	1	25	employees	26
Vocational School	2	6	employees	8
University	3	12	employees	15
Master's Degree	1	-	employees	1

MANAGEMENT LEVEL

	Female	Male	Total
Senior Management	0	1	1
Middle Management	5	8	13
Other Employees	5	51	56
Total	10	60	70

OTHER GROUPS

	Female	Male	Total
Employee with Disabilities	0	2	2
Foreign National Employee	0	0	0
Intern	0	3	1
Subcontractor	0	0	0

WORKFORCE MOVEMENTS

	Unit	2025
Total Hires	employees	20
Total Departures	employees	20

HIRES AND DEPARTURES BY EMPLOYEE CATEGORY

	Unit	2025
White-Collar Hires	employees	5
Blue-Collar Hires	employees	15
White-Collar Departures	employees	5
Blue-Collar Departures	employees	15

GENDER DISTRIBUTION OF HIRES AND DEPARTURES

	Female	Male	Total
Hired	3	17	20
Departed	5	15	20

HIRES AND DEPARTURES BY AGE GROUP		
	Hired	Departed
18–30 Years	8	7
31–40 Years	11	8
41–50 Years	1	4
51–60 Years	0	1
Over 60 Years	0	0
Total	20	20

AGE DISTRIBUTION OF SENIOR MANAGEMENT		
	Female	Male
Under 30 Years	0	0
30–50 Years	0	1
Over 50 Years	0	0
Total	0	1

COLLECTIVE BARGAINING AGREEMENT COVERAGE		
	Unit	2025
Number of Employees Covered by Collective Bargaining Agreements	employees	39
Percentage of Employees Covered by Collective Bargaining Agreements	%	55.71

TRAINING ACTIVITIES		
	Unit	2025
Vocational Development Training	hours	50

ORIENTATION AND ONBOARDING PROGRAM		
	Unit	2025
Orientation and Onboarding Program Success Rate for Newly Hired Employees (0–2 Years) Rate	Rate	2.95

Governance Performance Indicators

ECONOMIC PERFORMANCE INDICATORS		
	Unit	2025
Total Production Quantity	kg	369,331
Total Sales Quantity	units	63,098
Share of Exports in Total Sales	%	15.3

R&D AND PRODUCT DEVELOPMENT INDICATORS	
	2025
Number of R&D Employees	7
Number of New Products	9
Number of Improved Products	9

SUPPLY CHAIN PERFORMANCE INDICATORS		
	Unit	2025
Number of Local Suppliers	units	320
Local Procurement Rate	%	99
Number of Newly Engaged Suppliers	units	225
Number of Suppliers with Terminated Business Relationships	units	1

GRI Content Index

Usage Statement	Gedik Termo Valve Industry and Trade Inc. has reported in accordance with the GRI Standards for the reporting period from 1 January to 31 December 2025.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	RELATED REPORT SECTION	PAGE
GENERAL DISCLOSURES			
GRI 2: General Disclosures 2021	**GRI 2: 1 THE ORGANIZATION AND ITS REPORTING PRACTICES**		
	2-1 Organizational details	About the Report, Corporate Profile	3, 10
	2-2 Entities included in the organization's sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report	3
	2-4 Restatements of information	About the Report	3
	2-5 External assurance	-	-
	GRI 2: 2 OPERATIONS AND EMPLOYEES		
	2-6 Activities, value chain and other business relationships	Corporate Profile, Products, Services and Operational Capabilities	10, 12
	2-7 Employees	Corporate Profile, Human Resources and Diversity	10, 60
	2-8 Workers who are not employees	Social Performance Indicators	79
	GRI 2: 3 GOVERNANCE		
	2-9 Governance structure and composition	Board Structure and Competencies	17
	2-10 Nomination and selection of the highest governance body	Corporate Governance Structure, Board Structure and Competencies	16, 17
	2-11 Chair of the highest governance body	Board Structure and Competencies	17

GRI STANDARD	DISCLOSURE	RELATED REPORT SECTION	PAGE
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	2-12 Role of the highest governance body in overseeing the management of impacts	Board Structure and Competencies	17
	2-13 Delegation of responsibility for managing impacts	Board Structure and Competencies	17
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure	23
	2-15 Conflicts of interest	Business Ethics and Corporate Governance	18
	2-16 Communication of critical concerns	Board Structure and Competencies, Business Ethics and Corporate Governance	17, 18
	2-17 Collective knowledge of the highest governance body	Board Structure and Competencies	17
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Structure, Board Structure and Competencies	16, 17
	2-19 Remuneration policies	Human Resources and Diversity	60
	2-20 Process to determine remuneration	Human Resources and Diversity	60
	GRI 2: 4 STRATEGY, POLICIES AND PRACTICES		
	2-22 Statement on sustainable development strategy	Sustainability Strategy	22
	2-23 Policy commitments	-	-
	2-24 Embedding policy commitments	Corporate Governance Structure, Sustainability Governance Structure	16, 23
	2-25 Processes to remediate negative impacts	Business Ethics and Corporate Governance, Risk Management and Control Mechanisms	18, 19
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Corporate Governance, Human Resources and Diversity	18, 60
	2-27 Compliance with laws and regulations	Business Ethics and Corporate Governance, Risk Management and Control Mechanisms	18, 19
	2-28 Membership associations	Memberships and Collaborations	27

