



YEŞİLOVA HOLDİNG SUSTAINABILITY REPORT

2023-2024



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ABOUT REPORT

As Yeşilova Holding, this report marks our second sustainability report, in which we share the initiatives we have undertaken to create sustainable value for our business, stakeholders, and the ecosystem we are part of. As we celebrate our 50th anniversary, we are strengthening our commitments to the future with half a century of experience and accelerating our sustainability-focused transformation. This report presents a summary of our economic, social, and environmental performance, including the impacts of our activities, within the framework of the United Nations Sustainable Development Goals (SDGs), based on the principles of transparency and accountability.

The information contained in our report covering the period from January 1, 2023, to December 31, 2024 includes data from our core business units—Yeşilova Automotive, Yeşilova Extrusion, Yeşilova Die Casting, Yeşilova Transport, Can Alüminyum and Yeşilova Holding headquarters—reflecting our group’s overall sustainability approach. The “About Yeşilova Holding” section provides a general introduction to the Holding and includes data covering all group companies. The compilation of data for this report has been carried out by the Yeşilova Holding Corporate Sustainability Unit, with the sponsorship of a Board Member and the support of the Sustainability Committee, in collaboration with relevant departments.

Our report has been prepared in accordance with the GRI Standards GRI 1: Baseline 2021 developed by the Global Reporting Initiative (GRI). Our report also includes our efforts to comply with the United Nation Global Compact (UNGC) and WEPs (Women’s Empowerment Principles), which we signed in 2022.

Yeşilova Holding 2023-2024 Sustainability Report has been prepared in two different languages, Turkish and English. The report has not undergone external audit.

The Sustainability Report is planned to be published biennially. For any feedback or suggestions regarding this report, you may contact us at surdurulebilirlikkomitesi@yesilova.com.tr.



MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Stakeholders, Esteemed Business Partners, and Fellow Travelers,

This year, we proudly celebrate the 50th anniversary of our company. On this journey that began half a century ago, the only constant has been our unwavering passion to create value for our country under all circumstances. Since 1975, we have continued to produce, develop, and create values for our country with the same determination as on the very first day. Over the past 50 years, through our operations ranging from extrusion to casting in the aluminum industry, from automotive to rail systems, we have focused on creating sustainable value, contributing to our economy through employment and exports.

True success comes not just from economic growth, but from the ability to act while considering our environment, humanity, and future simultaneously. With this understanding, at Yeşilova, we have made sustainability an inseparable part of how we do business.

Our approach to sustainability is based on a holistic perspective that includes not only environmental impacts but also economic continuity, social contribution, and individual development. In this direction, we are increasing our investments in renewable energy, developing projects to reduce water consumption, and promoting production models that contribute to the circular economy. At the same time, we view social responsibility projects and initiatives supporting employee development as a fundamental part of our sustainability approach. The culture we have built with our stakeholders reflects our will not only to shape the present but also to build the future.

Our sustainability report for 2023 and 2024 objectively presents our performance and is also a testament to our determination to achieve even more.

I would like to thank all our partners who have trusted us, produced together, and created value over the past 50 years, especially our employees, business partners, customers, suppliers, and all stakeholders. Inspired by the past, we move forward with strong steps into the future. We will continue to work with the same determination for a sustainable world and future.

Sincerely,

Ali İhsan Yeşilova
Chairman of the Board, Yeşilova Holding



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear Stakeholders,

This year, we are proudly celebrating the 50th anniversary of our Community. This significant milestone not only renews our respect for our roots but also reinforces our vision for the future. Our vision statement, “A cleaner and better future transformed by aluminium,” clearly reflects how this deep-rooted tradition shapes our perspective on the future and our world.

In the World Economic Forum’s Global Risks Report, climate crisis, ecosystem degradation, social polarization, and resource crises rank among the top global challenges. At Yeşilova, we view these risks not merely as threats but also as areas of responsibility and opportunity.

In recent years, uncertainties in the global economy and geopolitical risks have put sustainable growth strategies to the test. Thanks to the steps we have taken in market diversification, innovative and sustainable production methods, and our agile management approach, we have maintained our stability throughout this period.

As we advance toward our net zero carbon targets aligned with our 2045 sustainability roadmap, we are determinedly implementing low-carbon aluminium solutions across all our production processes. We continue to strengthen our infrastructure through energy optimization, water efficiency, and the efficient use of resources. We also believe that investing in human capital is a driving force of sustainable success. We are reinforcing our corporate culture through policies that promote employee development, diversity, equality, and safe working environments. In line with our short- and medium-term goals, we aim to reduce our greenhouse gas emissions by 37% by 2030 compared to 2022 levels. In the long term, we plan to fully electrify processes that currently rely on fossil fuels. By increasing the use of renewable energy and focusing on alternative carbon removal solutions, we will strive to reach our “Net Zero” emissions target.

On this 50-year journey, I extend my gratitude to our employees, customers, suppliers, business partners, and all stakeholders who have empowered our vision. Drawing strength from our past, we move confidently toward the future and continue to produce for a more sustainable world.

Sincerely,

Yalçın Yeşilova

Chairman of the Executive Board, Yeşilova Holding



MESSAGE FROM THE BOARD MEMBER

Dear Stakeholders,

As Yeşilova Holding, we take great pride in celebrating our 50th anniversary this year. Our strong legacy spanning half a century continues to fuel our unwavering passion to build a future that respects the environment, society, and individuals.

At Yeşilova, sustainability is not merely an environmental strategy—it is a way of life that places people at its core and aims to drive social transformation alongside economic strength. Guided by the belief that “every individual’s potential is a value,” we are committed to creating a truly equal-opportunity climate both in the business world and in society.

As highlighted in the World Economic Forum’s Global Gender Gap Report 2024, there is still a significant global gap to close in achieving gender equality. This reality once again underlines how critical equality-focused approaches are within the business world. At Yeşilova, we view the empowerment of women and youth as an integral part of sustainable development.

In line with this vision, our gender equality policies go beyond simply increasing the number of women in our workforce. Through personal and professional development programs, as well as initiatives to enhance their well-being, we continuously support the full potential of women. At the same time, issues such as climate action, circular economy, energy efficiency, occupational health and safety, gender equality, and youth empowerment are becoming increasingly central to our strategic focus.

The number of women in our male-dominated organization is steadily growing. With 234 women team members, the ratio of female employees across the group has reached 15%. While we value this progress, we also place great importance on enhancing the satisfaction and engagement of our female employees. Because equality in the workplace means justice in society—and that is the key to achieving true sustainability. Drawing on the strong foundation of the past 50 years, we will continue working toward a greener, fairer, and more humane future—going beyond what has been done so far.

The future will be brighter—together.

Sincerely,

Yasemin Yeşilova

Member of the Board, Yeşilova Holding

» ABOUT YEŞİLOVA HOLDİNG



Since the day we started our commercial life as 100% domestic capital with the Can Aluminium brand in 1975, we have become one of the most important companies in Turkey in the aluminium sector and we are constantly developing without compromising the value we show to the environment, our employees and technology. While shaping our investments in aluminium extrusion, aluminium casting, automotive solutions and rail system solutions, we continue to increase our footprint in the world with our office opened in Germany in 2018 to be closer to the markets we target.

Key Indicators



9 COMPANIES



238 MILLION USD
REVENUE



1.800 TALENTED
COLLEAGUES



IN THE LAST 5 YEARS
80% GROWTH RATE
IN DOLLAR



EXPORT TO
40+ COUNTRIES



%45
EXPORT SHARE

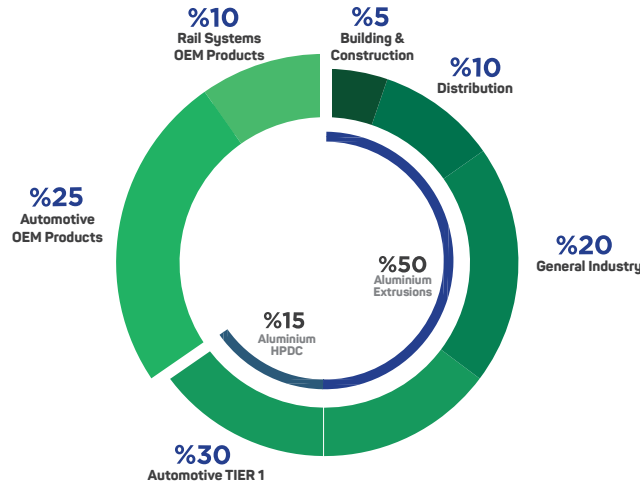


125.000 m²
PRODUCTION AREA



ANNUAL 34 THOUSAND
TONS OF ALUMINIUM
CONSUMPTION

Industries We Serve



Since 1975...

1975

The foundations of Yeşilova Group were laid

Ali İhsan Yeşilova laid the foundations of the step that would transform his business, which he started with an apprenticeship in a small shop of 20 square meters, into one of the leading industrial enterprises in Turkey today.

1988

Transition to industrialism

As a result of Ali İhsan Yeşilova's meeting with the senior manager of an automotive company operating in Bursa in 1988, Canel Automotive was established for the production of aluminium parts used in the automotive sector. This investment was also the beginning of the automotive business that grew over time.

1990

Initial profile production

Cansan Aluminium, the second industrial subsidiary of Yeşilova Holding, was established because the problems experienced in the economic and commercial field of the period brought along problems in aluminium supply and this situation necessitated the production of profiles for the Group.

1993

Investment in electrostatic powder coating

In parallel with the developments in the industry, Yeşilova Holding launched the Can Metal brand with its investment in electrostatic powder coating for the colouring of aluminium profiles.

2002

Initial works of R&D Centre

In order to contribute to the competence and knowledge of the group in the field of industry, the first research and development studies started in Yeşilova R&D Centre.

2009

The road to foundry with Can Metal

In line with the developments in the automotive industry and the demands in this direction, Can Metal moved to its new production facility in Hasağa OSB and started the production of aluminium high pressure die casting parts.

2017

Hello' to lodging industry

Instead of Can Aluminium's store in Bursa City Square, where aluminium profile materials were sold, Holiday Inn Bursa City Centre, a branch of Holiday Group, one of the international hotel chains, was opened. With this investment, Yeşilova Holding entered the tourism sector.

2018

Specialization in rail systems

Due to the increasing use of aluminium metal in the field of transportation systems over time, Canray Transportation, which carries out aluminium rail system applications, was established.

2018

We are now in Germany

Cansan Aluminium Profile GmbH was established in Frankfurt to provide profile solutions for many industries, especially the automotive and energy sectors in Germany.

2021

Automotive wing is growing

While Canel Automotive expanded its production area with the projects it took, the company's second factory started to operate in Hasanağa Organized Industrial Zone.

2022

Unification under the roof of Yeşilova...

Yeşilova Holding, which has been carrying out investments and activities that create added value for the country's economy and society for half a century with the goal of creating sustainable and value, continues its journey by uniting all manufacturing brands under the Yeşilova brand in the new period.

For more detailed information about Yeşilova Holding and its companies, visit <https://www.yesilova.com.tr/>



CAN ALUMINIUM

Can Aluminium, which started its activities with aluminium trade in 1975, today sells all sorts of aluminium profiles, sheets, accessories and composite sheets needed by the industry, construction and furniture sectors. Can Aluminium, which has achieved many firsts in its sector since its establishment, adds value to the country's economy with its qualified solutions in the sectors it serves. As one of the largest aluminium sales and processing centers in Europe in terms of product range and physical capacity, Can Aluminium serves the entire national market through its central store in Bursa, service center in NOSAB, logistics center in Ankara, sales and marketing units in Istanbul and Ankara, and an extensive network of sales points across many cities and towns in Türkiye. In addition to CNC cutting, bending, and processing services, Can Aluminium meets customer expectations at the highest level thanks to its machinery park equipped with advanced metal processing technologies.



YEŞİLOVA AUTOMOTIVE

Yeşilova Automotive, which serves the commercial and passenger automotive industry—particularly with aluminium vehicle frames, roof racks, trunk and ventilation covers, shock absorbers, and sunroofs—was established in 1988 in the Ovaakça region of Bursa. With its technical competencies and high-quality production policy, Yeşilova Automotive has succeeded over the years in becoming a solution partner for some of the world's leading automotive companies. The company continues its operations with a focus on visual and functional excellence, aiming to lighten vehicles within the framework of environmentalism and sustainability principles. In 2021, the company launched an additional production facility in the Hasanağa Organized Industrial Zone for the manufacturing of structural parts. Specializing in lightweight aluminium solutions particularly for electric vehicles, Yeşilova Automotive continues to push the boundaries of reliability, quality, sustainability, and innovation. Holding IATF 16949, ISO 14001 and ISO 50001 certifications, Yeşilova Automotive manufactures for major global brands including Ford, Hyundai, KIA, Renault, Stellantis, Togg, Mercedes, MAN, Dometic, and ISUZU. With a strong logistics network across Europe, Asia, and America, the company continues to strengthen its collaboration with OEMs and enhances its brand recognition and customer satisfaction by leveraging the advantages of being an integrated facility.

Our Companies



YEŞİLOVA EXTRUSION

Yeşilova Extrusion, which has fully integrated and high-tech extrusion production systems, produces fine-tolerant, special alloy aluminium profiles. Founded in 1990, Yeşilova Extrusion is one of the leading aluminium profile manufacturers in Turkey today and has a production capacity of 55,000 tons/year with its modern factory equipped with high technological equipment. Yeşilova Extrusion, which continues its production with mould manufacturing, profile production, electrostatic powder coating, anodized coating, machining operations, and an integrated service approach, continues to produce all kinds of industrial profiles, furniture profiles, construction profiles, solar profiles, and automotive profiles. Strengthening its expertise in aluminium and its alloys with Yeşilova Holding R&D support, Yeşilova Extrusion exports more than half of its production to over 30 countries, delivering the most sophisticated products at the most demanding tolerances. It also holds IATF 16949, ISO 9001, ISO 14001, ISO 45001, Qualicoat, Qualanod, TS 12020-1, ISO 27001 and EN 15088 certificates, continuing to create added value through national and international collaborations.



YEŞİLOVA DIE CASTING

Can Metal, which started its activities in 1993, started its production life with its expertise in electrostatic powder coating for the colouring of aluminium profiles in parallel with the developments in the industry. Since 2009, in line with the developments in the automotive industry and the demands in this direction, it has moved to its new production facility in Hasanağa OSB and continues to produce aluminium high pressure die casting parts. Can Metal, which has provided sustainable growth with the investments made since the first day of its operation, makes narrow-tolerance productions with a machine park that can melt 4 different alloys simultaneously. Can Metal, which has reached an important position in national and international markets today by continuously expanding its production capacity and product portfolio, increases its product and service quality every year with its test centre and highly qualified design and engineering team. Can Metal, which also has high-tech robotic applications with casting, surface treatment, and CNC machining processes, continues its activities with IATF 16949, ISO 14001, ISO 45001, and ISO 50001 certifications, defining fast production, sustainability, and efficiency based on automation as the most fundamental factors for success in casting quality.

Our Companies



YEŞİLOVA HOLDİNG

As a result of the companies under the umbrella of Yeşilova reaching a certain size, it is the central structure created to provide a similar management mentality. In addition to the managerial departments that shape the group, there are also support departments for the synergistic and inclusive realization of various joint activities. In addition to managerial processes such as Management Systems, Human Resources, Finance and Budget Control, support units such as Information Technologies, R&D, and Corporate Communication are also located in the center of Yeşilova Holding.



YEŞİLOVA TRANSPORT

Canray Transportation, the youngest member of Yeşilova Group, was established in 2018. Canray Transportation, which manufactures all interior trim and exterior components such as ceilings, lighting, air ducts, side panels, coatings, side wall fittings, and luggage racks for global railway system companies, designs solutions specific to this purpose, taking into account the importance of lightweight materials in rail systems. Canray Transportation has ISO / TS 22163 (IRIS), ISO 9001, ISO 14001, ISO 45001, DIN 6701, EN 15085 certificates and continues to provide world-class service with important collaborations in Europe, Asia, Africa, the Arabian Peninsula, and recently in the Americas. With its rapid globalization through investment and export initiatives, Canray Transportation exports the majority of its production. Additionally, it has taken a significant role as a solution partner in several major railway projects in Turkey in recent years. These include the Gaziray commuter line, the National EMU trains operating at 165 km/h, and the National High-Speed Electric Train Sets, which will be introduced in 2025 with a top speed of 225 km/h. For these projects, Canray Transportation is responsible for the design and production of all interior trim components, including seats, doors, ceiling groups, lighting, tables, and bistro areas, providing fully integrated solutions for modern rail systems.

Yeşilova Brands

With our goal of creating sustainable value, we have been making investments and carrying out projects that contribute to the national economy since 1975. As part of our Brand Transformation strategy, we are unifying our specialized companies under our umbrella brand, Yeşilova, through a consolidated brand strategy. In this context, we continue our journey by rebranding our companies as follows: Cansan Aluminium, operating in the extrusion field, becomes Yeşilova Extrusion; Can Metal, active in aluminium injection casting, becomes Yeşilova Casting; Canel Automotive, providing automotive solutions, becomes Yeşilova Automotive; and Canray Transportation, offering rail system solutions, becomes Yeşilova Transportation.

 **YEŞİLOVA**
EXTRUSION

 **YEŞİLOVA**
DIE CASTING

 **YEŞİLOVA**
AUTOMOTIVE

 **YEŞİLOVA**
TRANSPORT

 **CAN**ALUMINIUM



*corporate
governance*

» CORPORATE GOVERNANCE

Vision, Mision and Brand Promise

As Yeşilova Holding, we are strengthening the internal potential of our group as we enter our 50th year and reinforcing our strategic goals by taking into account our environmental and social impacts. In this context, we have defined our reason for existence and the universal role we undertake more clearly. Our vision, mision and brand promise are created in harmony with each other, and we are building our future successes on these foundations. In our management model, we reinforce the structure we have designed in a way that our stakeholders can contribute to strategy development and decision-making with the principles of timely accountability and transparency and we continue to support our processes with approaches that will ensure compliance with the legislation.

OUR VISION

A cleaner and better future built on
aluminium

OUR MISION

With our aluminium solutions,
Enabling creation and sustainability in
critical industries

OUR BRAND PROMISE

Secure Sustainable Success

OUR MOTTO

Cooperation & Synergy


As Yeşilova Group, in our continuous development journey, some concepts that we have internalized and made a part of our group culture have been included among our values and principles, which are the basic components of our culture that we have defined to transform into our behaviors and ways of doing business, through a natural development process over time. As of 2024, as a result of this development, our principle of 'being agile' and our value of 'being egalitarian' have taken their place among the principles and values of our group.

Our Principles




Being Team

We communicate sincerely,
Share the common goal,
We shoulder the burdens together,
We become happy.



Being Targeted

We set our strategies,
Work in a planned manner,
Closely monitor our task,
Active success.



Being Agile

Understanding changing conditions,
Taking quick actions in response to developments,
Adding dynamism to our work,
Putting us one step ahead.



Being Innovator

We question the existing,
We are excited about change,
We imagine the future,
We become creative.

Our Values



Being Transparent

Listening to each other,
Expressing our ideas,
Being open to communication,
Remaing trustworthy.



Being Positive

Loving life and living beings,
Seeing the beauty,
Nurturing love and goodwill,
Showing respect to everyone.



Being Egalitarian

Seeing diversity as richness,
Always maintaining balance,
Acting justly,
Uniting with our differences.



Being Environmentalist

We love green,
Protect our environment,
Contribute to nature,
Look to the future with hope.

BOARDS, COMMITTEES AND WORKING GROUPS

Yeşilova Holding, which consists of companies in which the Yeşilova family is a 100% shareholder, is referred to as a “Group”. The Group Board of Directors, which is the highest-level management body of the group, consists of the Chairman and a total of 4 members, one of whom is independent. The same structure has been designed for each group company and boards of directors have been established on a company basis. In addition, the progress of company activities is monitored by the Group Executive Board, which consists of the executives of the companies (general managers and holding representatives). The Group Board of Directors Chairmanship and Group Executive Board Chairmanship duties are carried out by different family members, ensuring a balanced distribution of responsibilities. All members of the board of directors, except for the independent members, also sponsor the committees. As of 2024, new committees and working groups have been established within the group to support corporate governance and ensure harmony. These include the Innovation and Entrepreneurship Committee, Balance at Work Committee, Brand Committee, Logistics Working Group and 5S Working Group. In addition, there are structures such as the OHS Board, Disciplinary Board, Suggestion Evaluation Committee and Proposal Evaluation Committee established in the internal processes of each group company.



BOARD

Board of Directors
Group Executive Board
Ethics
Investment



COMMITTEE

Strategy Management Committee
Corporate Risk Management Committee
Sustainability Committee
Innovation and Entrepreneurship Committee
İş'te Denge Gender Equality Committee
Digital Transformation Committee
Brand Committee



WORKING GROUP

Energy Working Group
Quality Working Group
OHS Working Group
Purchasing Working Group
Logistics Working Group
5S Working Group

COMMITTEES

These are teams that have a responsible department within the holding's central organization and work to disseminate the established management approaches to the companies. They are established by a Board of Directors resolution and produce outputs for the Board of Directors.

STRATEGY MANAGEMENT COMMITTEE

» **SPONSOR:** A. Yalçın YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Can Aluminium Representative (s)
Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Büşra Uzun

Samet Kurtuluş
Merve Şengüngör Çelebi
Tuğba Yılmaz, Sinem Sürücü
Yaren Gül
Gözde Üstüner

CORPORATE RISK MANAGEMENT COMMITTEE

» **SPONSOR:** Ali İhsan YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Can Aluminium Representative (s)
Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Özgün Can Damarlı

Aytaç Yarkın
Gönül Vatansever
Tuğba Yılmaz, Sinem Sürücü
Yaren Gül, Tugay Bağcı
Emre Gedik

SUSTAINABILITY COMMITTEE

» **SPONSOR:** Yasemin YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Can Aluminium Representative (s)
Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)
Yeşilova Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Eda Çetintaş

İrem Kırıkcı
Gönül Vatansever, Merve Şengüngör Çelebi
Sinem Koralp
Müge Ergin
Duygu Dülger
Büşra Uzun

COMMITTEES

INNOVATION AND ENTREPRENEURSHIP COMMITTEE

» SPONSOR: Yasemin YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Can Aluminium Representative (s)
 Yeşilova Automotive Representative (s)
 Yeşilova Extrusion Representative (s)
 Yeşilova Die Casting Representative (s)
 Canray Transport Representative (s)
 Yeşilova Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Melih Boz

Ahmet Ayışık
 Ömer Taşkın, Selçuk Kalkanlı
 Yeşilova Ekstrüzyon
 Müge Ergin
 Gözde Üstüner
 Emin Karagözoğlu, Yalçın Şensoy

İŞ'TE DENGİ GENDER EQUALITY COMMITTEE

» SPONSOR: Yasemin YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Can Aluminium Representative (s)
 Yeşilova Automotive Representative (s)
 Yeşilova Extrusion Representative (s)
 Yeşilova Die Casting Representative (s)
 Canray Transport Representative (s)
 Yeşilova Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Görkem Topal, Eda Çetintaş

Can Alüminyum
 Gözde Nur Kalaycı
 Fatih Erdoğan
 Mümin Gül
 Hayriye Öztürk
 Nuray Demircan, Tuğba Özdemir Kasım

BRAND COMMITTEE

» SPONSOR: Yasemin YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Yeşilova Automotive Representative (s)
 Yeşilova Extrusion Representative (s)
 Yeşilova Die Casting Representative (s)
 Yeşilova Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Görkem Topal

Taha Ersel Taş
 Barbaros Ersözlü
 Emre Sezgin
 Melih Boz, Erdal Şen

DIGITAL TRANSFORMATION COMMITTEE

» SPONSOR: A. Yalçın YEŞİLOVA

COMMITTEE MEMBER

Committee Leader

Can Aluminium Representative (s)
 Yeşilova Automotive Representative (s)
 Yeşilova Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Gökçe Saygaç, Melih Boz

Koray Yaratın
 Ceyda Tekin, Erkan Doğu, Emrah Gürcan
 Yasemin Yeşilova, Nuray Demircan,
 Cem Kahramanoğlu, Ozan Davarcıoğlu,
 Selçuk Demir

WORKING GROUPS

ENERGY WORKING GROUP

» **SPONSOR:** Erdiñ KARACAOĞLU

MEMBERS OF THE WORKING GROUP

Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)
Yeşilova Holding Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Murat Yazıcı, **Emrah Gürçan**, Mahmut Çiftçi
Kudret Çırpan, Serkant Akgün
Bilal Özbey
Ali Bulut
Eda Çetintaş

QUALITY WORKING GROUP

» **SPONSOR:** Dilek KARAKAYALI

MEMBERS OF THE WORKING GROUP

Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Hakan Baran, Gönül Vatansever,
Merve Şengüngör Çelebi
Özlem Aktaş, Sinem Sürücü
Dilek Karakayalı, Yaren Gül
Bahar Güler Erdem, Elif Desticioğlu

OHS WORKING GROUP

» **SPONSOR:** Hakan AYHAN

MEMBERS OF THE WORKING GROUP

Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Erkan Doğu, Gamze Durak
Safa Haşimoğlu, Seda Karakaş
İSG Uzmanı
Hayriye Öztürk, İSG Uzmanı

PURCHASING WORKING GROUP

» **SPONSOR:** Yasemin YEŞİLOVA

MEMBERS OF THE WORKING GROUP

Can Aluminium Representative (s)
Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)
Canevi Tourism Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Koray Yaratın
Alper Erk
Tahsin Kip
Büşra Kumru
Serkan Silooğlu
Serkan Çetintaş

WORKING GROUPS

LOGISTICS WORKING GROUP

» **SPONSOR:** Yasemin YEŞİLOVA

MEMBERS OF THE WORKING

Can Aluminium Representative (s)
Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Koray Yaratan
Ceyda Tekin, Oğuzhan Yılankaya
Tahsin Kip
Özgür Gürsoy
Serkan Silooğlu, Ahmet Demirtaş

SS WORKING GROUP

» **SPONSOR:** Ali İhsan YEŞİLOVA

MEMBERS OF THE WORKING

Can Aluminium Representative (s)
Yeşilova Automotive Representative (s)
Yeşilova Extrusion Representative (s)
Yeşilova Die Casting Representative (s)
Canray Transport Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Ahmet Asa
Ali Akman
Burak Öztürk
Müge Ergin
Seray Vatansever



INTERNAL AUDIT, ETHICS AND ANTI-CORRUPTION

Internal audit, which is among the important instruments of governance elements in Yeşilova Holding, is carried out in accordance with its transparent value and the areas of accountability and compliance with ethical rules that support it. The Internal Audit and Risk Unit is structured in the Holding center, not in companies, due to its independence, and operates under the Group Board Chairman.

Internal audits cover corporate, financial and operational areas and are conducted in line with the annual audit plan approved by the Group Board of Directors. These audits are applied in accordance with the generally accepted International Internal Audit Standards published by the 'International Internal Audit Institute' (IIA), relevant local legislation and Yeşilova procedures, and are reported to the Board of Directors. In addition, it is the responsibility of the Internal Audit and Risk Unit to ensure that senior management takes the necessary measures to eliminate identified issues, to monitor the actions taken, and to coordinate and harmonize the audit activities. In this context, both planned and unplanned internal audits were carried out within the group companies in 2024.

Yeşilova Holding and its employees act with ethical, consistent, and social awareness, maintaining zero tolerance towards competition violations, corruption and bribery, while taking into account their values and principles. In cases where business procedures, standards, laws, and regulations may not fully guide all kinds of attitudes and behaviors, a framework of business ethics and codes of conduct based on our company values has been established. To keep this awareness current, posters with the theme 'Ethics Line Listens to You' are displayed in common areas, and regular ethics trainings are conducted throughout the year. Employees, business partners, and all other stakeholders can report any behavior or situation they believe does not comply with these rules and policies to etikhat@yesilova.com.tr, either by name or anonymously. The Ethics Committee, led by the Group Board Chairman, guarantees the confidentiality of the shared information and the protection of the related investigation from retaliation. You can access Yeşilova Holding's 'Code of Ethics and Conduct' at <http://www.yesilova.com/tr/surdurulebilirlik/>.

RISK MANAGEMENT

Risk management processes at Yeşilova Holding are under the responsibility of the Group Board of Directors and are managed in an integrated manner with the main strategies of the Group. Risk management duties and activities are carried out by the Risk Management Committee, which consists of group companies and is led by the Internal Audit and Risk Unit, under the sponsorship of the Chairman of the Board of Directors.

In the risk management process, company strategies and all related processes are evaluated in financial, strategic, operational, reputation, compliance, and ecosystem categories, risks and opportunities are identified, and the system is continuously improved. In this process, we have adopted the globally recognized COSO methodology and follow our processes in 5 steps:

- » Risk Identification
- » Risk Measurement
- » Risk Assessment
- » Mitigation or Transfer of Risks
- » Continuous Monitoring of Risks

In 2024, within the scope of the Corporate Risk Inventory, which is reviewed every three months, a total of 28 risk and opportunity categories have been identified across 6 main areas. Since the risk management process is a living and dynamic system, these categories may increase or decrease over time.



6 Risk Inventories, 212 actions.





OUR STRATEGIC MANAGEMENT APPROACH

As Yeşilova Group, we realize our purpose and vision through stakeholder-oriented strategy management. Moving in the same direction, from vision to individual goals, is a fundamental part of our corporate culture. We have a Strategic Management Approach designed to achieve both corporate and individual goals by creating value for the world and society. As Yeşilova Group, we manage this approach with a flow spread over quarterly periods throughout the year, using defined analyses.

Within the framework of our three main strategies set for our group purpose, we regularly review our “Strategy 2025” initiatives, shaped from financial, customer, operation, information/technology, and human/society perspectives for the 2021-2025 period. For Yeşilova Group, 2025 is not just a year, but a milestone celebrating our 50-year success story. In honor of this significant year, we are preparing a new strategic plan called “Strategy 0.50.” This plan is designed to adapt to the requirements of the future and to guide our Group towards long-term, sustainable success.

We implement the objectives of Yeşilova Group companies in alignment with these strategic priorities, ensuring they are realized in a harmonious manner.

Our Strategic Management Policies

As Yeşilova Group, we base our strategic management, which supports our Purpose and Vision, on the following principles:

- a) **Stakeholder Expectations Policy:** We take into account the expectations of our internal and external stakeholders.
- b) **Strategy Formulation Policy:** We adopt a participatory approach, consider risks, and ensure clear communication when setting strategic directions.
- c) **Corporate Performance Policy:** We compare our performance with the industry, using these insights for continuous improvement.
- d) **Strategy Deployment Policy:** We communicate our strategic priorities at all levels and share them with relevant stakeholders.



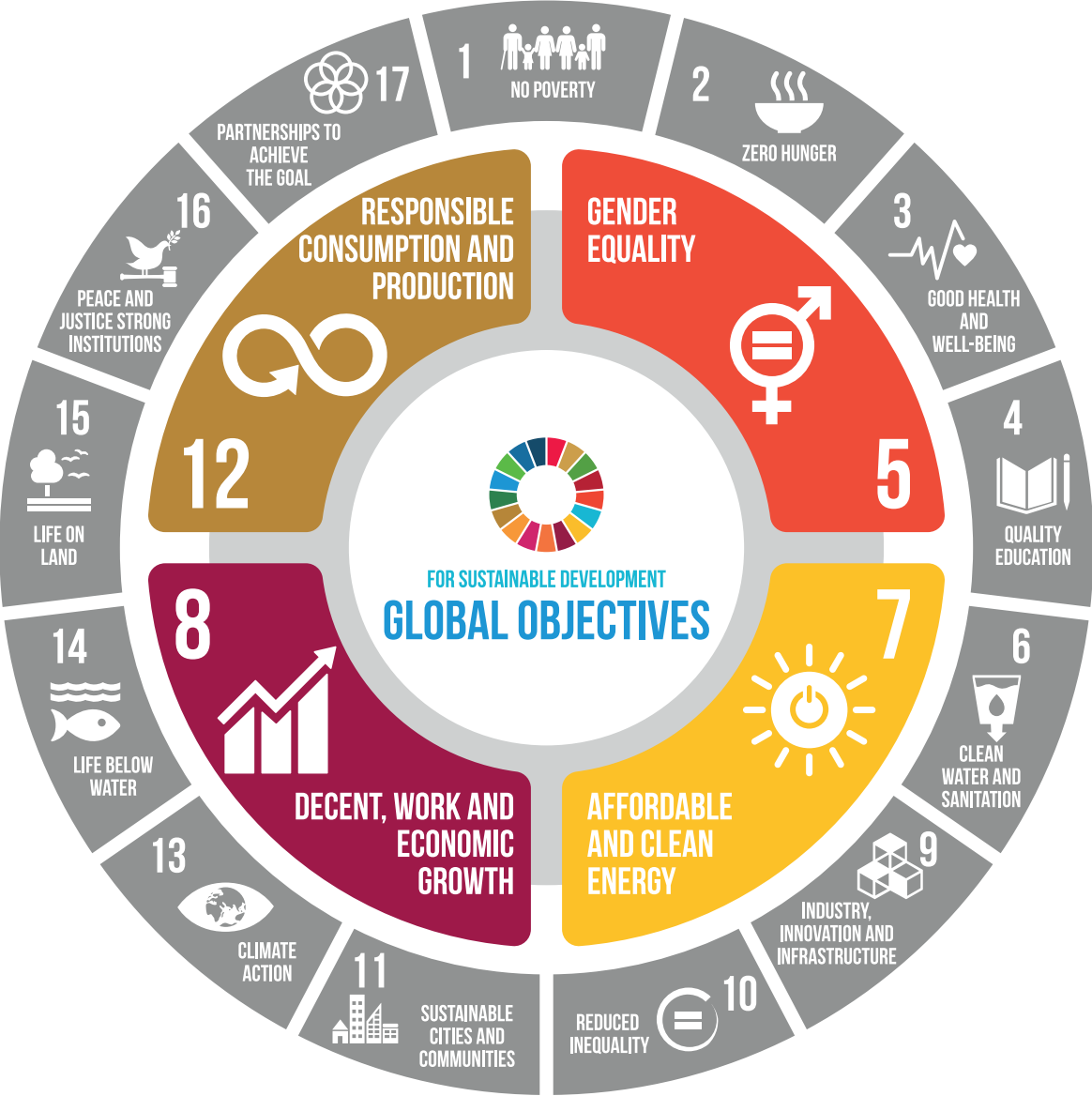
OUR SENSE OF SUSTAINABILITY

We place sustainability at the center of our way of doing business with our purpose and strategy studies we carry out throughout the group. Yeşilova’s 3 main strategies are in a unity when considered from the perspective of sustainability. This integrated relationship is as follows;

While Increasing Our Market Share
To Prepare a Sustainable Future
We are Transforming Our Corporate Culture

While supporting all Sustainable Development Goals (SDGs) as Yeşilova Holding, the goals we prioritize across the group are; Gender Equality (SDG5), Accessible and Clean Energy (SDG7), Decent Work and Economic Growth (SDG8) and Responsible Manufacturing and Consumption (SDG12).

The Sustainable Development Goals (SDGs), in other words, the Global Goals, are a global call to action to end poverty, safeguard the environment, and guarantee that everyone lives in peace and prosperity. However, it is not only states that are responsible for meeting the content of the Sustainable Development Goals, prioritizing and implementing them. These goals should also be understood and implemented as a collective focus of action by companies, non-governmental organizations and all humanity.



As part of our strategy management, we aim to integrate sustainability into all our business processes by analyzing the direct or indirect links between the initiatives we set each year to achieve our goals and the Sustainable Development Goals (SDGs).

SDG ASSOCIATION OF YEŞİLOVA HOLDİNG GROUP INITIATIVES DIRECTLY/INDIRECTLY

HUMANITARIAN GOALS



WELFARE GOALS



PLANET GOALS



PEACE/PARTNERSHIP



At Yeşilova Holding, we have dedicated our half-century of experience not only to business success but also to contributing to a sustainable future. As we shape aluminum, the most environmentally friendly metal, our commitment to sustainability is built on the pillars of using natural resources more efficiently, creating solutions that touch human lives, and generating social value. This approach not only fulfills our environmental responsibilities but also aims to contribute to the development of society. Our commitment to sustainability and human well-being is reinforced by our participation in initiatives such as the Family Business for Sustainable Development (FBSD), the United Nations Global Compact, and the Women's Empowerment Principles (WEPs). We consider these commitments as guiding principles in all our operations and strategies. In this context, we implement relevant management systems within the framework of the Sustainable Development Goals (SDGs), prioritizing areas such as Gender Equality (SDG 5), Affordable and Clean Energy (SDG 7), Decent Work and Economic Growth (SDG 8), and Responsible Consumption and Production (SDG 12). We support our sustainability approach with policies focused on environmental, social, economic, and governance aspects, with a continuous improvement mindset. Additionally, we ensure that these principles are adopted and implemented by our suppliers.



You can access our sustainability policy, approved by the Yeşilova Group Board of Directors, and our sustainability journey here.



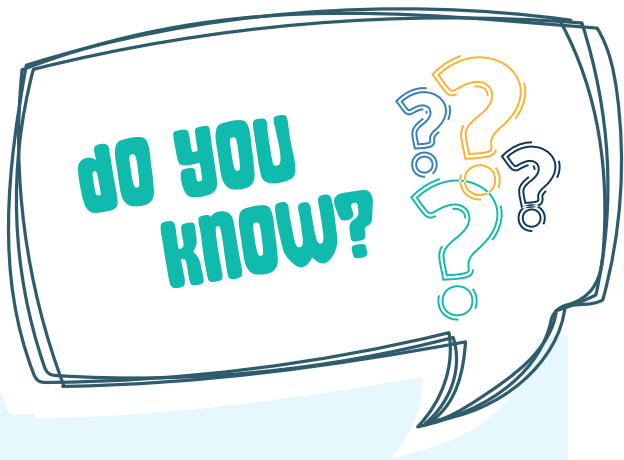
As Yeşilova Group, we are pursuing our sustainability journey in alignment with global goals and our long-term strategies. Since the beginning of this journey in 2020, we have taken significant steps to amplify our environmental and social impacts. By embedding sustainability into our business processes, we not only fulfill our commitments but also create a value chain that benefits our stakeholders. Below, we have summarized the key milestones we have achieved on this journey, year by year.



The 10 principles of the **UN Global Compact** address the core responsibilities of business in the areas of human rights, labor standards, the environment and anti-corruption. By incorporating the 10 principles into their strategies, policies and procedures, companies not only uphold their core responsibilities for people and the planet, but also lay the groundwork for long-term success.

The 10 principles of the UN Global Compact are based on the United Nations declarations, which are universally accepted on the subject. The 10 principles are based on the following declarations:

- Universal Declaration of Human Rights
- Declaration of Fundamental Principles and Rights at Work of the International Labor Organization (ILO) 1659
- United Nations Rio Declaration on Environment and Development
- United Nations Convention Against Corruption





WEPS: The idea of gender equality, which started to be discussed one hundred and fifty years ago with the demand of the women's movement, is expressed by wider masses today and many studies are carried out in order to realize gender equality and to become a part of daily life. The view that gender equality is the most important factor in the development of societies is now accepted at all levels from international organizations to governments, from non-governmental organizations to business world. In addition, civil society, politics and academia, as well as the private sector, assume various responsibilities to spread gender equality to all areas of working life. One of the most important indicators that companies are starting to fulfill these responsibilities is that they are working within this framework by signing the Women's Empowerment Principles (WEPS). The WEPS, which consists of 7 basic principles, aims to contribute to the private sector to strengthen its current work on gender equality, to develop institutional policies and programs, and to analyze its current work, basic indicators and reporting practices. The 7 basic principles consist of:

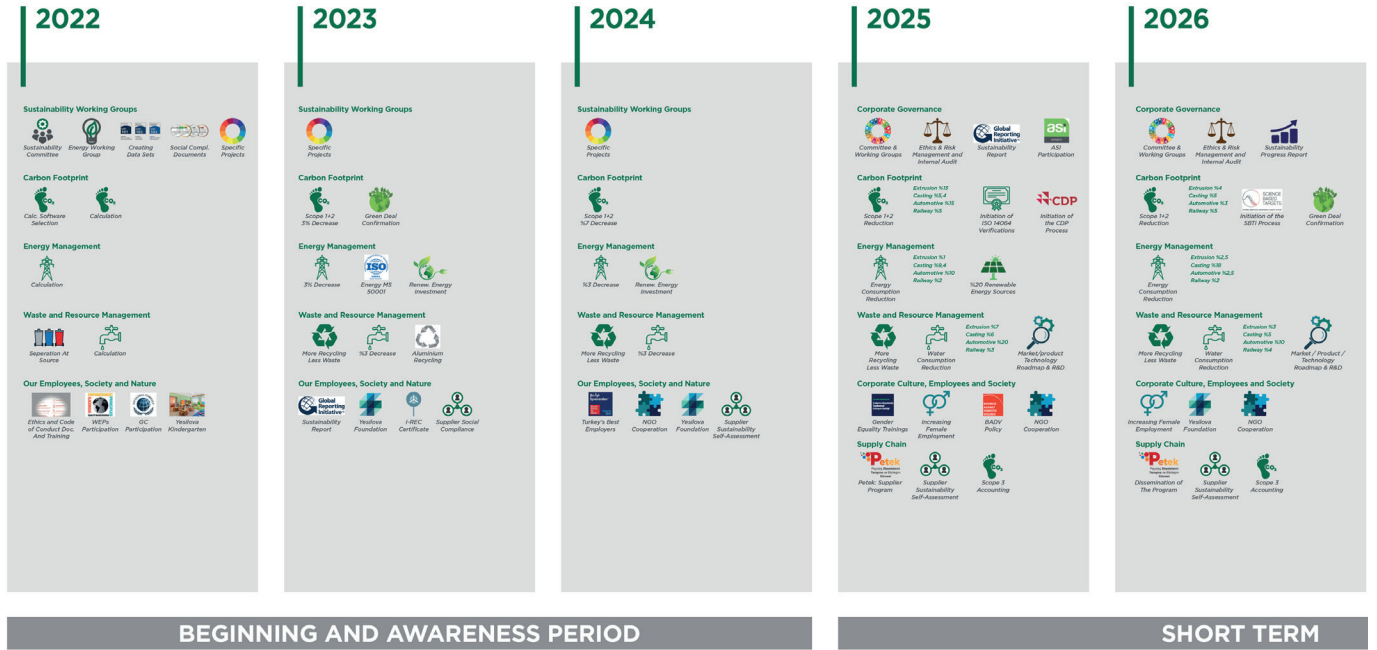
- 1) Establishing high-level corporate leadership for gender equality.
- 2) Treating all women and men fairly at work — respecting and supporting human rights and nondiscrimination.
- 3) Ensuring the health, safety and well-being of all women and men workers.
- 4) Promoting education, training and professional development for women.
- 5) Implementing enterprise development, supply chain and marketing practices that empower women.
- 6) Promoting equality through community initiatives and advocacy.
- 7) Measuring and publicly reporting on progress to achieve gender equality.



We continuously develop our sustainability roadmap in line with our strategic priorities and global commitments. Our first sustainability roadmap for the 2022-2025 period, prepared in 2022, marked a period of awareness and initiation for us. In this context, we have now completed our new roadmap covering the short, medium, and long-term goals for the 2025-2045 period, and we regularly review our progress each year.

Sustainability Road Map

"We are transforming our corporate culture to prepare a sustainable future while increasing our market share"



In line with our four prioritized SDGs (Gender Equality - SDG 5, Affordable and Clean Energy - SDG 7, Decent Work and Economic Growth - SDG 8, and Responsible Production and Consumption - SDG 12), we conducted the Sustainability Engagement Sessions (SES) in 2024 to foster effective communication with our internal stakeholders. With the contributions of our Board of Directors and Executive Committee members, we enhanced the understanding of sustainable development goals within our group companies and shared the steps we have taken in this direction. By addressing our employees' questions, we reinforced the sustainability culture and established a feedback mechanism that encourages active participation in our processes. In 2025, we aim to continue and expand these efforts, further strengthening our internal communications and promoting a more widespread sustainability culture.



Sürdürülebilir Kalkınma Amaçlarında önceliklendirdiğimiz 4 amacı konuşacağımız Sürdürülebilirlik Etkileşim Söyleşilerine katılmaya, aklındaki soruları sormaya ya da öneriler sunmaya ne dersin?

Moderatör: Eda Çetintaş



Umut Özdeş
Eren Erkan



Ümit Semerci



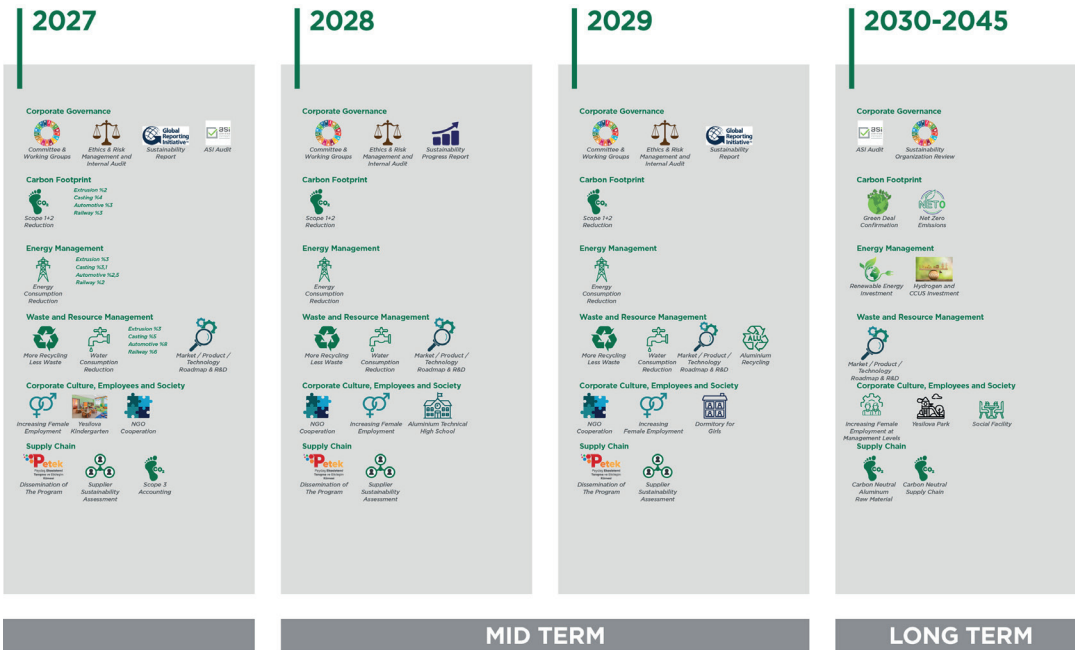
Yalçın Yeşilova



Yasemin Yeşilova



"We are transforming our corporate culture to prepare a sustainable future while increasing our market share"



STAKEHOLDER ENGAGEMENT and ECOSYSTEM

As Yeşilova Group, we evaluate our activities in the aluminum sector by considering their impacts on the United Nations Sustainable Development Goals. We define our ecosystem with our companies and operations at the core, extending outward to include our interactions with the broader "Global Environment."