GRI STANDARD	DISCLOSURE	RELATED REPORT SECTION	PAGE
GENERAL DISCLOSURES			
	GRI 2: 5 STAKEHOLDER ENGAGEMENT		
	2-29 Approach to stakeholder engagement	Stakeholder Engagement and Dialogue Mechanisms, Materiality Analysis	24, 28
	2-30 Collective bargaining agreements	Human Resources and Diversity	60
GRI 3: Material Topics 2021	**MATERIAL TOPICS**		
	3-1 Process to determine material topics	Materiality Analysis	28
	3-2 List of material topics	Materiality Analysis	28
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Economic Performance, Sustainability Strategy	13, 22
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance, Governance Performance Indicators	13, 82
	201-2 Financial implications and other risks and opportunities due to climate change	Risk Management and Control Mechanisms, Climate Change and Energy Management	19, 55
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-	-
	202-2 Proportion of senior management hired from the local community	-	-
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Economic Performance, Climate Change and Energy Management	13, 55
	203-2 Significant indirect economic impacts	Economic Performance, Climate Change and Energy Management	13, 55

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GRI 207: Tax 2019	207-1 Approach to tax	Business Ethics and Corporate Governance, Risk Management and Control Mechanisms	18, 19
	207-2 Tax governance, control and risk management	Business Ethics and Corporate Governance, Risk Management and Control Mechanisms	18, 19
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder Engagement and Dialogue Mechanisms	24
	207-4 Country-by-country reporting	-	-
Supply Chain Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain Management	75
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply Chain Management, Governance Performance Indicators	75, 82
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management, Governance Performance Indicators	75, 82
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management, Governance Performance Indicators	75, 82
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management, Governance Performance Indicators	75, 82
	414-2 Negative social impacts in the supply chain and actions taken	-	-
Business Ethics and Corporate Governance & Human Resources and Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics and Corporate Governance, Human Resources and Diversity	18, 60

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GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Business Ethics and Corporate Governance, Human Resources and Diversity	18, 60
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Corporate Governance, Human Resources and Diversity	18, 60
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Corporate Governance, Human Resources and Diversity	18, 60
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Corporate Governance	18
Resource Use and Circular Economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, Resource Use and Circular Economy	28, 56
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78
	301-2 Recycled input materials used	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78
	301-3 Reclaimed products and their packaging materials	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78

GRI STANDARD	DISCLOSURE	RELATED REPORT SECTION	PAGE
	306-2 Management of significant waste-related impacts	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78
	306-3 Waste generated	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78
	306-4 Waste diverted from disposal	Resource Use and Circular Economy, Environmental Performance Indicators	56, 78
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GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, Climate Change and Energy Management	28, 55
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Change and Energy Management	55
	302-2 Energy consumption outside of the organization	Climate Change and Energy Management	55
	302-3 Energy intensity	Climate Change and Energy Management	55
	302-4 Reduction of energy consumption	Climate Change and Energy Management	55
	302-5 Reductions in energy requirements of products and services	Climate Change and Energy Management	55
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change and Energy Management	55
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change and Energy Management	55
	305-3 Other indirect (Scope 3) GHG emissions	Climate Change and Energy Management	55
	305-4 GHG emissions intensity	Climate Change and Energy Management	55
	305-5 Reduction of GHG emissions	Climate Change and Energy Management	55
Water Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, Water Management	28, 57
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management	57

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	303-3 Water withdrawal	Water Management	57
	303-4 Water discharge	Water Management	57
	303-5 Water consumption	Water Management	57
Human Resources and Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, Human Resources and Diversity	28, 60
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resources and Diversity, Social Performance Indicators	60, 79
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resources and Diversity, Social Performance Indicators	60, 79
	401-3 Parental leave	Human Resources and Diversity, Social Performance Indicators	60, 79
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human Resources and Diversity	60
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance Indicators	79
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources and Diversity	60
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Resources and Diversity, Social Performance Indicators	60, 79
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Human Resources and Diversity, Social Performance Indicators	60, 79
	405-2 Ratio of basic salary and remuneration of women to men	-	-
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	-	-
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	-	-

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GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	-	-
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	-	-
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, Occupational Health and Safety	28, 63
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	63
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	63
	403-3 Occupational health services	Occupational Health and Safety	63
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GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, Social Impact and Social License	28, 66
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Impact and Social License	66
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GRI 3: Material Topics 2021	3-3 Management of material topics	Product Safety and Quality Management	69
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Safety and Quality Management	69
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	-
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product Safety and Quality Management	69
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