GLOBAL ENVIRONMENT / WORLD

- Reserves
- Geopolitical Uncertainties
- Disruptive Technologies
- Cyber Attacks
- Digital Transformation
- Energy Crisis
- Demographic Structure
- Social Trends
- Economic Situation
- Natural Resources
- UN SDGs (Sustainable Development Goals)
- Global Warming / Climate Change
- Globalization

INDUSTRY / MARKET

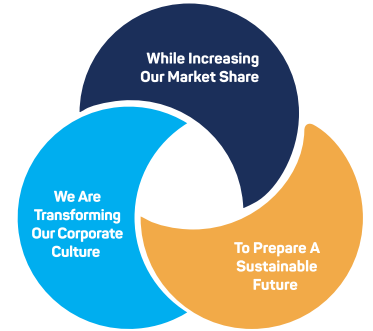
- Competitors
- Target Markets
- Regulations
- Skilled Workforce
- Press and Social Media
- Raw Materials
- Potential Customers
- Innovations, New Ventures

STAKEHOLDERS

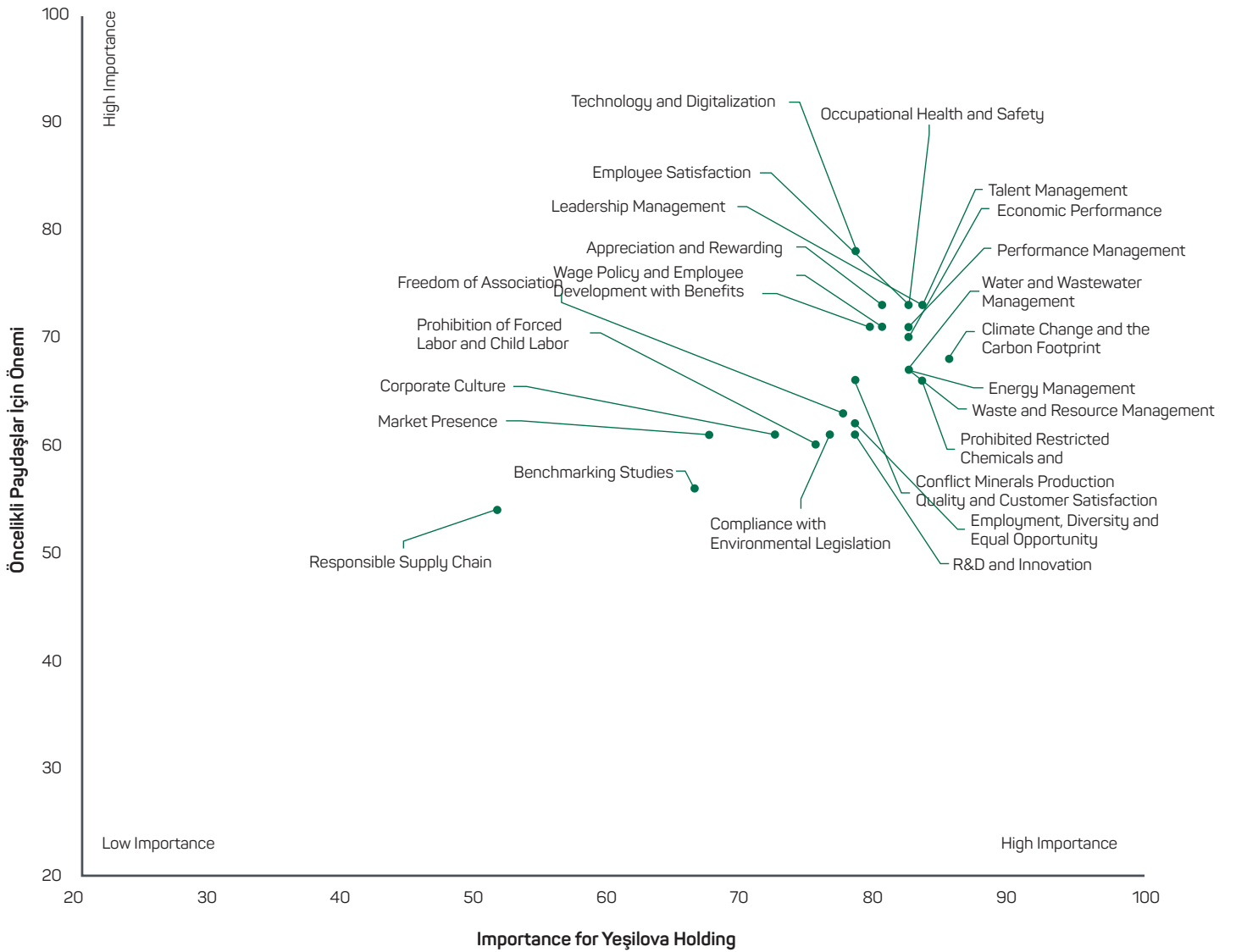
- Business and Governance
 - Shareholders
 - Public Enterprises
- Customers
- Community
- Employees
- Collaborations and Suppliers
 - Suppliers
 - Collaborations



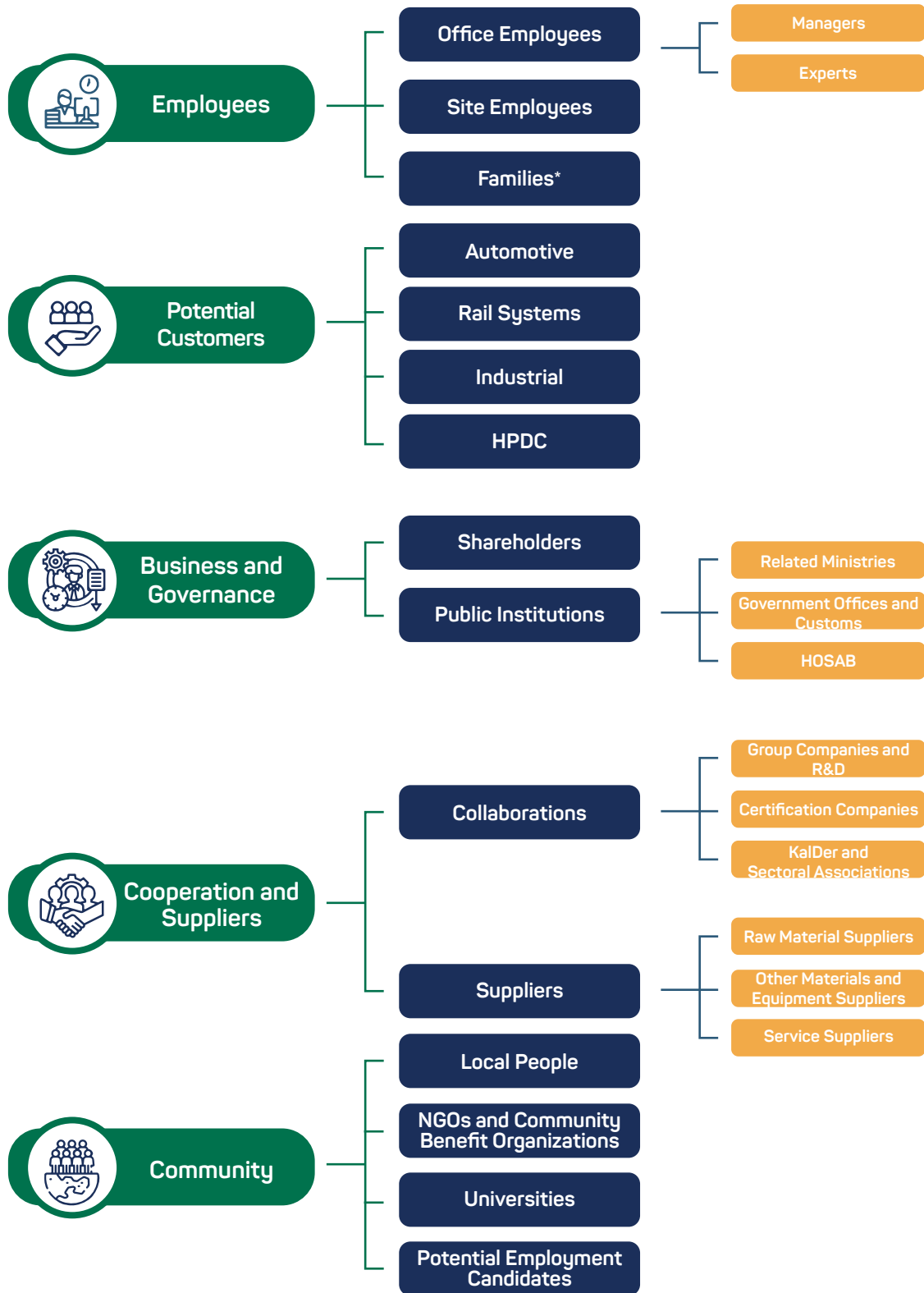
The analyses, methods and surveys defined as part of our strategy process are regularly implemented every year. All these approaches are applied separately in our group companies and consolidated as a group. Stakeholder Analysis is also one of our approaches with structured, annual implementation. Within the scope of this approach, we take the needs and expectations of our stakeholders, whom we influence/are influenced by prioritizing our stakeholders and plan the necessary actions in this direction. In addition, we reach SWOT analysis with the data obtained from other analyzes and surveys including sector evaluation and PEST analysis. After the analysis process, we review our Strategic priorities under the coordination of the Sustainability Committee and determine our priorities within the framework of sustainability. All of our priority issues, which we deal with under three headings, are connected to each other under the umbrella of Corporate Governance and their governance is ensured.



Prioritization Matrix



We group our primary stakeholders as our Employees, Customers, Business and Governance, Collaborations, Suppliers and Society.



The stakeholder communication plan on when and how to communicate with which stakeholder after the stakeholder analysis is created separately for each group company. It is regularly maintained through the communication channels determined throughout the year.

** In the stakeholder analysis, employees' families are also considered as an important stakeholder. While it was possible to be included in the "Society" group, it is evaluated in the "Employees" group because it is seen as part of the Yeşilova family. This perspective, which also enables families to feel their commitment and belonging, is one of the characteristics that make our Group different.*

COMMUNICATION WITH PRIORITY STAKEHOLDERS

| STAKEHOLDER | | PLATFORM/VEHICLE | FREQUENCY |
|------------------------------|--|---|----------------------------|
| Employees | White Collar Employees | Internal Communication | Continual |
| | Blue Collar Employees | Network (Notice Boards, Ethics Line, Wish Tree, e-mail, etc.) | |
| | Employee Families* | Corporate Website Corporate | Continual |
| | | Social Media Accounts | Continual |
| | | Surveys | Annual |
| | | Employee Sharing Meetings | Annual |
| | | Monthly Reports Sustainability Report | Monthly |
| | | | Every Two Years |
| Customers | Group Companies | Visit | Monthly, If Required |
| Potential Customers | Automotive | Meeting | Monthly, If Required |
| | Rail Systems | Survey | Annual |
| | Industrial | Ethics Line | Continual |
| | HPDC | Corporate Social Media Accounts | Continual |
| | Building, Construction and Furniture | Sustainability Report | Every Two Years |
| Business and Governance | Shareholders | Visit | Monthly, |
| | Public Institutions | Meeting | Monthly If Required, |
| | | Survey | Annual If Required Annual, |
| | | Declaration Notifications | Every Two Years If |
| | | Sustainability Report | Required |
| Collaborations and Suppliers | Collaborations | Meeting | Monthly, Monthly If |
| | - Group Companies and R&D | Survey | Required, Annual If |
| | - Certification Companies | Ethics Line, | Required |
| | - Research Institutes | Corporate Social Media | Annual, If Required |
| | - Sectoral and Non-Sectoral Associations, Trade Unions | Accounts | |
| | | Sustainability Report | Every Two Years |
| | Suppliers | | |
| | - Service Suppliers | | |
| Community | - Domestic/International Educational Institutions | | |
| | - Raw Material Suppliers | | |
| | - Other Materials and Equipment | | |
| | Local People | Meeting | If Required |
| | NGOs | Survey | Annual |
| | Universities | Ethics Line | Continual |
| | Potential Employment Candidates | Corporate Social Media Accounts | Continual |
| | | Sustainability Report | Every Two Years |

CORPORATE MEMBERSHIPS IN ASSOCIATIONS AND UNIONS

- » **ARUS** Anatolian Rail Systems Cluster
- » **AYİD** Aluminium Surface Treatment Association
- » **BTSO** Bursa Chamber of Commerce and Industry
- » **BUIKAD** Bursa Businesswomen and Managers Association (Board Member)
- » **BUSİAD** Bursa Industrialists and Businessmen Association
- » **EAA** European Aluminium Association
- » **Global Compact** Global Compact United Nations
- » **HOSAB** Hasanağa Organized Industrial Zone
- » **İMMİB** Istanbul Mining Metal Exporters Association
- » **İMSAD** Turkish Construction Material Producers Association
- » **İMSİAD** Construction Contractors Industrialists and Business People Association
- » **İSSİAD** Istanbul Street Industrialists and Businessmen Association
- » **KALDER** Bursa Branch (Board Member)
- » **KOSGEB** Small and Medium Enterprises Development and Support Administration
- » **MAKSER** Furniture Accessories Manufacturers Association
- » **OİB** Automotive Industry Exporters Association (Member of the Supervisory Board)
- » **TAİDER** Family Businesses Association (Board Member)
- » **TALSAD** Turkey Aluminium Industrialists Association (Chairman of the Board)
- » **TAYSAD** Association of Vehicle Supply Manufacturers
- » **TOSYÖV** Turkish Small and Medium Enterprises, Self Employed and Executives Foundation
- » **TÜDÖKSAD** Turkish Foundry Manufacturers' Association
- » **TÜSİAD** Turkish Industrialists and Businesspeople Association
- » **WEPS** United Nations Women's Empowerment Principles





***WHILE
INCREASING
OUR MARKET
SHARE***



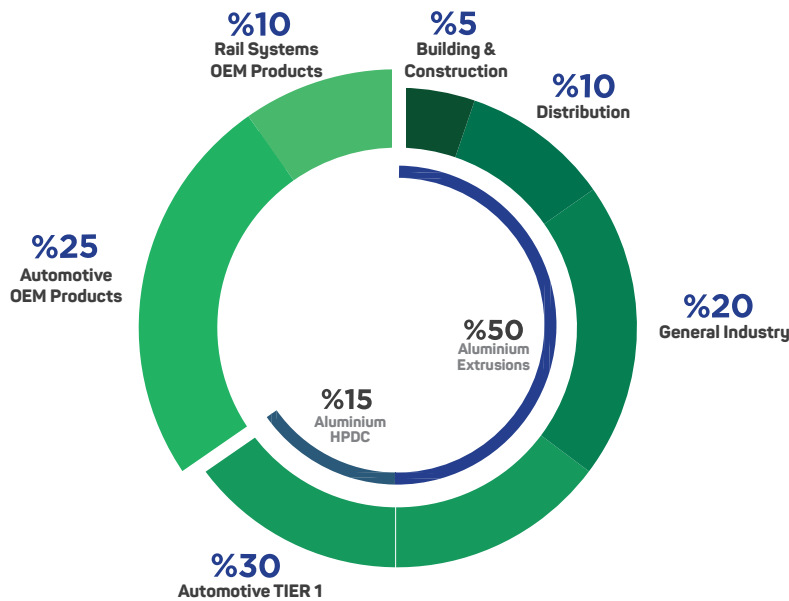
MARKET PRESENCE

Yeşilova Group, which started its commercial life in 1975 with a small store selling aluminum profiles, sheets, accessories and composite panels, has achieved great successes in its long journey to this day. While our company is celebrating its 50th anniversary today, it operates with 5 different production facilities and 9 companies, exports to more than 40 countries and has a strong position among the leading businesses of Turkey.

In this long journey from sales store to production, we took our first step with the production of vehicle frame moldings for Tofaş. Today, we offer integrated solutions from aluminum, the most environmentally friendly metal, primarily to the world's leading automobile and rail transportation brands.

This success story, which has reached its 50th year, was shaped by the contributions of our workforce and business partners, a vision that grows with the goal of continuous innovation and excellence. We will continue to reinforce our leadership in the sector with our production processes that prioritize technology and environmental sustainability in the future.

Industries We Serve



We Are the Solution Partner of Global Brands

OEM's



TIER 1s



COMMERCIAL VEHICLES

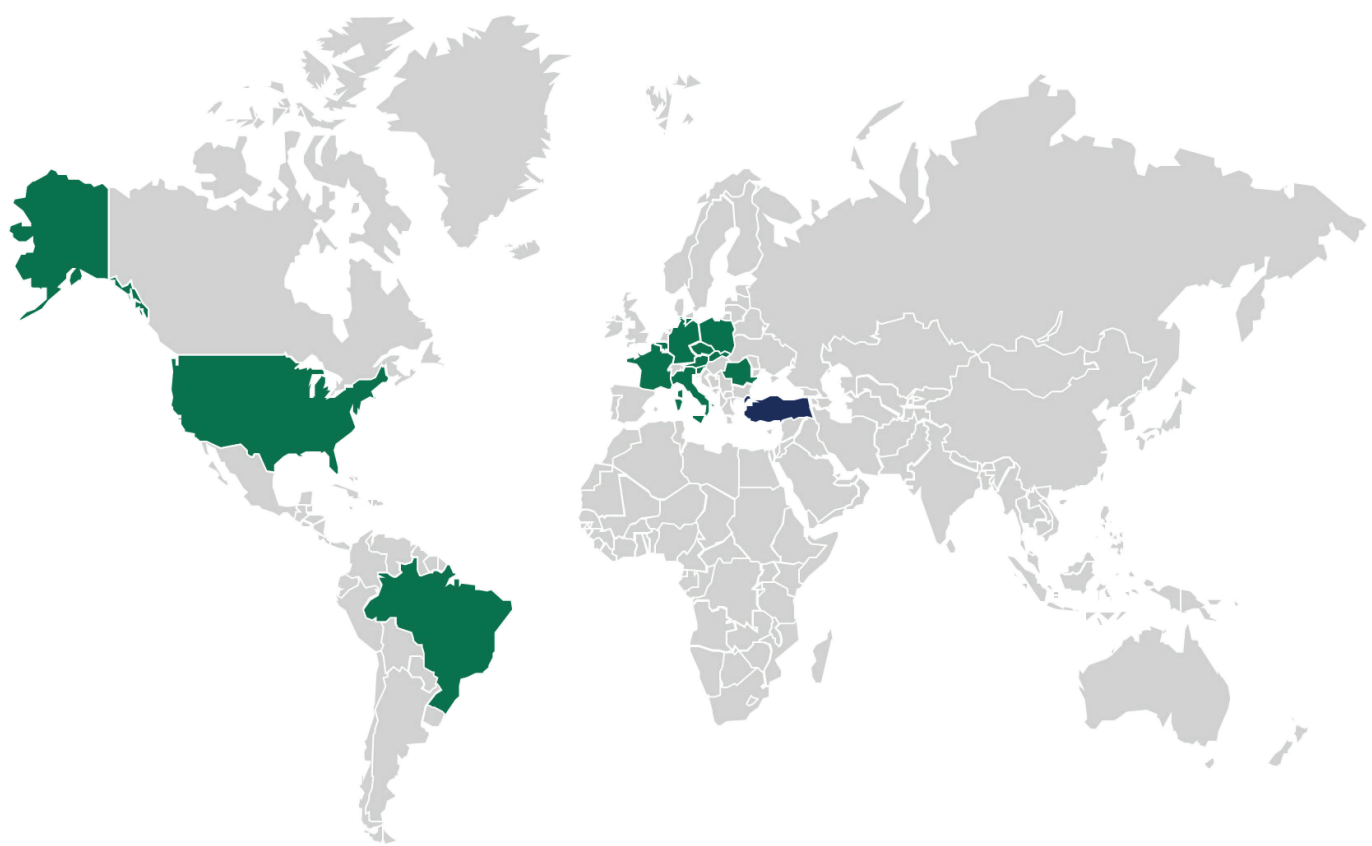


EXTRUSION



RAILWAY SYSTEMS





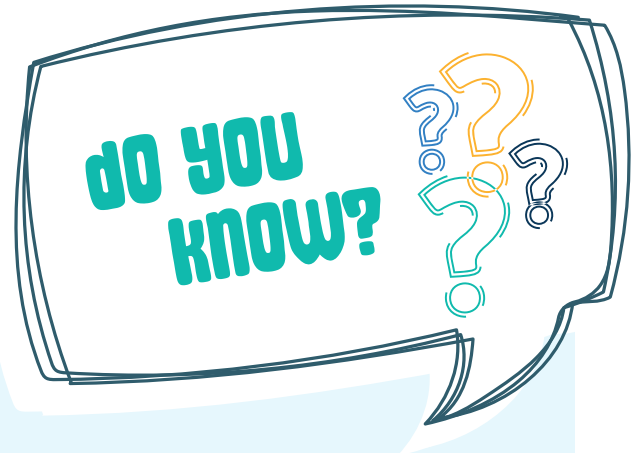
EXPORT TO OVER
40
COUNTRIES

In 2024, we started working on the Turquality process to further strengthen our presence in the global market. After the audit process, which will take place in 2025, we aim to solidify our position in international markets by participating in the program. The Turquality process plays a significant role in enhancing Yeşilova Group's brand strength and contributing to our strategies for operational excellence, sustainable growth, and global competitive advantage.

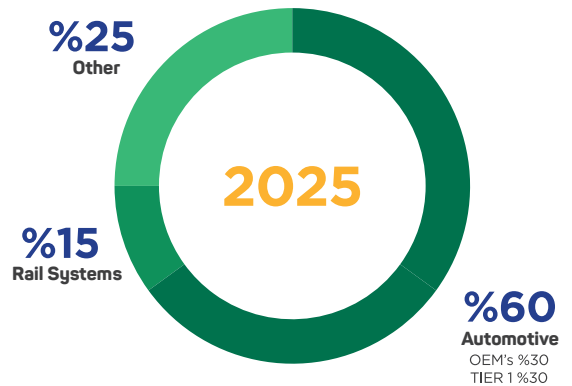
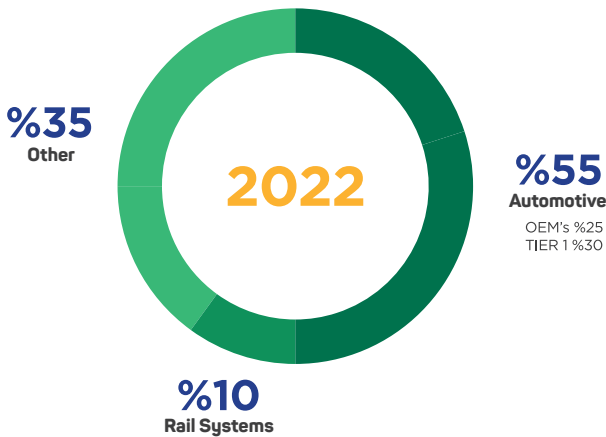
Within the scope of the Turquality process:

- **Branding and Global Competition:** Our goal is to increase our competitiveness in international markets, strengthen brand awareness, and enhance customer loyalty.
- **Operational Excellence:** We aim to align our processes with global standards to achieve increased efficiency and productivity.
- **Financial Support and Investments:** With the incentives provided by the program, we plan to accelerate our growth investments in the global market.
- **Sustainability and Innovation:** By leveraging the global awareness generated by Turquality, we aim to bring our solutions made from aluminum, the most environmentally friendly metal, to broader markets.

TURQUALITY® is the first and only government-supported branding program in Turkey, designed to support the corporate development and institutionalization of companies. It covers all processes from production to after-sales services and helps companies become strong global brands. The program aims to strengthen the image of Turkish products at the global level.



At Yeşilova Group, we are aware of our competitive advantages and value propositions in the market. We present these distinctive features to our current and potential customer groups with attractive and loyalty-generating messages. With our employees who are focused on the same goal, we continuously develop our approach to quality products and services by managing relationships that meet the expectations of our customers. With the support of the Turquality program, while strengthening our leadership in the global market, we will continue our growth investments to be preferred by high-value customers and to increase our business volume.

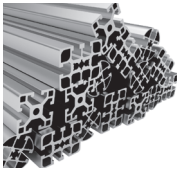




**All Industrial Profile Needs
We Produce Solutions For**

For companies operating in the field of General Industry, we produce products with high durability, visual and functional sensitivity in line with demands.

Main Products:



Sigma Profiles



Refrigerant Profiles



Industrial Door Profiles



General Industry Profiles



Distribution

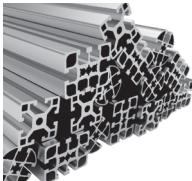
Turkey's Largest Aluminium Sales Center: Can Aluminium

Our distribution channel Can Aluminium has a wide access network with warehouses throughout Turkey. With our strong and rich stock, we provide services by offering standard products as well as special orders, on-time delivery and product customizations.

Industrial Products:

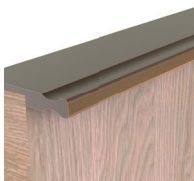


Roll/Sheet/Plates



Aluminium Profiles

Architectural Products:



Furniture



Facade



**Energy &
Solar**

All Industrial Profile Needs We Produce Solutions For

We produce semi-finished products ready for final assembly with corner wedges and covers in line with the demands and needs of the companies producing Energy & Solar Systems.

Main Products:



Sub-Construction Systems



Thermal Solar Collector



Photovoltaic Solar Panel Profiles



For All Rail System Vehicles Interior Trim Solutions

We design and produce innovative and environmentally friendly products that require high engineering skills to be mounted on vehicles such as light rail, subway, high-speed trains.

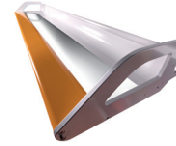
Main Products:



Ceiling Module



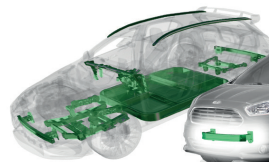
HVAC



Luggage Racks



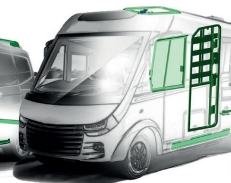
We Shape the Future with Lightweight, Safe and Environmentally Friendly Aluminium Solutions for the Automotive Industry



Passenger Cars



Light Commercial Vehicles



Buses & Caravans Vehicles



Heavy Commercial

ECONOMIC PERFORMANCE

As Yeşilova Group, we continue our investments through our production capacity and the projects we have developed and are involved in. With successful partnerships with the world's leading brands, we look to the future with confidence. While aiming for sustainable success in all the sectors we operate in, we are increasing our turnover and simultaneously raising our employment, maintaining our value-driven growth.



%80

**GROWTH RATE
IN USD AT LAST
5 YEARS**

CAGR %15,9

Trade Fairs We Attend:

Aluminium Dusseldorf 2024



Intermob 2024



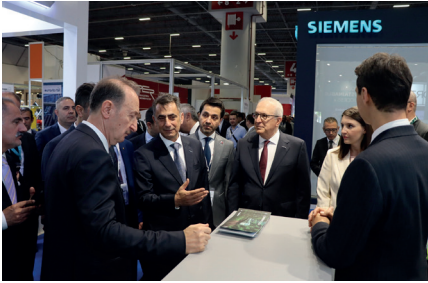
SICAM 2024



Eurogus 2024



InnoTrans 2024



Busworld 2023



New Competencies

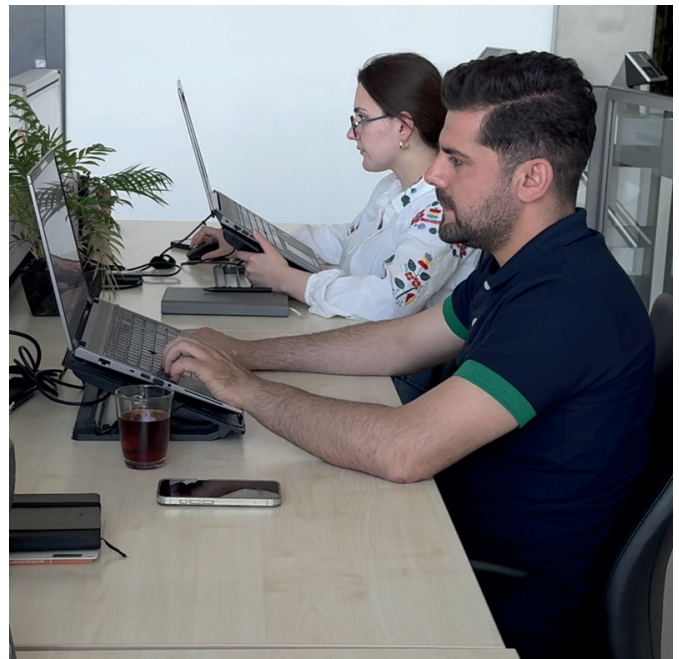
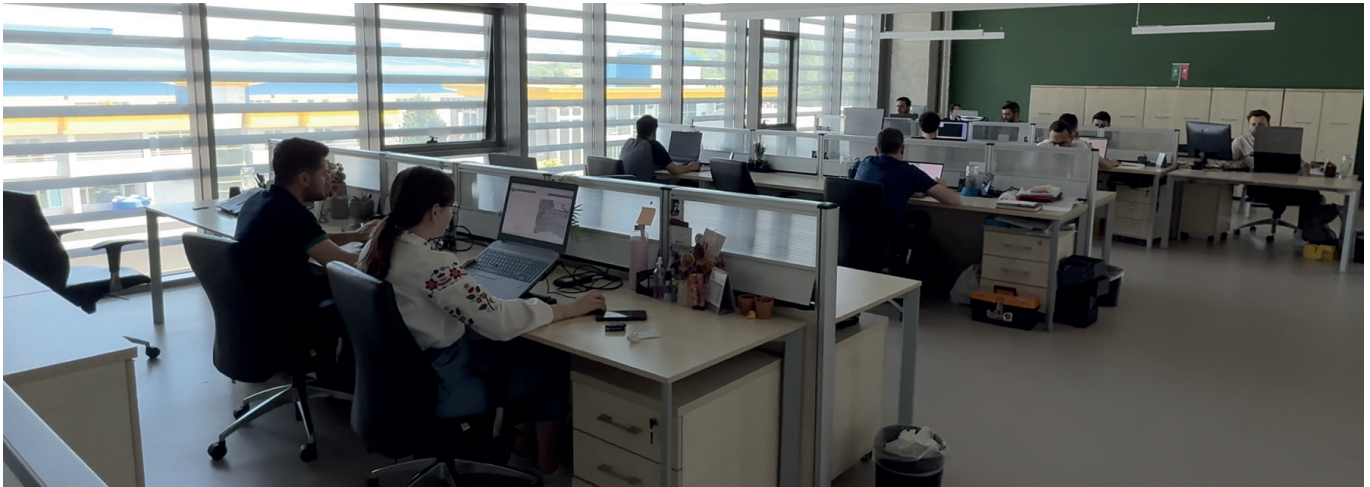
CANRAY TRANSPORTATION DESIGN CENTER

The Engineering and Design Department within Canray Transportation was established in 2018 and was officially registered as a Design Center by the Republic of Türkiye Ministry of Industry and Technology as of August 2023.

The Design Center offers a wide range of products for transportation vehicles such as light rail systems, subways, and high-speed trains. These include aluminum-integrated ceiling modules with lighting systems, ventilation ducts, service hatches, complete roof assemblies, side walls, and glass-frame systems. The product development process follows a holistic approach from the styling phase to 3D design, structural analysis, validation studies, and prototype production.

Canray Transportation Design Center provides engineering solutions to the world's leading rail system manufacturers. In all projects it undertakes, the center assumes full responsibility from product design to pre-production validation processes, carrying out all necessary tests and inspections before mold and manufacturing stages. In doing so, it ensures high quality and efficiency by adhering to the principle of getting it right the first time.

The center's strategic goal is to establish a sustainable design ecosystem with a structure that focuses on science, technology, and innovation, and that is based on continuous improvement and strengthened national and international collaborations. Its design strategies focus on the development of new product groups, the implementation of innovative methods in production processes, and enhancing the company's technological capabilities.



WE GROW WITH OUR ACHIEVEMENTS

We attach great importance to making the financial results achieved by our companies sustainable. We are pleased to be included in the lists of both national and regional industrial organizations with the economic value and employment we have created as a result of our investments with this perspective.

- We are among Turkey's **Top 1000 Exporters**
- We are in Anatolia's **Top 500 List**
- We are included in the **BTSO Top 250 List with two groups of companies**
- We are among the **Stars of OIZ** in 4 Categories
 - Top Selling Company,
 - Top Exporting Company,
 - Company Providing the Most Employment.



We are approaching our vision day by day by continuously increasing the economic values we produce and distribute to our stakeholders. As Yeşilova Holding, we are proud to fulfill our tax responsibilities to the state on a regular basis together with the wages and non-wage rights we offer to our employees.

Economic Value We Produce and Distribute to Our Stakeholders

Economic Value We Generate (Revenues) (Turnover)



Employee Benefits (Salary, fringe benefits, etc.)



Benefit to the State (Tax)



2020 2021 2022 2023 2024



***TO PREPARE
A SUSTAINABLE
FUTURE***

R&D AND INNOVATION



Aluminum is a material that can be recycled infinitely without losing its quality. This characteristic supports both its long-lasting use and resource efficiency. With 75% of the aluminum ever produced still actively in use today, it highlights its critical role in the circular economy.



The recycling process requires 95% less energy compared to primary production, significantly reducing the carbon footprint and minimizing environmental impacts. In this way, aluminum makes a significant contribution to environmental sustainability.



Aluminum, with one-third the density of steel, provides high strength, offering durable and efficient solutions. This results in significant advantages in processes such as design and transportation.



Additionally, aluminum's natural oxide layer makes it resistant to corrosion. This makes the material ideal for applications that require long-lasting performance, minimal maintenance, and high durability even in harsh conditions.

**These data are sourced from the International Aluminium Institute (<https://international-aluminium.org/landing/aluminium-facts/>).*

Inspired by these properties, we shape the most environmentally friendly metal, aluminum, through R&D and innovation for a sustainable world. In line with our innovative principles and eco-friendly values, we are implementing numerous national and international projects to increase the applications of aluminum, enhancing our technology and capabilities to make our products even lighter. In doing so, we support the low-carbon economy and sustainable resource use. Throughout these processes, the use of simulation programs prevents high energy consumption and raw material usage, ensuring more efficient production.

EY INDICATORS FOR R&D

100+
TOTAL PROJECTS

3m€
FUNDS RECEIVED
WITH OUR
INNOVATIVE
PROJECTS

100+
CONTRIBUTION
TO ACADEMIA
THROUGH
SCIENTIFIC
PUBLICATIONS

INTELLECTUAL PROPERTY
REGISTRATION **+50**
ACTIVE PROCESS **+20**

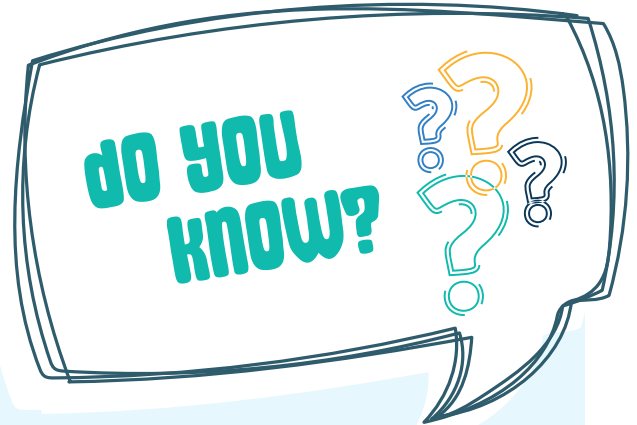
Ford, one of our group's important customers in the automotive sector, is a founding member of the low-carbon aluminum sector commitment led by the "First Movers Coalition" and has committed to providing at least 10% of the total primary aluminum and steel purchased with near-zero carbon intensity by 2030. In line with this goal, our Yeşilova Holding R&D Center continues its raw material and process development studies to meet the secondary aluminum usage rate demanded by the main industry.



We continue our raw material and process development efforts in order to meet the secondary aluminium utilization rate demanded by the main industry.



The First Movers Coalition is a global coalition of companies combining their purchasing power to support decarbonization efforts in the world's largest emitting sectors.



The Market/Product/Technology Roadmap, which we launched in 2023, aims to support sustainable growth by increasing group synergy and to move forward with firm steps into the future. This study, which is directly linked to the corporate strategy, has been implemented in order to shape Yeşilova's future in the automotive sector. It is carried out by a broadly participating team consisting of experts from different functions such as R&D, Business Development, Sales, Corporate Sustainability, Purchasing, Supplier Management, Quality and Product Development. In line with the current expectations and sustainability requirements in the sector (Euro 7 standard, Net Zero targets, lightening studies, etc.), trends in the aluminum sector, demands of OEMs and alternative material solutions are comprehensively evaluated. In this direction, strategic orientations have been determined to have a greater share in both our current products and the solutions we plan to produce in the future. Within the scope of the study; R&D projects that need to be initiated, process investments and necessary resources have been analyzed and our technology and product strategies have been aligned with our global goals. In addition, data obtained from sources such as conferences, fairs, academic collaborations and customer feedback allow us to develop projects that will contribute to the low-carbon economy. With our roadmap, we aim to advance our competencies, increase efficiency by optimizing our production processes and support sustainable growth.



Our R&D Center has been ranked as the 7th company with the highest R&D investment in the “Top 10 Companies with the Highest R&D Spending in the Iron and Non-Ferrous Metals Sector 2023” report published by Turkishtime.

| | |
|---|----------------|
| 1 - Ereğli Demir ve Çelik Fabrikaları T. A.Ş. | 204.799.836 TL |
| 2 - Asaş Alüminyum San. ve Tic. A.Ş. | 113.070.680 TL |
| 3 - Assan Alüminyum Sanayi ve Tic. A.Ş. | 111.098.826 TL |
| 4 - Borçelik Çelik Sanayi Tic. A.Ş. | 68.329.323 TL |
| 5 - Döktaş Dökümcülük Tic. ve San. A.Ş. | 59.795.914 TL |
| 6 - PMS Metal Profil Alüminyum San. Tic. A.Ş. | 38.325.845 TL |
| 7 - Yeşilova Holding A.Ş. | 28.735.228 TL |
| 8 - Kale Kilit ve Kalıp Sanayi A.Ş. | 23.946.192 TL |
| 9 - İsmi Açıklamak İstemiyor | 21.142.243 TL |
| 10 - Çimtaş Çelik İmalat Montaj ve Tesisat A.Ş. | 20.383.802 TL |

SOME OF OUR OUTSTANDING R&D AND INNOVATION PROJECTS

ALBATROSS: Development of battery systems optimized for fast charging, safety and secondary life applications.

The ALBATROSS project is being carried out with 21 partners from 10 different countries under the coordination of Yeşilova Holding. It focuses on the development of a battery carrier that aims to solve the range, cost, reliability and charging time issues in the European electric and hybrid-electric passenger car market. While developing the innovative battery system for the BMW i3 vehicle, the social impacts at the end of the life of the battery pack and system are being assessed in line with the S-LCA principles. The project is planned to be completed in June 2025.



LEVIS: Development of battery packs for electric vehicles with environmentally friendly, lightweight materials.

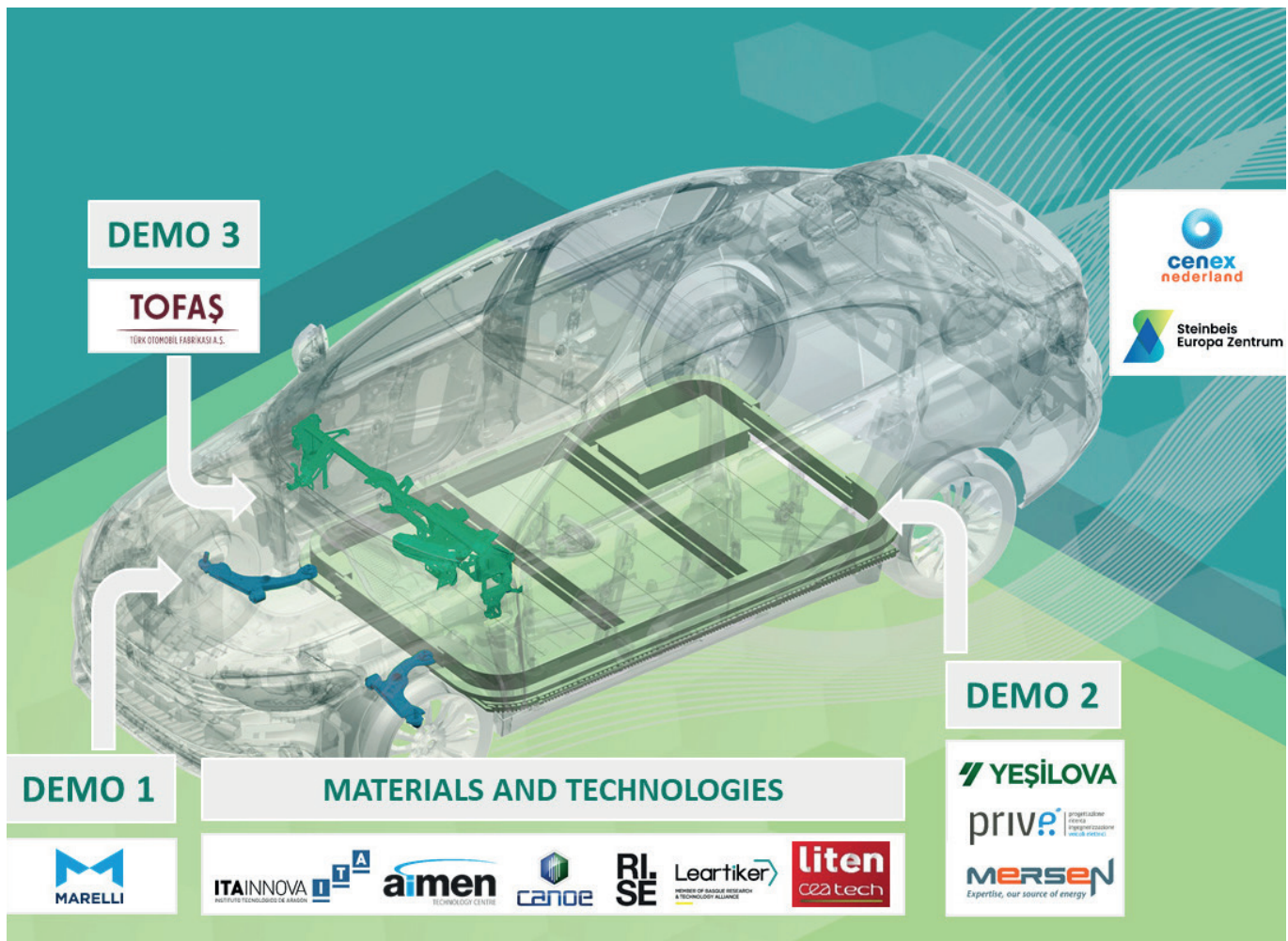
The LEVIS project is a project in which Yeşilova Holding is a partner and aims to develop lightweight, sustainable structural parts for electric vehicles. The project, carried out in collaboration with 13 partners from 7 different countries, aimed to develop lightweight materials and make production processes economical and suitable for multi-material use. Within the scope of the project, components such as the battery box, suspension control arm and dashboard crossmember were developed, and Yeşilova completed the production of the battery box and validated it with tests. The project was successfully completed in 2024.



7% reduced global warming potential (instrument level)
- Eco-design principles and application of LCA and LCC tools



Up to 80% recycling (multi-material structures)
- Separation and recycling of hybrid parts as needed



Sustainability-Focused Product Transformations

We take important steps towards sustainability goals by considering environmental, social and economic factors in the products we develop. In this context, we have reconsidered our Ford F-Max sunroof and Kia Sportage roof rail projects.

Ford F-Max Sunroof Product

The sunroof product, which was put into mass production for the Ford F-Max vehicle in 2016, has been redesigned in line with sustainability goals. The use of secondary raw materials in the plastic of this product, which is completely our own design, has been ensured and the performance verification processes have been successfully completed. After the comprehensive tests, the product was put into operation as of 10/2024.

Applied verification tests:

- Mechanical strength tests
- Microstructure analyses
- Thermal cycle tests
- Chemical resistance tests
- Cycle tests



Kia Sportage Roof Rail Product

The roof rail product, which was put into mass production for the Kia Sportage vehicle in 2021, has been reconsidered in line with sustainability goals. With environmental, social and economic factors coming to the fore, the aluminum profile of the product, whose design is completely ours, will be produced using secondary raw materials (20% Post-consumer + 30% Pre-consumer). After various verification tests are completed, the project is planned to be commissioned as of 04/2025.

Verification tests to be performed:

- Mechanical tests
- Microstructure analyses
- Corrosion resistance tests
- Chemical resistance tests
- Static and dynamic tests



COMPLIANCE WITH ENVIRONMENTAL LEGISLATION

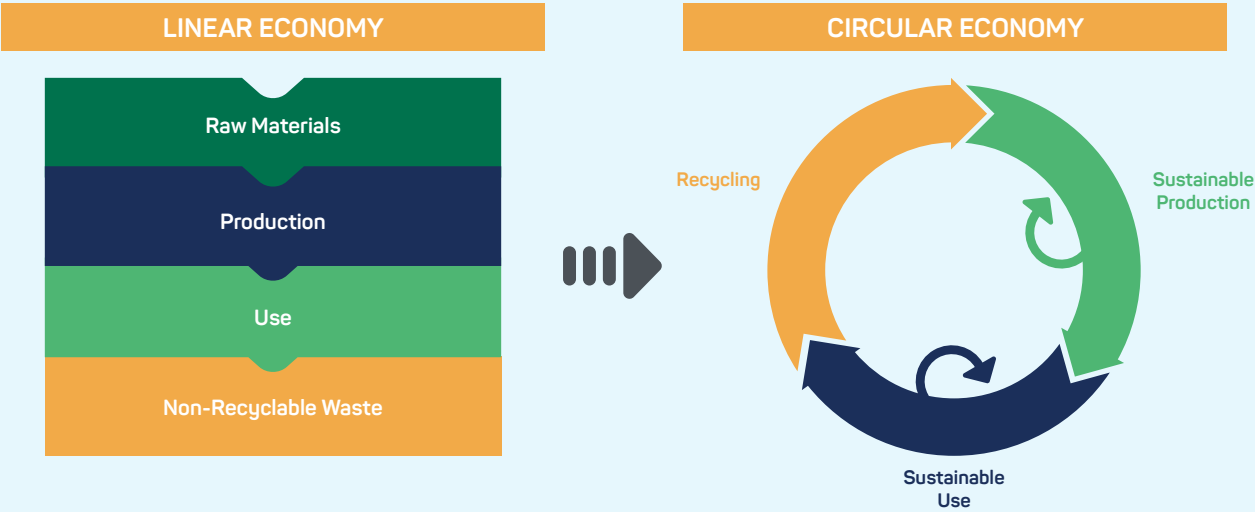
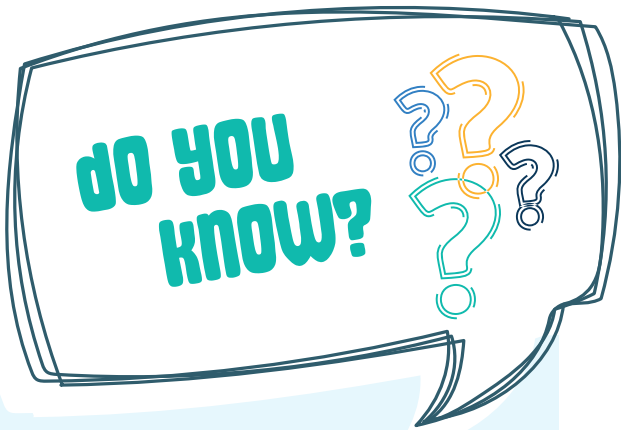
With responsible production and consumption awareness, we are committed to comply with the relevant legal regulations and other applicable conditions in all our production facilities. We are aware of the importance of fulfilling our responsibilities in order not to adversely affect the ecosystem in which we operate and not to harm biodiversity. In this context, we constantly follow our legal obligations, which is one of our basic duties, and continue our activities in full compliance with the legislation.

Yesilova Extrusion, Yesilova Automotive Ovaakça Location, Yesilova Casting and Yesilova Transportation are listed in Annex-2 within the scope of the Environmental Permit and License Regulation, and Yesilova Automotive's factory in Hasanaga Organized Industrial Zone has an out-of-scope document. Within the scope of this regulation, our businesses in Annex-2 have environmental permits for air emission and/or wastewater treatment. In addition, our chimneys are not subject to a continuous monitoring system within the framework of the Regulation on Control of Industrial Air Pollution. In accordance with the Environmental Permit and License Regulation, mandatory periodic emission measurements for air emission permits are carried out every two years in accordance with the legislation. Our businesses are also exempt from the Environmental Noise Control Regulation. Within the scope of the Environmental Impact Assessment (EIA) Regulation, all our production facilities are in the 'EIA Not Required' status and are legally outside the scope of the Regulation on Monitoring Greenhouse Gas Emissions. Within the scope of the Water Efficiency Regulation that entered into force at the end of 2024, our group companies Yeşilova Extrusion, Yeşilova Casting and Yeşilova Automotive are subject to the relevant regulation and studies have been initiated for the compliance process with the legislation. Together with our environmental engineers and consultants, we continue our work to ensure full compliance with all national environmental legislation, not only the specified regulations. We closely follow current legislation changes and facility capacity information and take the necessary actions.

SUSTAINABLE RESOURCE AND WASTE MANAGEMENT

Efficient use of resources and waste minimization are critical to achieving sustainable development goals in today's world. The European Union's Green Deal, announced in 2019, and Turkey's Green Deal Action Plan, published in 2021, aim to accelerate the implementation of circular economy principles by promoting environmental sustainability. These two frameworks focus on preserving natural resources, promoting waste reuse, and reducing environmental impacts in line with carbon neutrality, eco-friendly production processes, and sustainable growth goals. As one of the core strategies of this process, the circular economy emphasizes recycling and efficient resource use. At Yeşilova Group, we prioritize waste and resource management, optimize raw material use in our production facilities and set concrete targets to increase recovery and reuse rates by closely monitoring input and output flows.

While the traditional linear economy model is based on the “take-make-waste” approach, the circular economy aims to prevent waste by reusing resources in production and consumption processes. In this model, raw materials are kept in the cycle for as long as possible, and waste generation is minimized through recovery and reuse processes.



Aluminum, the basic raw material of our production, is a 100% recyclable material. In this context, while ensuring that aluminum is used in the most efficient way in the production process, we take care to recycle the resulting waste into production with closed-loop systems. We reuse the scraps generated in production in our casting facility by continuously including them in the melting process in the internal loop. We send our scraps generated during the extrusion process to licensed recycling companies, convert them back into raw materials and re-include them in our production processes.

We prioritize reusable and recyclable solutions in terms of packaging materials. We use metal cases as much as possible and prefer recyclable wood, cardboard and plastic packaging materials in cases of necessity. In line with our goal of minimizing packaging use, we ship some of our products, which are fully packaged in advance, with minimal packaging to ensure their protection only during transportation. In this way, we reduce resource consumption by using less material and minimize waste generation by preferring recyclable cardboard instead of plastic. We manage natural resources efficiently by optimizing the use of materials in wooden packaging. These studies conducted in our group companies are shared by the working groups we have established throughout the Holding (Logistics Working Group, Quality Working Group, etc.) and we ensure the spread of good practices with our culture of cooperation and synergy. As a result of all these studies, we manage the hazardous and non-hazardous wastes generated in our companies through licensed organizations and declare these processes through the Integrated Environmental Information System of the Ministry of Environment, Urbanization and Climate Change.

With the increase in the production capacity of our group companies and the commissioning of new machinery, there has also been an increase in the amount of non-hazardous waste originating from aluminum. Despite this increase, we manage our waste effectively, direct it to recycling processes and support the use of secondary aluminum. In this way, we both increase our resource efficiency and take steps to reduce our environmental impact.



We know that a sustainable business model is not limited to production processes, but that our individual habits are an integral part of this process. With this understanding, we are determinedly continuing the movement to end the use of single-use plastic and cardboard cups, which we started in 2022.

We have eliminated the use of single-use cups, which reached 150 thousand per month, by switching to reusable glass and polycarbonate cups instead of single-use cups in office, production and social areas. In addition, in the cafeteria process, where the most packaging waste is generated, we have switched to serving beverages with reusable cups through beverage machines instead of beverages served in single-use packaging. Thus, we have significantly reduced plastic waste and prevented food waste by ensuring that our employees buy as much beverage as they need. This practice has been expanded for all cold beverages, ensuring a more efficient resource management.

These steps, which we have implemented in line with responsible consumption principles, reduce our environmental impact while also contributing to significant savings.



We are aware of the importance of education for our employees to fully internalize environmental awareness. In this context, in addition to traditional classroom education, we use gamification methods to make education more fun and effective with the Environment Week events we organize. In order to make the learning process of our employees more enjoyable, we organize interactive activities such as environmentally themed puzzles, puzzles on environmental impact assessment, and visual matching games on waste management to increase both information and participation. In this way, our employees have fun while learning and become an active part of the transformation.



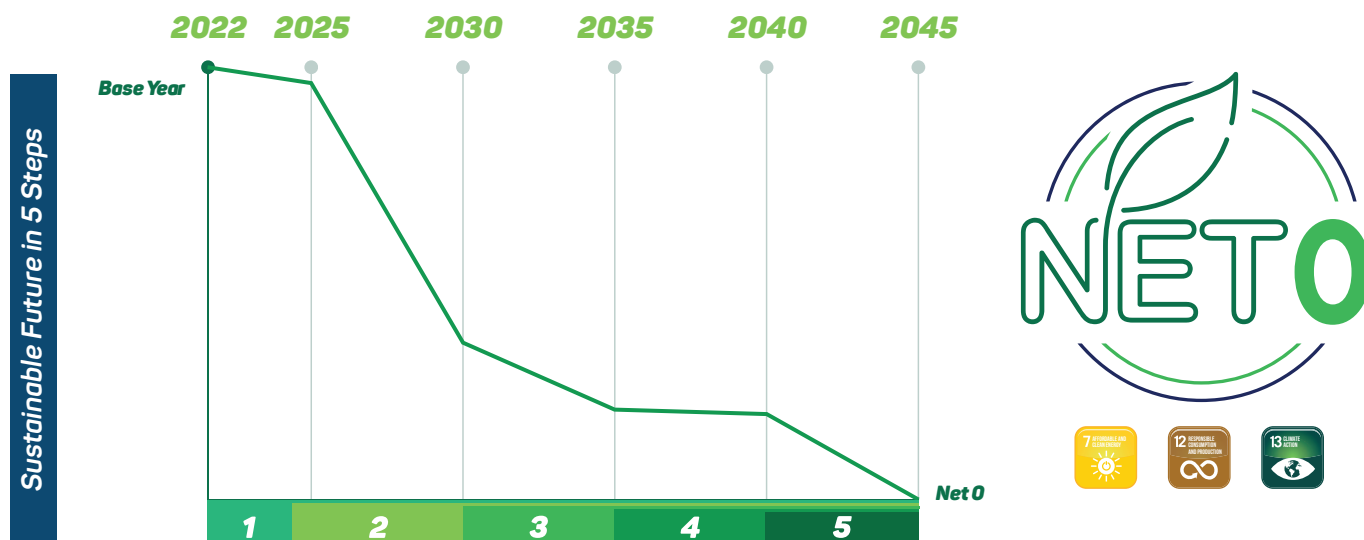
CLIMATE CHANGE AND CARBON FOOTPRINT

Climate change has become an increasingly critical responsibility for businesses, driven by global measures and targets. In line with the European Union's 2050 carbon neutrality target and Turkey's 2053 net zero emission target, set within the framework of the Paris Climate Agreement, we at Yeşilova Holding are committed to reducing our carbon footprint. We are taking strategic steps to comply with global and national regulations, meet customer expectations, and contribute to a low-carbon future.

Following the energy assessments we conducted in 2022, we made our energy management more systematic by implementing the ISO 50001 Energy Management System in our Yeşilova Automotive, Yeşilova Extrusion, and Yeşilova Casting facilities in 2023. Through this system, we are taking the necessary steps to both reduce our carbon footprint and improve our energy efficiency.

To establish our net zero emission target, we launched a project with our Energy Working Group in 2023. Considering national and international regulations (Paris Climate Agreement, Sustainable Development Goals, Science Based Targets (SBTi), International Energy Agency data, etc.) as well as customer expectations, we set our net zero emission target for 2045. In this context, we have developed our roadmap for a sustainable future, focusing on five key areas.

NET 0 ROAD MAP



| | 2022 | 2025 | 2030 | 2035 | 2040 | 2045 |
|-----------------|-------------|------------|------------|------------|------------|--------------|
| YEŞİLOVA | %100 | %96 | %37 | %22 | %21 | Net 0 |



ENERGY EFFICIENCY

We are implementing energy efficiency projects to reduce carbon intensity. We are carrying out improvement studies to optimize energy consumption in our companies and aim to produce more with less energy in our processes.



BEHAVIORAL CHANGE

We are making changes in purchasing habits and ways of doing business in order to support energy efficiency. We encourage suggestion systems and Kaizen applications in order to raise awareness among our employees.



RENEWABLE ENERGY

We started the first 5 MWp GES investment in our HOSAB Campus in 2024. With this investment planned to be commissioned in 2025, we aim to reduce the electricity-related emissions of our campus by approximately 15%.



ELECTRIFICATION

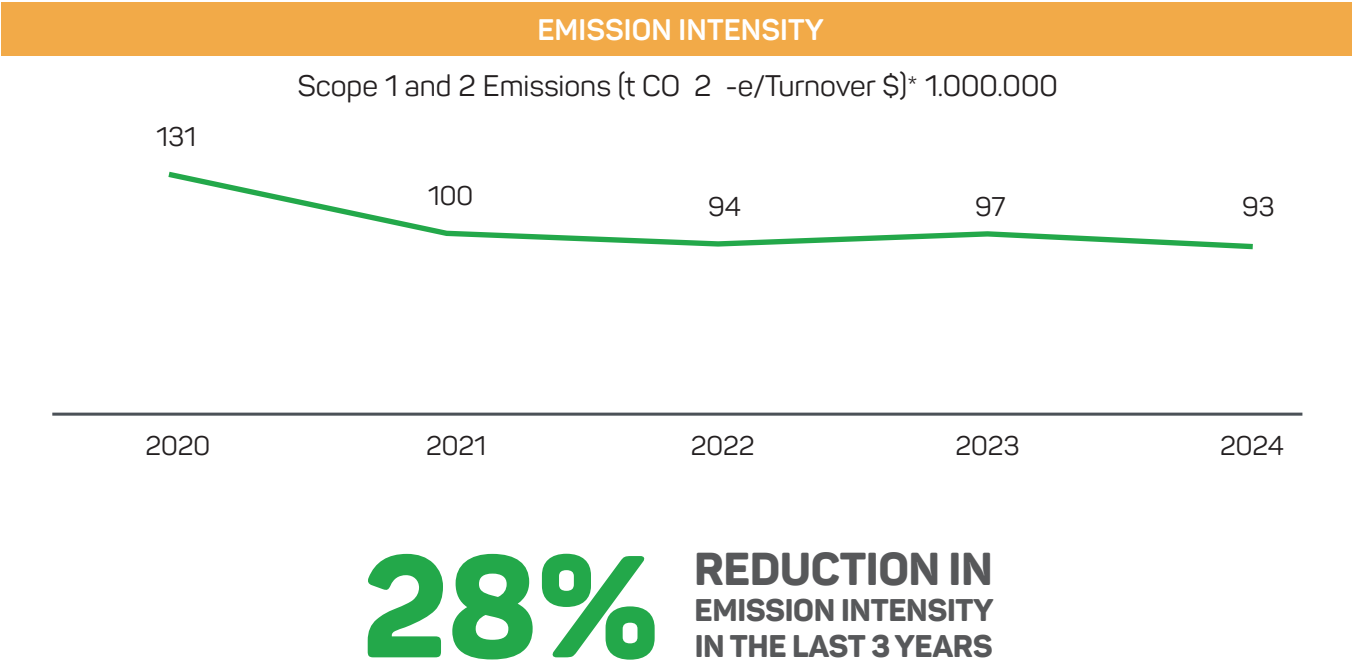
As part of the transformations made in our casting facility, we started to move away from fossil fuels by switching the holding furnaces from natural gas to electric.



HYDROGEN AND CARBON CAPTURE TECHNOLOGIES

We continue our research for hydrogen use and carbon capture projects to zero carbon emissions in the future.

As of the end of 2024, we as Yeşilova Holding have begun to see the effects of the strategic steps we have taken to reduce our emission intensity. Thanks to the improvements we have made since 2020, the energy studies we have conducted and the actions we have taken in 2022, and the energy efficiency projects we have initiated in 2023, we have reduced our emission intensity by 29% compared to 2020. In addition, with the first 5 MWp solar power plant investment to be commissioned in 2025, we aim to further reduce fossil fuel use and take rapid steps towards our Net Zero goals. We share examples of the work we have carried out while reducing our emission intensity under the heading “Energy Management”.



Our Risks and Opportunities in the Context of Climate Change

In addition to the strategic decisions, we make within the framework of addressing climate change, we also carefully evaluate the risks we face and the opportunities that arise in this process. As Yeşilova Holding, under the leadership of our Risk Committee, we regularly review the potential challenges we may face regarding climate change and our carbon footprint, and the opportunities we can create to overcome these challenges. These evaluations help shape the steps we will take to achieve our sustainability goals and also enable us to base our strategic decisions on more solid foundations.

Risks and Yeşilova’s Solutions

Carbon Border Adjustment Mechanism (CBAM) and Regulatory Risk

What Are We Doing? In 2023, we began emission calculations for Yeşilova Extrusion and Yeşilova Casting companies under the CBAM framework and switched to regular data sharing. We extended this process by providing training to our suppliers on carbon footprint calculations. Additionally, we are developing projects aligned with our Net Zero target to reduce our emissions.

Energy Cost Risk

What Are We Doing? We have taken a concrete step to reduce energy costs by launching our first 5 MWp solar energy plant (SES). This investment, which will start in 2024 and be operational by 2025, is expected to reduce electrical emissions on our HOSAB campus by approximately 15%. Furthermore, we are reducing our reliance on fossil fuels by transitioning to electric systems in energy-intensive processes.

Supply Chain Disruptions

What Are We Doing? To ensure sustainability in our supply chain, we are conducting joint projects with our suppliers and collaborating to improve their environmental performance. Additionally, we will launch a training

program in 2025 to strengthen cooperation for building a climate-resilient ecosystem in our supply chain processes.

Water Scarcity and Resource Management

What Are We Doing? We are developing efficiency-enhancing projects in our production processes to reduce water consumption. In Yeşilova Extrusion and Yeşilova Casting, where we use water in our processes, we have achieved significant improvements of up to 50% in water intensity through process reviews. We are also conducting a feasibility study for water recovery.

Opportunities and Areas Assessed by Yeşilova

Low-Carbon Production and Competitive Advantage

What Are We Doing? In line with our 2045 Net Zero Emissions target, we are developing projects to reduce our carbon intensity. By implementing the ISO 50001 Energy Management System, we have systematically organized our energy processes and are taking necessary steps for low-carbon production.

Energy Efficiency and Cost Savings

What Are We Doing? We are reducing carbon emissions and achieving cost advantages by developing efficiency projects in energy-intensive processes. To involve our employees in this process, we encourage Kaizen and suggestion systems.

Transition to Innovative Technologies

What Are We Doing? As part of electrification, we have begun transitioning our furnace systems at the casting facility from natural gas to electricity, moving away from fossil fuels. Looking ahead, we are incorporating hydrogen and carbon capture technologies into our Net Zero roadmap for future assessment.

Green Financing and Incentives

What Are We Doing? We are actively exploring green financing opportunities for our decarbonization projects. In 2024, for our 5 MWp solar power investment, which is currently underway, we utilized our first green loan financing, supported by the International Bank for Reconstruction and Development (IBRD), amounting to 2,980,000 EUR (investment and operational financing). This has enabled us to accelerate our sustainable investments and strengthen our energy transition process. We are closely monitoring the European Union Green Deal process and actively researching financial instruments suitable for our sustainable projects.

Our Activities within the Scope of the Carbon Border Adjustment Mechanism (CBAM)

The Carbon Border Adjustment Mechanism (CBAM), implemented by the European Union in 2023 as part of the Green Deal, aims to align global trade with carbon emissions standards. This mechanism specifically mandates the reporting and auditing of carbon emissions for products exported to the EU, making it essential for companies to enhance their carbon footprints.

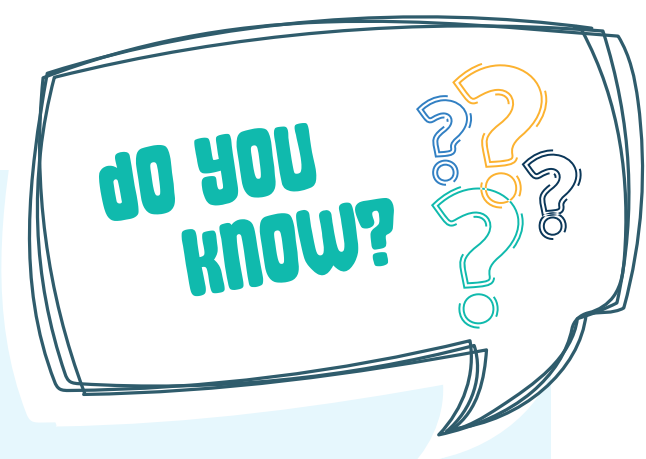
At Yeşilova Holding, we regularly calculate carbon emissions for our Yeşilova Extrusion, Yeşilova Casting, and Can Alumi-num companies to ensure compliance with CBAM regulations. According to our current calculations, our emissions are well below the assumed values set by the European Union. This success offers a significant advantage by preventing our customers from facing any additional tax burdens.

To keep our emission values below the EU’s threshold, we are focused on reducing our carbon footprint within our own production processes. Additionally, we collaborate with our raw material suppliers to source materials with lower carbon footprints, thereby minimizing the raw material emissions included in our calculations.



We also educate and train our suppliers on emission calculations, which is a crucial step in driving low-carbon production processes and ensuring SKDM compliance across our entire supply chain.

As Yeşilova Holding, we are committed to continuously improving all of our processes and working collaboratively to achieve our Net Zero emission goal while supporting the transition to a low-carbon economy.



Carbon Footprint

The total direct and indirect greenhouse gas (GHG) emissions of an individual, organization, or product. It is typically calculated in terms of carbon dioxide equivalent (CO₂e) and includes emissions from activities such as production, consumption, and transportation.

Greenhouse Gas (GHG)

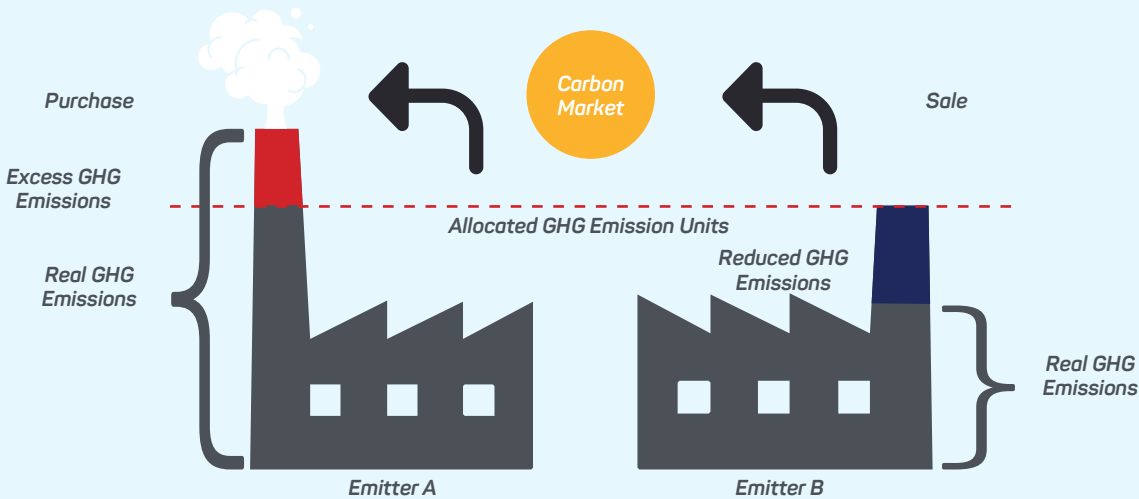
Gases that accumulate in the atmosphere and contribute to climate change. Major greenhouse gases include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and fluorinated gases. The increase in these gases leads to rising global temperatures.

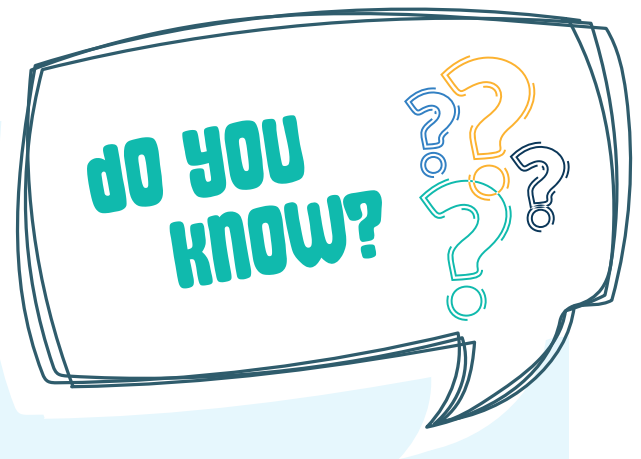
ISO 14064 – Greenhouse Gas Management Standard

An international standard for organizations to calculate, report, and verify their greenhouse gas emissions. ISO 14064-1 focuses on carbon footprint calculations at the organizational level, ISO 14064-2 addresses greenhouse gas reduction projects, and ISO 14064-3 covers the verification processes.

European Union Emissions Trading System (EU ETS)

The EU Emissions Trading System (EU ETS) is a “cap and trade” system that incentivizes companies to reduce emissions by setting a cap on carbon emissions. It was launched in 2005, following the adoption of the ETS Directive in 2003, and is currently in its fourth phase, covering the 2021-2030 period. The system limits emissions to a set upper limit (cap) and allows the trading of emissions allowances (ETS allowances – EUA). Each EUA represents one ton of CO₂ equivalent emissions, and a limited number of allowances are issued annually. Companies with lower emissions can sell unused allowances, while higher-emission companies face additional costs. However, carbon-intensive sectors, such as energy production, aluminum, cement, steel, and fertilizer manufacturing, have been granted free allowances for a certain period to avoid the risk of carbon leakage. From 2026, these free allocations will gradually decrease and be phased out completely by 2034.



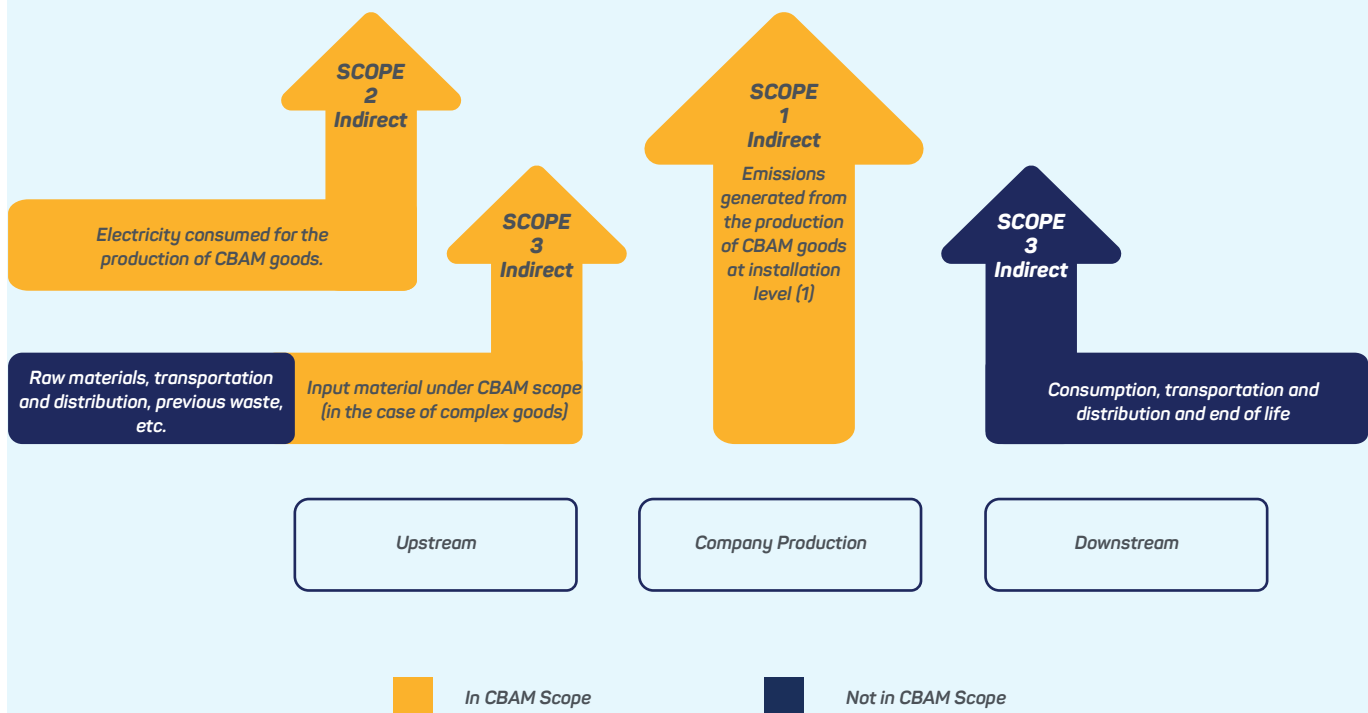


Carbon Border Adjustment Mechanism (CBAM)

The European Union's Carbon Border Adjustment Mechanism (CBAM) is a system designed to prevent carbon leakage. Introduced in 2023, CBAM requires companies importing carbon-intensive products from sectors such as steel, aluminum, cement, fertilizers, hydrogen, and electricity to comply with the EU's carbon pricing. The mechanism aims to ensure that emissions released during the production of goods with high greenhouse gas (GHG) intensity are priced fairly, offering a solution that cleans up industrial production without weakening the EU's climate goals.

Starting in 2026, free allocations will gradually be phased out and by 2034, they will be completely removed. This change aligns with the EU's goals to better control emissions and prevent carbon leakage. Additionally, from 2026 onward, emissions declarations under CBAM will require independent verification and auditing to ensure accuracy. These verifications will be carried out by organizations authorized by the EU or accredited individuals.

During the transition period between October 1, 2023, and December 31, 2025, independent verification by an external body will not be mandatory, and the reporting responsibility will lie with the companies. However, from 2026, the accuracy of declared embedded emissions will be subject to independent verification processes.



ENERGY MANAGEMENT

Energy plays a critical role in combating climate change and managing our carbon footprint. In order to combat climate change and achieve sustainable development goals, ensuring efficient use of energy is one of our fundamental strategies to reduce our carbon footprint. As Yeşilova Holding, we act with the awareness of responsible production and consumption in order to minimize the impact on climate change and contribute to the Sustainable Development Goals (SDGs).

Within the framework of the strategic steps we have taken to reduce energy intensity, we evaluated our energy efficiency potential with the energy studies we conducted in 2022. Thanks to the energy efficiency projects and innovative investments we initiated in 2023, we aim to optimize our energy consumption and reduce our carbon footprint. In this direction, we have made our energy management more systematic and efficient by implementing the ISO 50001 Energy Management System.

The energy sources we use in our production processes are electricity and natural gas, and we procure this energy from energy providers in the region. The renewable resource ratio in the electrical energy we use cannot be tracked at the moment, but we will start tracking the renewable resource ratio in the electrical energy we use with the Rooftop Solar Power Plant (Solar Energy System) projects we plan to establish. In addition, 90% of our forklifts used in transportation activities in production are electric, and the rest use diesel. In case of power outages in our companies, diesel is used for emergency generators.

Thanks to the improvements made within the scope of our energy efficiency projects, we have successfully reduced our energy intensity by 31% in 2024 compared to 2020. Throughout this process, various optimizations in our production processes and infrastructure have not only reduced our energy consumption but also increased our operational efficiency. One of the key areas of improvement has been enhancing the efficiency of furnaces and kilns. By transitioning from traditional natural gas-powered holding furnaces to electrically heated holding furnaces with high thermal insulation and no air contact, we achieved up to 50% energy savings. Automation and insulation improvements in our thermal furnaces have also significantly reduced energy consumption.

In our production processes, we implemented automation systems to prevent unnecessary energy usage. By ensuring that mold thermoregulators operate only when needed, we avoided excessive electricity consumption. We optimized energy use by converting the main scrap conveyor to an automatic start/stop system, depending on the working information from all presses. We also added a drive control unit to the CNC ventilation system, ensuring that the system operates at full capacity only when required. Additionally, by expanding the use of LED fixtures and implementing lighting automation, we increased efficiency. Through heat recovery ventilation, we optimized heat transfer between indoor and outdoor air temperatures, achieving about 40% energy savings. We also added time relays to heating and cooling systems in break areas to prevent unnecessary energy consumption.

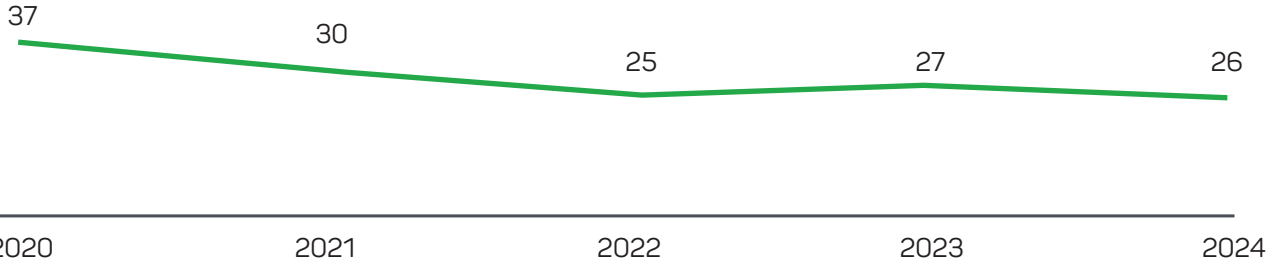
To improve machine efficiency, we optimized our presses by ensuring that the tension hydraulic motor operates only when needed and automatically deactivating the profile cutting saw. These improvements significantly reduced energy consumption. By replacing inefficient old compressors with high-energy-efficiency models, we prevented power losses. Software updates in washing machines to prevent unnecessary equipment from running during the discharge process also contributed to additional savings.

In the upcoming period, we will continue our work on energy efficiency by expanding these successful applications and launching new projects.

31% **REDUCTION IN
ENERGY INTENSITY IN
THE LAST 5 YEARS**

ENERGY DENSITY

Total Energy Consumption (TOE/Turnover \$)* 1.000.000



In addition to our technical improvements to enhance energy efficiency, we also place great importance on raising awareness among our employees about energy savings and carbon footprint. As part of this effort, during our Energy Efficiency Week, we organize the "Add Value to the Future, Add Energy to the Future" event, where we address the impacts of energy efficiency and climate change on our lives through interactive activities. These events create opportunities for our colleagues to increase their awareness while reinforcing learning through fun games, resulting in moments full of sharing and interaction.



You can scan the QR code to watch the video on the side.



We are proud to see the successful outcomes of our firm commitment to sustainable production and energy management. Through our focus on energy management and energy efficiency, we have been included in the “Energy Efficiency Top 100 Research” prepared by Turkishtime. As Yeşilova Extrusion, we stood out in the categories of “Companies with the Most Investment in Energy Efficiency,” “Companies with the Most Investment in Energy Management,” “Companies with the Most Employment in Energy Management,” “Companies with the Most Female Employment in Energy Management,” and “Companies with the Most Investment in Energy Management Training.” These achievements not only reflect our prioritization of efficient resource use but also demonstrate our investment in people and the future.



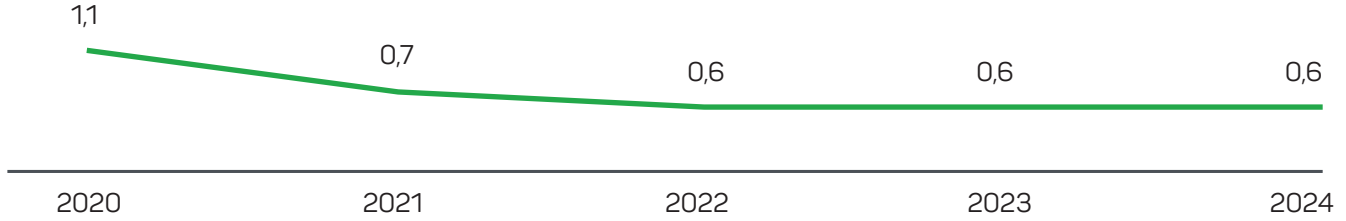
WATER AND WASTEWATER MANAGEMENT

According to the World Economic Forum’s Global Risks Report, failures to mitigate and adapt to climate change are among the biggest risks on a global scale. Climate change causes the disruption of air balance, an increase in extreme weather events, and uncertainty and pollution of water resources. In this context, as Yeşilova Holding, we attach great importance to the efficient management of water in all our facilities. In addition to our production and auxiliary businesses, we implement various practices to save on water consumption for human purposes by our employees. The water used in our operations is purified in accordance with the criteria determined by local governments before discharge, and the values such as pH, COD and TSS of the wastewater are regularly monitored and kept below legal limits. Within the framework of our sustainable water management approach, we are progressing by preserving the gains provided by the practices we have implemented and setting new improvement targets. When we evaluate all usage data with our increasing business volume, we have reduced the water intensity drawn by 49% between 2020-2024. We have achieved significant gains thanks to the improvement works such as optimizing water change periods in our anodizing facility, switching to a photocell tap water saving aerator system in social areas and controlling the water used in production with a pressure switch application. In addition, we are optimizing the use of mains water with our roof rainwater collection project that we have been implementing for many years at our HOSAB location. In parallel with our increasing business

volume, we have increased our water treatment capacity with the new treatment facility we have put into operation in addition to our existing treatment facility that our group companies in HOSAB benefit from. We are currently continuing our monitoring process on the recovery of treated water and its reusability in our operations and evaluating new opportunities for more efficient water use.

DRAWN WATER DENSITY

Drawn Water (underground, mains and other) (m³ /Turnover \$)* 1.000



49% REDUCTION IN
WATER INTENSITY WITHDRAWN
IN THE LAST 5 YEARS

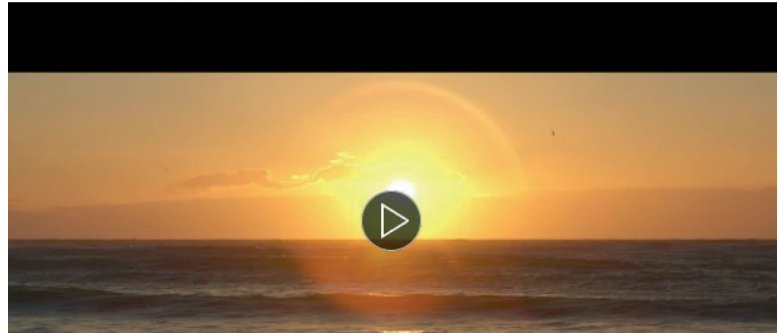


You can scan the
QR code to watch the
video on the side.



Yeşilova Holding
14.421 takipçi
1y

Bugün her 10 kişiden birinin suya erişemediği bir dünyada yaşıyoruz. Bu gerçek karşısında kaynaklarımızı korumak, su kullanımımızı ve atık su seviyemizi azaltmak için adımlar atıyoruz. Suyun etkin ve dengeli kullanımını teşvik eden yeni projelere odaklanırken, son 4 ...daha fazla

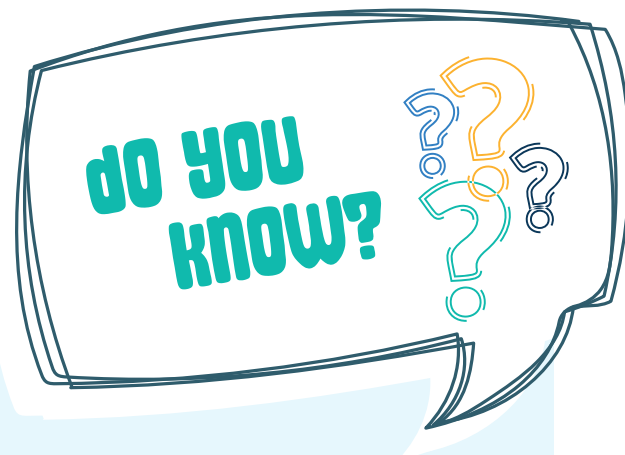


PROHIBITED RESTRICTED CHEMICALS AND CONFLICT MINERALS

As part of our responsible production approach, we obtain Material Safety Data Sheets (MSDS) and REACH Declarations from our relevant suppliers for the chemicals used in our group companies. In this context, we prioritize using approved materials through the International Material Data System (IMDS) and regularly share the MSDS and REACH records of the materials used.

We take a rigorous approach to preventing the use of restricted and prohibited chemicals, as well as 3TG (tin, tantalum, tungsten, and gold), known as conflict minerals. This commitment extends to both our production facilities and suppliers, reflecting our dedication to environmental protection and the fight against child labor.

As of 2024, we have further strengthened these efforts by introducing a dedicated policy on restricted and prohibited chemicals and conflict minerals into the policies of our group companies. By communicating this policy to our suppliers, we are reinforcing our environmental and social responsibilities while contributing to our sustainable supply chain goals.

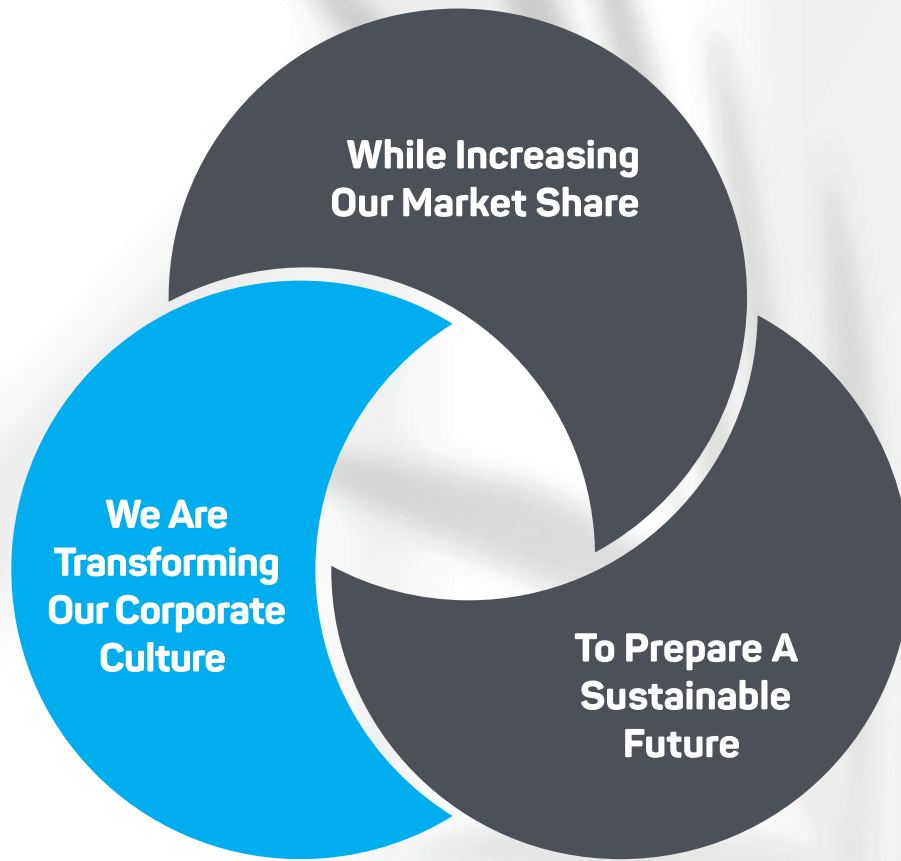


Restricted/Prohibited Chemicals and IMDS

The International Material Data System (IMDS) is a global platform used in the automotive industry to collect and manage material data. It allows for the tracking of restricted and prohibited chemicals within material compositions. Suppliers use IMDS to report the components of the materials they provide, ensuring compliance with regulations such as the EU's REACH regulation. This system enables companies to monitor and report whether restricted and prohibited chemicals are present in their supply chains, supporting responsible sourcing and production practices.

Conflict Minerals and IMDS

IMDS also plays a critical role in tracking conflict minerals within the supply chain. The 3TG minerals (tin, tantalum, tungsten, and gold) are reported by suppliers through IMDS, in line with the EU Conflict Minerals Regulation. This allows companies to verify whether these minerals are present in their supply chains and take necessary measures to eliminate their use, ensuring responsible sourcing and minimizing the risk of contributing to human rights abuses.



***WE ARE
TRANSFORMING
OUR CORPORATE
CULTURE***



CORPORATE CULTURE

As a half-century-old family company, we act with the awareness that corporate culture is of great importance in the institutionalization journey. One of our three core strategies, "Transforming Our Corporate Culture," holds significant importance in this context. While we have achieved many successes since 1975, we emphasize the importance of preserving the corporate culture as well as being open to change and transformation. Within the framework of the '+45 Transformation Program' that we launched under the leadership of the 2nd generation in 2020, projects that will reinforce the cultural transformation within the company have been implemented. This program, which shapes Yeşilova's vision for the future, has enabled us to progress in many areas from technology to leadership approach, from the positioning of our brand to innovation processes. Our corporate principles and values, our way of doing business and our understanding of sustainability, which form the basis of our corporate culture, have been effectively internalized in all our group companies, and this culture has been one of the most important factors in becoming a strong family company.



TECHNOLOGY AND DIGITALIZATION

As Yeşilova Holding, we attach more importance to our technology and digitalization investments every year. Digital transformation not only increases our operational efficiency but also acts as an important guide in achieving our strategic goals. The Digital Transformation Project, which we implemented within the scope of the +45 Transformation Program that we launched in 2020, has strengthened our digital infrastructure and reinforced our culture of innovation and data-oriented business. This process has formed the cornerstones of the digital transformation that will shape our corporate future and reinforce our leadership in the sector as we approach our 50th year.

Following the completion of the +45 Transformation Program, the project has transformed into the Digital Transformation Committee and gained a sustainable structure. This committee, which includes representatives from different departments of the group companies and the Information Technologies team, evaluates the digitalization needs of the companies, ensures more effective use of existing digital tools and supports their implementation by researching solutions for new needs. In this direction, many digital solutions have been put into operation, from office programs to enterprise resource planning, from process management to production management system (MES), from product design and simulation software to system & cyber security and employee experience.



Sosyal Mühendislik Nedir?

Bilgi güvenliği bağlamında sosyal mühendislik, eylemleri gerçekleştirme veya gizli bilgileri ifşa etmeye yönelik olarak insanların psikolojik manipülasyonudur.

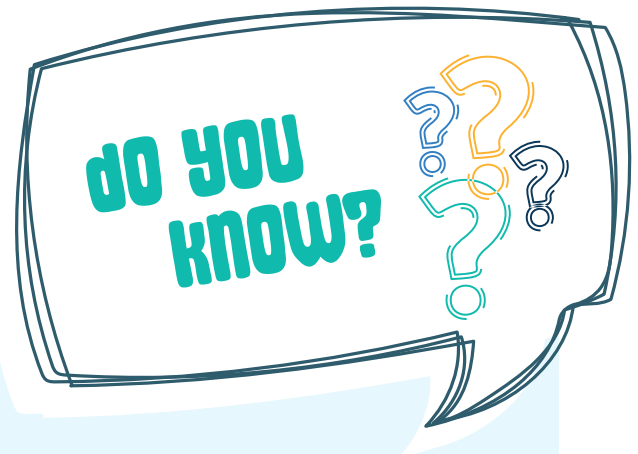
- Sosyal Mühendislik**
Son dönemlerde kişi veya kurum hedefli yapılan sosyal mühendisliklere karşı dikkatli olun.
- Farkındalık**
Sosyal mühendislik, olıtama, bilgi güvenliği konularında bilginin.
- Kişisel Bilgiler**
Banka, kimlik veya şirket bilgilerinizi kimseye paylaşmayın.
- Doğrulama Yapın**
Alıştığınız dışarıda gelen isteklere karşı dikkatli olun.
- E-Mail Güvenliği**
Şüpheli olun. Linklere ve ekiye tıklamadan sorgulayın. Bilinmedik kişilerden gelen ekleri açmayın.

YEŞİLOVA

As we strengthen our digital transformation processes, we prioritize cybersecurity as a critical area. A significant portion of cyber threats occur via email, particularly through phishing attacks targeting users. In addition to this, to mitigate risks from internet sources and other vulnerabilities created by users, we continuously update our cybersecurity protocols and reinforce security measures. Furthermore, we conduct various training sessions and awareness campaigns to counter psychological manipulation techniques, such as social engineering attacks. Through this, we aim to reduce security gaps by providing continuous information to our users, encouraging the development of safe digital habits.

Phishing is a type of cyber attack that uses techniques such as fake emails, websites, and messages to defraud users. Attackers try to trick victims into revealing sensitive information through seemingly trustworthy communications.

Social engineering is an attack method that aims to gain access to sensitive information by misleading users using psychological tactics.



EMPLOYMENT, DIVERSITY AND EQUAL OPPORTUNITIES

As Yeşilova Holding, we implement our human resources policies and practices within the framework of equal opportunities without discrimination based on factors such as race, color, gender, religion, marital status, sexual orientation, gender identity, political view or affiliation, ethnic identity, health status, family responsibilities, union activity or membership, physical disability or age. We continue to develop our roadmap on employment and equal opportunities with the **WEPs** (Women's Empowerment Principles) and **Global Compact** initiatives, which we signed in 2022.



In this regard, the "İşte Denge" project, launched in 2023 to empower and support our female employees and the daughters of our employees, has become one of our most important steps towards achieving gender equality.

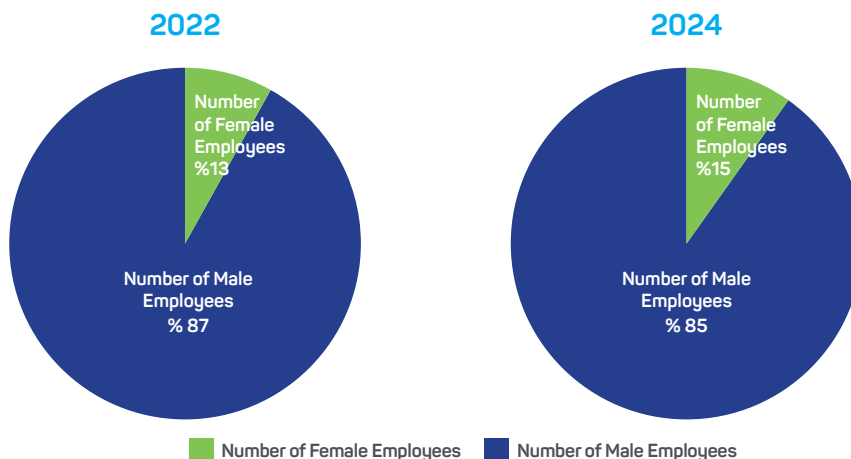


After launching the "İşte Denge" Project, we became acquainted with UN Women's "From Words to Action WEPs" Program, applied, and were selected as one of the participating companies. This significant step has made our efforts towards gender equality more systematic and comprehensive.

The WEPs Gender Gap Analysis and related evaluation processes conducted within the scope of the project provided us with an opportunity to closely examine and improve our current practices in line with the Women's Empowerment Principles (WEPs). It also helped us better understand our sectoral dynamics and identify new steps that can be taken towards gender equality in our value chain. By working with the Gender Equality Expert assigned to us in this UN Women-led project, we deepened our awareness process and built our roadmap on more solid foundations.

In this selection process, our commitment to gender equality, determination in implementing WEPs practices, and the potential impact we could have in the industry were the key factors that led to our selection. We continue to develop our efforts in this direction and take concrete steps to strengthen gender equality in the business world.

At the beginning of 2024, we transformed our "İşte Denge" project into a committee and took concrete steps to increase and protect women's employment. In 2024, the first female forklift operators, CNC operators, and welding operators began working in our group companies. In line with our human resources policies that support diversity and equal opportunities, the number of female employees increased by 16% compared to 2022, rising from 13% in 2022 to 15% in 2024. As of 2024, we are experiencing gradual transformation in a male-dominated work environment, with 234 female colleagues on our team.

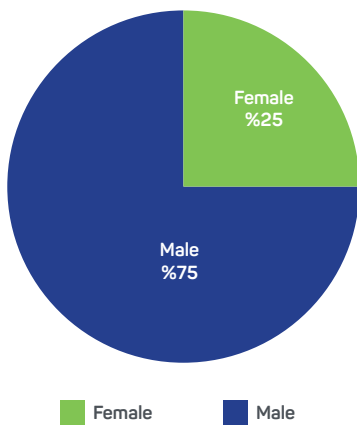




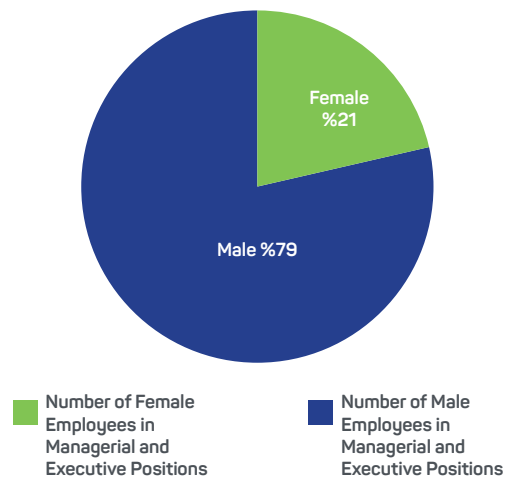
*With **234** female colleagues, we are experiencing gradual transformation in a male-dominated work environment.*

While the representation of women on our Board of Directors remains at 25%, the number of female employees in managerial and higher positions has increased by 9% compared to 2022. As a result, the proportion of women in managerial roles has risen from 20% to 21% by 2024. The representation of women among office employees has increased from 24% in 2022 to 28% in 2024. Among field employees, the proportion of women has risen from 9% in 2022 to 10% in 2024.

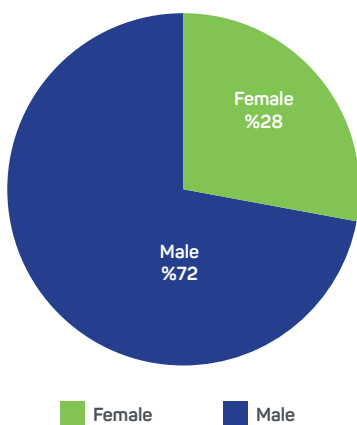
2024 Board Members



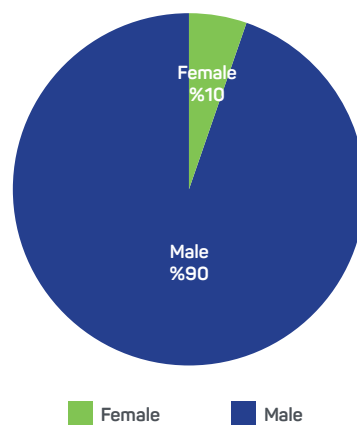
2024 Employees at Executive Level and Above



2024 Office Employees



2024 Field Employees



In order to increase our awareness of gender equality and create an inclusive work environment in the workplace, we joined the Sabancı University Business World Network Against Domestic Violence in 2024. Domestic violence is not only an individual issue, but also an important issue that the business world should take responsibility for. Increasing the participation of our female employees in the workforce while ensuring that they work in a safe and supportive environment is among our priority values.

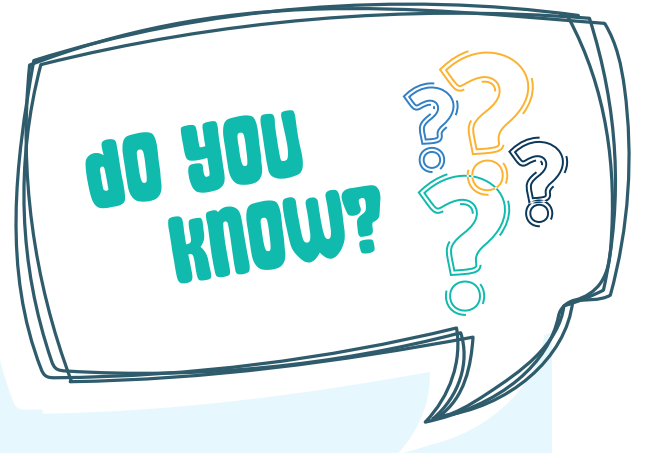
In this direction, we have created our policy and action plan for our group within the scope of combating domestic violence. In addition, the guide we prepared for gender equality and combating domestic violence has reinforced our commitment in this area. In 2025, we aim to increase the level of awareness by providing comprehensive training on this issue to all our colleagues.

In addition, in 2024, we signed a cooperation protocol with the Mor Salkim Women's Solidarity Association and started to organize various training programs in order to increase the awareness of our employees about domestic violence and strengthen support mechanisms.

Gender equality and combating domestic violence is not only a social responsibility, but also one of the cornerstones of creating an equal and safe environment in the workplace. We continue our work with this awareness and continue to take determined steps to empower our female employees in the business world.



The Business Against Domestic Violence (BADV) project was designed by the Sabancı University Corporate Governance Forum to establish support mechanisms in workplaces against domestic violence and to make violence against women more visible. The project is supported by TÜSiAD and UNFPA. Between 2016 and 2023, 113 companies participated in the BADV project, and in 2024, 14 new companies joined the initiative.



In addition to our female employees, we take various steps to meet the needs of all our employees. To support work-life balance, following the implementation of a +6 days leave policy for our female employees in 2022, we expanded our family-friendly practices by adding +5 days to the existing paternity leave for new fathers.

These initiatives, which we have implemented by considering the needs of our employees in different stages of life, are a crucial part of our goal to strengthen inclusivity and equal opportunities in the workplace. We will continue to develop practices aimed at improving employee well-being in the upcoming period.

To continue this progress with a more systematic approach, we use and update the Gender Gap Analysis Tool provided by the WEPs initiative that we signed up for, on an annual basis. When we started using the tool in 2022, our score was 62. In 2023, it rose to 80, and in 2024, it reached 82. The actions we have identified through this analysis tool play a crucial role in guiding our development and reinforcing our commitment to equal opportunities.



If you are a WEPs signatory, you can visit the website to perform the analysis

<https://weps-gapanalysis.org/>



EMPLOYEE DEVELOPMENT AND TALENT MANAGEMENT

Employee Development

As Yeşilova Holding, we support the individual development of our employees and attach great importance to training programs that strengthen talent management and leadership processes. We constantly renew and diversify our training strategies in order to increase the competencies of our employees and improve their knowledge and skill levels.

Yeşilova Academy, which we laid the foundations in 2022, was launched to systematically support the development journey of our employees. Within the academy, we organized various programs through our in-house trainers, ensuring that our employees share their experiences with each other and strengthening our learning culture. The trainings implemented within the scope of Yeşilova Academy are grouped under four main headings:



CORPORATE CULTURE SCHOOL

Model and Procedure Trainings

Holding Office Emp. Orientation Training

Group Companies Orientation Program



VOCATIONAL SCHOOL

Professional Competency Trainings

Behavioral Competency Trainings

Foreign Language Trainings



LEADERSHIP SCHOOL

Leadership Workshops

Mid-Level Manager Development Program

Senior Manager Development Program



SOCIAL SCHOOL

Seminars and Talks

Application Workshops

Social Information

In order to support our colleagues to develop their foreign language skills during work hours, we have made our training programs more accessible by moving them to an in-house structure. In this context, we have added a professional English teacher to our team and provided the opportunity to offer special lesson programs and group trainings for the individual learning needs of our employees. With these trainings designed to strengthen the professional and social communication skills of our employees, we aim to support them to better adapt to the global communication requirements in the business world. To make the training process more efficient and sustainable, we aim to increase the participation rate and make the learning process continuous with customized curricula by taking into account the different levels of language proficiency of our employees. In 2024, a total of approximately 1800 hours of foreign language training have been completed, which corresponds to 4% of our total training time.



In 2024, we launched a comprehensive training program called the "Sales Development Camp" to enhance the competencies of our sales, business development, and project teams, as well as deepen their knowledge base. This program, targeting a wide range of participants from managers to experts, covers several important topics including customer experience processes, factory operations, sustainability, and technical and functional skills. In addition, business English training has provided valuable contributions to the development of our employees. With these trainings, we aim to support the individual development of our employees while strengthening the sustainable success of our organization.



We are pleased to support the professional growth of our employees by leveraging the Mastery Compensation Program and Vocational Training Center opportunities provided by the Ministry of National Education. As part of this initiative, we encouraged 162 of our field employees who graduated from secondary school to join the Vocational Training Center program, enabling them to elevate their educational qualifications and gain professional competencies. Through this program, they will have the opportunity to earn a vocational high school diploma and a mastery certificate after completing four years of training, including one day of theoretical instruction and four days of practical experience each week. Additionally, 456 field employees with at least a high school diploma successfully completed approximately 6.5 months of workplace-based training as part of the Mastery Compensation Program, earning their mastery certificates. This significant step, which contributes to the career journeys of our employees, is also a great source of pride for our company.



Talent Management

Our Talent Management program, which we launched in 2022, aims to provide the guidance and motivation our high-potential teammates need to have a successful future by considering their performance, talents and goals. Our program, which has reached its third term as of 2024, has so far included more than 150 of our colleagues. Our colleagues in the talent pool have benefited from various opportunities for their career development during this process; some have taken on greater responsibilities in our organization through internal promotion processes, while others have furthered their personal and professional development. With this program, we aim to support our employees' career journeys while also creating a sustainable organizational structure.



[Click here to watch the video.](#) 

Through our Talent Management program, we supported the development of more than 150 employees, making a valuable investment in building a sustainable organizational structure.



AREAS OF COMPETENCY

- Leadership
- Team Management
- Communication
- Persuasion and Negotiation
- Active Listening
- Problem Solving
- Delegation
- Motivation
- Meeting Management
- Time Management
- Stress Management
- Analytical Thinking
- Decision Making
- Flexibility

Young Talent Program

Discovering the potential of young talents and providing them with a solid foundation in the business world is one of the most important ways to invest in the future. With this vision, the Young Talent Program, which we launched in 2023, offers third- and fourth-year university students the opportunity to experience business life and gain practical knowledge before graduation. The program not only provides participants with the opportunity to make a strong start in their careers but also offers employment opportunities in positions in our companies after graduation. The program, which started with 9 participants in its first year, employed 6 young talents in our organization after graduation. As of 2024, 11 new talents have joined the program.



“ We provide early career experience to the professionals of the future. In the first two years of the program, we welcomed 20 young talents into their career journeys. ”



Leadership Management

Leadership is not limited to the management level at Yeşilova but represents an understanding that includes all employees who have business and team management responsibilities. In this context, the Yeşilova Leadership Model, which we implemented in 2022, has become an important building block that supports the development of our employees. The model is shaped on the principles of building trust and being people-oriented and consists of six basic application areas that complement each other. With the comprehensive training programs organized in 2023 and 2024, the model was disseminated to all our leaders, thus creating a strong infrastructure that supports individual and corporate leadership development. In the coming period, we aim to continue our efforts to increase the effectiveness of this model and further strengthen the sustainable and effective leadership approach in Yeşilova.



Individual Performance Management

At Yeşilova Group, individual performance management is implemented as a system designed to support the development of our employees based on goals defined within their roles and responsibilities. For office employees, this process has long been managed through corporate scorecard indicators and individual target cards. As of 2024, this approach has been extended to include our field employees as well. The newly developed Field Employee Performance Evaluation System, for which procedures and preparation work have been completed across the group, is structured around professional, optional, and behavioral indicators. Team leaders have been provided with comprehensive training to ensure a smooth rollout, and the performance of our field employees is now assessed based on criteria such as attendance, teamwork, adherence to safety regulations, and participation in Kaizen initiatives. This comprehensive approach not only supports individual development but also enhances organizational efficiency.



EMPLOYEE DEVELOPMENT AND TALENT MANAGEMENT

Wage Policy and Benefits

As Yeşilova Group, we have constructed our policy of pricing and side rights on a dynamic and competitive structure that is fair, objective, away from all kinds of discrimination. In line with the step -based wage methodology, the pricing is determined by position and level, not the individual.

During the wage increase periods, the wages of our employees are determined by analyzing economic conditions and sector data in order to provide in -house justice and to protect market competitiveness. With the comparisons made through the independent consultancy organization, comparisons are made with companies with similar structure in the sector, thus providing a fair and competitive structure.

The wage and side rights of our field employees are applied within the framework of collective bargaining agreement.



EMPLOYEE BENEFITS WE PROVIDE

- Fuel Allowance
- Bonus
- Maternity Allowance
- Child Allowance
- Marriage Allowance
- Death Benefits
- Religious Holiday Allowance
- Military Allowance
- Annual Leave Benefit
- Food Allowance
- Educational Assistance
- Shoe Voucher
- Foodstuff Allowance
- Cleaning Allowance
- Marriage Leave
- Bereavement Leave
- Paternity Leave
- Complementary Health Insurance
- Discount Opportunity for Education And health services with contracted Institutions/ Organizations

Appreciation and Rewarding

In Yeşilova Holding, we aim to create a win-win environment in which our employees are encouraged, rewarded and motivated continuously by addressing corporate and individual gains together. In this respect, we continued to actively implement our appreciation and reward procedure in the 2023-2024 period.

In order to reward our employees, we aimed to encourage not only to contribute to the work results, but also to behave in a way that strengthens the corporate culture. By using the power of appreciation, we aimed to make our employees feel valuable and their success is known.

The rewarding criteria we set; It has directed our employees to contribute to both individual and institutional goals by focusing on areas such as development, commitment, effect and representation. With this approach, we offered our employees the opportunity to develop continuously and reinforced the culture of being appreciated for their achievements.



DEVELOPMENT CATEGORY

- Graduate Degree
- Postgraduate Degree
- Second University
- Professional Certificate (CPA, Energy Eng., etc.)
- 1. Foreign Language (English)
- 2. Foreign Language (German)
- Association/Professional Chamber



IMPACT ON RESULTS CATEGORY

- Performance Rewarding
- Project Success Rewarding
- Suggestion Rewarding
- Kaizen Rewarding
- Innovation Rewarding
- Occupational Health and Safety Rewarding



COMMITMENT CATEGORY

- Birthday Celebration
- Employment Anniversary
- Department Dinner/Breakfast
- Celebration of Promotion
- General Manager Appreciation
- Chief Executive Officer Appreciation Budget
- Instant Appreciation
- Attendance Reward



REPRESENTATION CATEGORY

- Religious Holiday Allowance
- Religious Holiday Supply Voucher-Card
- New Year Voucher
- Marriage Allowance
- Maternity Allowance
- Health Problem
- Death

Freedom of Association

As of 2024, our office employee rate was 24 %and our field employee rate was 76 %. While supporting this diversity and different fields of work, we always prioritize the importance we attach to the rights of our employees. We respect the freedom of organization of our colleagues and accept it as a fundamental human right. In this context, our field employees in Yeşilova Transportation, Yeşilova Extrusion and Yeşilova Automotive companies, which are included in Yeşilova Döküm as of 2024, are included in the collective bargaining agreement signed with Türk Metal Union and renewed every two years. While this agreement secures the rights of the union members, the side rights provided to our employees within the scope of the contract are applied to our employees other than scope. 98 %of the field employees in our group are covered by union membership in these companies. In addition, regular meetings are held between Holding HR Manager and Union representatives once in every quarter. These interviews help us better understand the needs and expectations of our employees and allow us to increase employee satisfaction by taking the necessary actions.

Prohibition of Forced Labor and Child Labor

As Yeşilova Group, we guarantee human rights in accordance with the provisions determined by national and international legislation and do not accept any practice contrary to human rights such as forced employment and child-young workmanship. From this point of view, there was no forced employment or child/young workers during the reporting period. In line with our suppliers in line with our sustainability, we aim to develop with them with their social risks with the "Sustainability Commitment and Sustainability Evaluation Form" that we commissioned in 2023.

Employee Satisfaction

In Yeşilova, we focus on developing a human -oriented corporate culture by keeping employee satisfaction in the forefront. This approach was registered with the evaluations of the Great Place to Work Institute at the Holding Central Company and was awarded the "Great Place to Work" certificate with high trust culture and successful human resources applications. The welfare and development of our employees is accepted as one of the basic elements of our sustainability goals and in this direction, our business environment is continuously improved. While it continues to create a working environment that encourages diversity and inclusiveness, we stand against gender discrimination and implement our human resources policies based on the principle of equal opportunities. In addition, we develop organizational strategies by developing flexible solutions for the needs of our employees of all levels and we try to ensure the sustainability of our organization and the happiness of our employees.





With the Brand Ambassadors Program launched in 2024, we have taken new steps to further enhance our vision in this area. Through planned workshops with our managers, directors, and specialists, we collectively assessed areas for improvement, discussing what should continue, what needs to be added, and what should be left behind at Yeşilova. This program has become an important tool for strengthening our corporate culture and supporting our sustainability goals, with active participation from our employees.

Through the Brand Ambassadors program, we grow and transform together with our employees.

Across our group, we continuously refresh and enrich our Social Clubs to support our employees' work-life balance, strengthen internal communication, and ensure the sustainability of our corporate culture. Funded by Yeşilova, these clubs are designed around the interests of our employees, providing them with opportunities for both enjoyment and enhanced collaboration, fostering a sense of unity and solidarity within the organization.



Occupational Health and Safety

As Yeşilova Holding, we carry out our Occupational Health and Safety (OHS) processes in full compliance with national legislation, based on international standards and consider customer expectations. We aim to achieve the target of sustainable zero occupational accident by continuously healing our OHS activities with the active participation of senior management and all our employees.

In this respect, we care about creating a common responsibility and consciousness in all our employees. In 2023-2024, 46 employees and 18 employees' representatives were involved in 6 OHS Boards operating in our group companies. Our occupational safety processes are carried out by 3 Occupational Safety Specialists who work as 4 occupational safety experts and consultants working in our structure. By adopting a risk-oriented management approach, we carry out our risk assessments in accordance with Occupational Health and Safety Risk Assessment Regulation and ISO 45001 standards. We detect potential dangers with a proactive approach, determine the risk levels and take the necessary measures and make this understanding an integral part of our corporate culture.

We manage the OHS processes together with all our departments, and in the Occupational Safety Board meetings, we determine the improvement areas of our departments by following the OHS targets of our departments. We regularly perform media measurements (noise, lighting, etc.) to make the working environment safer and more comfortable. Likewise, we follow the legal periodic controls of work equipment (crane, forklift, pressure equipment, compressors, CNC machines, shelves, presses, etc.) according to changing business processes and take the necessary measures.



While following the OHS trainings of our employees uninterruptedly, we organize single -point trainings in the field. In addition to trainings for our new colleagues, we provide the opportunity to experience the risks in the business environment with simulation applications in our Dojo field. Within the scope of Emergency Management, we keep our teams up to date, create emergency plans and perform exercises covering all shifts once a year. To support continuous improvement, we benchmark with companies in the main industry and similar sectors to observe best practices and enhance our OHS processes. Within the scope of the 'Occupational Safety Month', which we started in 2023, we increased awareness by organizing OHS -themed competitions and trainings. In addition, to encourage our employees and their families to adopt the culture of occupational health and safety, we strengthen the awareness of occupational safety with the video studies.



Click to watch the video.



We are making OHS an integral part of our culture.



We continuously improve our occupational safety culture through activities such as OHS patrols, incident reporting, night inspections, the S-Captain application, accident-free day celebrations, OHS toolbox talks, and personal protective equipment improvements.

Despite all our preventive measures, any occupational accidents are thoroughly analyzed by our occupational safety experts and relevant units, with corrective and preventive actions rapidly implemented. Thanks to this comprehensive approach, there have been no fatal work accidents or cases of occupational diseases in our group companies during the reporting period.

Additionally, we prioritize the health and safety of subcontractor and contractor employees working on our site. Before starting work, we ensure all legal checks are completed and provide information on risks specific to the activities. We aim to digitize these trainings and continuously improve our efforts to provide a safe working environment for our contractor employees. During the reporting period, no work accidents or occupational diseases were reported among subcontractor or contractor employees.

Occupational health and safety are an integral part of our corporate culture, and we will continue to prioritize the safety of our employees at the highest level.

PRODUCTION QUALITY AND CUSTOMER SATISFACTION

As Yeşilova Holding, we put quality, trust and customer satisfaction at the center of our business with our 50 years of experience. With our production processes in accordance with international standards, we aim to overcome customer expectations beyond the meeting of the requirements of the sectors in which we operate. In our group companies, we consider the quality, production and sustainability inspections carried out by third -party independent audit organizations and customers as an opportunity to improve.

In order to move customer satisfaction further, we completed the “Customer Experience Standards” study in 2024. We initiated this process with maturity measurement of customer experience and included all our employees in the process. Then, based on the fundamental values represented by Yeşilova, we analyzed the contact points in the experience journey of our customers, identified possible problems and developed solution -oriented approaches. In this respect, we have created behavioral rules to increase customer satisfaction. To improve the competencies of our employees in this field and to provide a sustainable standard in the customer experience, we have created a comprehensive training program that has spread to the year with the cooperation of Yeşilova Academy. With these studies, we brought our customer experience to a systematic and measurable structure.

Within the scope of our customer -oriented approach, we regularly perform customer satisfaction surveys every year and create action plans in line with the data we obtain. Our Customer Satisfaction Results in 2024 were measured as 88.5 out of 100 and improvement studies have been initiated in the determined development areas.

In 2024, our Yeşilova Automotive Hasanağa location successfully completed the Q1 certification process, one of Ford’s highest quality standards, and was entitled to receive the Q1 flag. Ford Q1 Quality System, which analyzes meticulously and details of management, supply chain, human resources, projects, production and quality management processes, is an important indicator of our company’s understanding of continuous improvement in these areas.

By integrating developing technology and digital transformation with our business models, we continue to offer innovative and sustainable products and services to our customers. With the principle of effective and transparent communication, we maintain the understanding of continuous development to maximize customer experience.

| SYSTEM STANDARDS | AUTOMOTIVE Ovaakça | AUTOMOTIVE Hasanağa | EXTRUSION | HPDC | RAILWAY |
|--|-----------------------|------------------------|-----------|------|---------|
| ISO 9001 – Quality Management System | ✓ | | ✓ | | ✓ |
| ISO 14001 – Environmental Management System | ✓ | ✓ | ✓ | ✓ | ✓ |
| ISO 45001 – OHS Management System | | | ✓ | ✓ | ✓ |
| ISO/IEC 27001 – Information Security Management System | | | ✓ | | |
| IATF 16949 – Automotive Railway Industry | ✓ | ✓ | ✓ | ✓ | |
| ISO/TS 22163 (IRIS) – International Railway Industry ISO | | | | | ✓ |
| 50001 - Energy Management System | | | | | |
| ISO 50001 – Energy Management System | | ✓ | ✓ | ✓ | |

| PRODUCTION STANDARDS | AUTOMOTIVE Ovaakça | AUTOMOTIVE Hasanağa | EXTRUSION | HPDC | RAILWAY |
|---|-----------------------|------------------------|-----------|------|---------|
| EN 15085-2 Welding Certificate, Certificate of Competence for Manufacturing of Railway Vehicles | | | | | ✓ |
| EN 15088 Aluminium and Aluminium Alloys | | | ✓ | | |
| TSE 12020 Aluminium and Aluminium Alloys | | | ✓ | | |
| QUALICOAT | | | ✓ | | |
| QUALANOD | | | ✓ | | |
| Factory Production Control Certificate – 2344-CPR-0111 | | | ✓ | | |
| EN 17460 Railway Applications – Bonding of Rail Vehicles and Components | | | | | ✓ |
| CQI 9 Heat Treatment System Audit | | ✓ | ✓ | | |
| CQI 15 Welding System Audit | | ✓ | | | |
| CQI 27 Casting Special Process Standard and Audit | | | | ✓ | |

RESPONSIBLE SUPPLY CHAIN

As Yeşilova Group, we see customer -oriented product and service design as the motivation of the agile supply chain type.

Such supply chain agility is based on the principle that volume, diversity and delivery times will change in the future and advocates the production environments in which appropriate products are produced.

With the spread of strategies to our suppliers, trust -based relationships are carried out through purchasing departments. The highest share in the supply is the raw material (91%). 26 %of the supplies made in 2024 are abroad and 74 %are domestic. Considering the carbon footprint, we care about the domestic and close distance, especially for auxiliary materials and service suppliers.

We share by creating a supplier handbook in order to create a working environment based on the understanding of partnership with our suppliers and to determine our relations, to improve them and to reflect the benefits of this working environment.

In the selection of suppliers; In practice, we examine the issues such as engineering performance, delivery reliability, forms of addressing complaints, waste management, execution of energy efficiency studies. In this process, we do not apply any discrimination in our suppliers such as language, religion, race, gender, political opinion or physical disability. We examine the requirements we have determined by making the supplier preliminary interviews and start working with appropriate suppliers. With our suppliers entering the approved supplier list; quality, shipment performance (time, quantity) and price performance scoring are evaluated, and we determine the level. According to the results of the evaluation, we follow the development with supplier development plans.

In addition, we discuss the following headings to predict the risks arising from our suppliers:

- Financial Risks
- Continuity and development
- Technological Risks (Future and Proficiency)
- Quality



In addition to supplier performance follow-up, we regularly implement supplier satisfaction surveys (SSS) since 2020 to obtain direct and transparent feedback of our suppliers. With the SSS questionnaires conducted in 2024, 89.6 out of 100 were obtained in the group of groups and action studies were planned in areas open to development.

As Yeşilova Group, we started an evaluation process with the aim of developing the environmental and social risks of our suppliers and developing together with the aim of developing the environmental and social risks of our suppliers by activating the Supplier Ethics and Behavior Rules for our Suppliers within the scope of our sustainability activities in 2023. In 2025, we aim to contribute to sustainable growth by providing cooperation and synergy-oriented educational and awareness activities within the framework of Environmental, Social and Governance (ESG) principles with a new program that we call Honeycomb (PETEK): Supply Chain. With this program, which we aim to reach more of our suppliers every year, we will continue to achieve our sustainability goals with all stakeholders in our supply chain and to maintain environmental and social responsibilities while achieving these goals.

BENCHMARKING STUDIES

As Yeşilova Group, we see benchmarking and comparison studies as an important tool that contributes to our corporate development and helps spread sustainability practices. Benchmarking studies conducted with companies from similar or different sectors guide us in identifying our development opportunities. Additionally, as part of our principles, we make donations to non-governmental organizations or associations working for the public good after each benchmarking activity. In previous years, we made tree donations exclusively to the TEMA Foundation, but starting from 2024, we have expanded our social impact by supporting the Mor Salkım Women's Solidarity Association.



awards and achievements

» AWARDS AND ACHIEVEMENTS

DELOITTE AWARD

Within the scope of the Best Best Managed Companies program, the fourth place in Turkey in 2023 by Deloitte Private, our community was selected as one of the best managed companies in Turkey.



GREAT PLACE TO WORK

The Great Place to Work 'certificate was given to Yeşilova Central Company by Great Place to Work Institute, which evaluates the most successful applications in the world's best workplaces and employee satisfaction.



KARSAN LOYALTY AWARD

At the Karson Supplier Summit, which was organized from the last days of 2024, Ali İhsan Yeşilova, the Chairman of the Board of Directors of Yeşilova Holding, was awarded the 'Loyalty' award. This meaningful award, which is given in honor of about half a century of business partnership, is a symbol of powerful ties between our group and Karson.



CAN METAL EFQM

Yeşilova Casting, one of our community companies, won the Bursa Quality Award at the Bursa Quality Award ceremony organized by the Kalder Bursa Branch of the Turkish Quality Association and Bursa Industrialists and Businesspeople Association in 2023.



Q1 FORD

Our group company, Canel Automotive, which provides innovative solutions and value-added manufacturing for the automotive industry, has also received the Ford Q1 certificate for its second factory in Hasanağa OSB.



TOP 100 ENERGY EFFICIENCY RESEARCH

Yeşilova Extrusion, one of our group companies, has been recognized in the 'Top 100 Energy Efficiency Research' conducted by Turkishtime, thanks to its energy management and energy efficiency-focused initiatives. The company stood out in categories such as 'Companies with the Highest Spending on Energy Efficiency,' 'Companies with the Highest Spending on Energy Management,' 'Companies with the Highest Employment in Energy Management,' 'Companies with the Highest Female Employment in Energy Management,' and 'Companies with the Highest Spending on Training in Energy Management.'



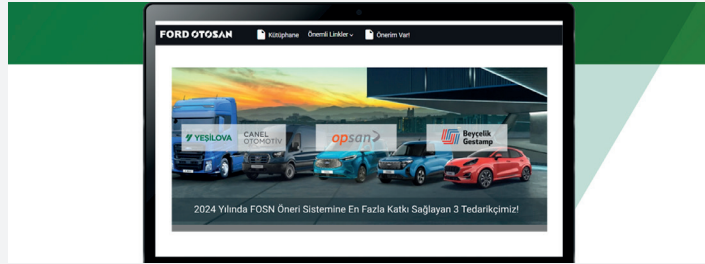
SUSTAINABILITY RATINGS AND ASSESSMENTS

Our group companies are regularly evaluated on various ESG rating platforms, including EcoVadis and Drive Sustainability. In 2024, Yeşilova Transport received a score of 63 and Yeşilova Otomotiv scored 57 on the EcoVadis platform. On the Drive Sustainability platform, Yeşilova Automotive achieved a score of 85, while Yeşilova Döküm received 92. These assessments provide an objective view of our sustainability performance and serve as valuable guides on our continuous improvement journey.



AWARD FROM FORD FOR 2 CONSECUTIVE YEARS

Yeşilova Automotive, was one of the first 3 most contributing suppliers in Ford Otosan's supplier portal, both in 2023 and 2024, in addition to the Ford Q1 success in 2024.



OPERATIONAL EXCELLENCE AWARD

Yeşilova Casting, one of our community companies, was awarded the Supplier of the Year in the "Operational Excellence" category on the Supplier Day organized by Vibracoustic, one of the business partners.



ERDOĞAN NAS ENVIRONMENT AWARDS

In 2024, Yeşilova Döküm participated in the 5th Erdoğan Nas Environmental Awards organized by TUDÖKSAD and received a participation plaque in recognition of its environmental efforts.



*corporate
social
responsibility*

» COLLABORATION FOR ZERO TOLERANCE TO VIOLENCE

As part of the efforts led by the "İşte Denge" Committee, we signed a cooperation protocol with the Mor Salkım Women's Solidarity Association and began making donations on behalf of our employees to make their birthdays meaningful. Through this initiative, we aim to support the empowerment of women and children affected by violence while raising awareness of social responsibility.



» BRING YOUR WASTE, GET YOUR GIFT

Every year, the "Bring Your Waste, Get Your Gift" campaign, initiated under the leadership of the Sustainability Committee to raise environmental awareness, is carried out with the participation of Yeşilova employees. As part of the campaign, thousands of aluminum beverage cans have been recycled and brought back to life.



» VISIT TO HEPAD FROM THE BOOK CLUB

Volunteers from Yeşilova Book Club visited the farm of the A Paw for Every Home Association (HEPAD) in Bursa and donated more than 100 kilos of food to our furry friends. During their visit, they spent time with the animals on the farm, also visited the Retired Animals Garden and injured animals rescued from the Çanakkale forest fire.



» YEŞİLOVA SUMMITS

The Yeşilova Summit events, attended by female students of Yeşilova employees studying in high schools and universities, were held at the group's Hasanağa campus. In the events held at different times with high school and university students, information was shared about the Yeşilova Group and the group's human resources practices, while the career experiences of managers working in different departments and levels were also shared.



» TOY AND BOOK DONATION

Yeşilova Döküm, one of our group companies, collected toys and books in good condition that were no longer in use, in line with its sustainability goals and donated them to the Bursa Toy Library. During the meeting with Toy Library officials as part of the donation process, the group's sustainability policies and projects were also shared.

» SUSTAINABILITY TRAININGS FOR STUDENTS

Energy Working Group and Sustainability Committee members provided trainings on environment, energy and climate change in various schools and worked to increase young people's awareness in these areas.

» LÖSEV WISH TREE

Launched in 2016, the "LÖSEV Wish Tree" campaign has brought joy to children with leukemia by fulfilling the dreams of more than 2,000 children to date. The children's wishes are written on cards and hung on wish trees placed in group companies, allowing employees to take part in the initiative. Carefully prepared gifts are then delivered to the LÖSEV Bursa Branch and handed over to the children.



» FOR A CLEAN WORLD

Yeşilova Volunteers collected waste around the group's production facilities in Hasanağa OSB in the environmental cleaning event held as part of World Cleanup Day in 2023. The waste collected according to different classes was delivered to Hasanağa Organized Industrial Zone Directorate officials for recycling.



» EKER I RUN

Yeşilova Volunteers ran for charity and raised donations for children with leukemia during the 11th Eker I Run event held in 2024. They participated in the 5K and 15K races and provided significant support to LÖSEV with the donations collected throughout the campaign period.





| *annexes*

» ANNEXES

INDICATORS

| Economic Value We Produce and Distribute to Our Stakeholders | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|-------------|-------------|-------------|-------------|-------------|
| Economic Value We Generate (Revenues) (Turnover) \$ | 109.572.000 | 158.544.000 | 215.329.000 | 209.817.000 | 238.111.000 |
| Employee Benefits (Salary, Fringe Benefits, etc.) \$ | 14.596.219 | 19.336.848 | 23.836.793 | 34.964.412 | 46.540.339 |
| Benefit to the State (tax) \$ | 10.902.381 | 16.907.651 | 22.994.647 | 11.837.602 | 19.135.143 |

| Financial Supports Received from the State | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|-----------|-----------|-----------|-----------|-----------|
| Incentives \$ | 1.467.808 | 1.442.847 | 1.130.595 | 2.186.671 | 2.652.183 |

| Ethics Line Inbound Notifications | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|------|
| Number of Inbound Notifications | 0 | 0 | 1 | 5 | 17 |
| Number of Notifications Reaching the Solution | 0 | 0 | 1 | 5 | 17 |

*Notifications received in 2023-2024 have been reviewed by the Ethics Committee. The notifications did not involve issues such as forced labor, child labor, discrimination, harassment, or money laundering, and therefore did not require disciplinary action.

| Internal Audit and Control | 2022 | 2023 | 2024 |
|--|------|------|------|
| Internal Audit (corporate, financial, operational) | 9 | 3+6* | 12 |

* 3 internal audits and 6 self-assessment question sets (organized by the Internal Audit and Control unit) were implemented in 2023.

| | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|-----------------------------|--------|------|-------|--------|------|-------|--------|------|-------|--------|------|-------|--------|------|-------|
| Number of Employees | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Number of Employees | 174 | 930 | 1104 | 189 | 1214 | 1403 | 201 | 1401 | 1602 | 230 | 1366 | 1596 | 234 | 1378 | 1612 |
| Blue Collar Employees | 103 | 713 | 816 | 107 | 950 | 1057 | 107 | 1099 | 1206 | 125 | 1057 | 1182 | 126 | 1099 | 1225 |
| White Collar Employees | 71 | 217 | 288 | 82 | 264 | 346 | 94 | 302 | 396 | 105 | 309 | 414 | 108 | 279 | 387 |
| Employees Manager and Above | 11 | 66 | 77 | 16 | 71 | 87 | 23 | 94 | 117 | 26 | 95 | 121 | 25 | 92 | 117 |
| Board Members | 1 | 2 | 3 | 1 | 3 | 4 | 1 | 3 | 4 | 1 | 2 | 3 | 1 | 3 | 4 |

| | Yeşilova Extrusion | | | Yeşilova HPDC | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|--------------------------------|--------------------|------|-------|---------------|------|-------|---------------------|------|-------|---------------|------|-------|------------------|------|-------|----------|------|-------|
| Number of Employees by Company | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Number of Employees | 50 | 484 | 534 | 36 | 110 | 146 | 73 | 443 | 516 | 11 | 49 | 60 | 40 | 250 | 55 | 24 | 42 | 66 |
| Blue Collar Employees | 30 | 412 | 442 | 24 | 87 | 111 | 46 | 371 | 417 | 2 | 26 | 28 | 24 | 202 | 55 | 0 | 1 | 1 |
| White Collar Employees | 20 | 72 | 92 | 12 | 23 | 35 | 27 | 72 | 99 | 9 | 23 | 32 | 16 | 48 | 55 | 24 | 41 | 65 |
| Employees Manager and Above | 4 | 23 | 27 | 3 | 7 | 10 | 9 | 28 | 37 | 0 | 12 | 12 | 3 | 9 | 44 | 6 | 13 | 19 |

| | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|--|--------|------|-------|--------|------|-------|--------|------|-------|--------|------|-------|--------|------|-------|
| Maternity Leave | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Maternity Leave Entitlements | 7 | 62 | 69 | 7 | 73 | 80 | 7 | 72 | 79 | 5 | 72 | 77 | 4 | 51 | 55 |
| Maternity Leave Users | 7 | 62 | 69 | 7 | 73 | 80 | 7 | 72 | 79 | 5 | 71 | 76 | 4 | 51 | 55 |
| Returning to Work After Maternity Leave | 7 | 62 | 69 | 7 | 73 | 80 | 5 | 72 | 77 | 5 | 71 | 76 | 4 | 51 | 55 |
| Returning to Work and Still Working 12 Months Later | 3 | 56 | 59 | 3 | 64 | 67 | 5 | 68 | 73 | 5 | 55 | 60 | 2 | 42 | 44 |
| Rate of Returning to Work Among Those Taking Maternity Leave (%) | 100% | 100% | 100% | 100% | 100% | 100% | 71% | 100% | 97% | 100% | 100% | 100% | 100% | 100% | 100% |
| Adaptation Rate Among Those Taking Maternity Leave (%) | 43% | 90% | 86% | 43% | 88% | 84% | 100% | 94% | 95% | 100% | 77% | 79% | 50% | 82% | 80% |

* Returning to work after maternity leave and still working after 12 months

» ANNEXES

| | Yeşilova Extrusion | | | Yeşilova Die Casting | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|--|--------------------|------|-------|----------------------|------|-------|---------------------|------|-------|---------------|------|-------|------------------|------|-------|----------|------|-------|
| Maternity Leave by Company | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Maternity Leave Entitlements | 2 | 22 | 24 | 1 | 5 | 6 | 1 | 443 | 516 | 0 | 4 | 4 | 1 | 15 | 16 | 1 | 2 | 3 |
| Maternity Leave Users | 2 | 22 | 24 | 1 | 5 | 6 | 1 | 371 | 417 | 0 | 4 | 4 | 1 | 15 | 16 | 1 | 2 | 3 |
| Returning to Work After Maternity Leave | 2 | 22 | 24 | 1 | 5 | 6 | 1 | 72 | 99 | 0 | 4 | 4 | 1 | 15 | 16 | 1 | 2 | 3 |
| Returning to Work and Still Working 12 Months Later | 1 | 19 | 20 | 1 | 5 | 6 | 1 | 28 | 37 | 0 | 4 | 4 | 0 | 13 | 13 | 0 | 2 | 2 |
| Rate of Returning to Work Among Those Taking Maternity Leave (%) | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% | - | 100% | 100% | 100% | 100% | 100% | 100% | 100% | 100% |
| Adaptation Rate Among Those Taking Maternity Leave (%) | 50% | 86% | 83% | 100% | 100% | 100% | 100% | 72% | 73% | - | 100% | 100% | 0% | 87% | 81% | 0% | 100% | 67% |

| Number of Employees by Age | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|----------------------------|------|--|--|------|--|--|------|--|--|-------|--|--|-------|--|--|
| Age 18-29 | 254 | | | 400 | | | 480 | | | 493 | | | 487 | | |
| Age 30-50 | 801 | | | 944 | | | 279 | | | 1,033 | | | 1,052 | | |
| Over 50 | 49 | | | 59 | | | 78 | | | 70 | | | 73 | | |

| | Yeşilova Extrusion | | | Yeşilova Die Casting | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|--|--------------------|------|-------|----------------------|------|-------|---------------------|------|-------|---------------|------|-------|------------------|------|-------|----------|------|-------|
| Number of Employees by Age and Company | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Age 18-29 | 11 | 144 | 155 | 6 | 24 | 30 | 13 | 153 | 166 | 2 | 7 | 9 | 14 | 98 | 112 | 8 | 7 | 15 |
| Age 30-50 | 39 | 313 | 352 | 28 | 81 | 109 | 60 | 264 | 324 | 8 | 41 | 49 | 25 | 147 | 172 | 15 | 31 | 46 |
| Over 50 | 0 | 27 | 27 | 2 | 5 | 7 | 0 | 26 | 26 | 1 | 1 | 2 | 1 | 5 | 6 | 1 | 4 | 5 |

| Number of New Employees by Age | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|--------------------------------|------|--|--|------|--|--|------|--|--|------|--|--|------|--|--|
| Age 18-29 | 131 | | | 283 | | | 294 | | | 296 | | | 203 | | |
| Age 30-50 | 135 | | | 299 | | | 279 | | | 251 | | | 231 | | |
| Over 50 | 7 | | | 11 | | | 14 | | | 6 | | | 5 | | |

| | Yeşilova Extrusion | | | Yeşilova Die Casting | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|--|--------------------|------|-------|----------------------|------|-------|---------------------|------|-------|---------------|------|-------|------------------|------|-------|----------|------|-------|
| Number of New Employees by Age and Company | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Age 18-29 | 5 | 33 | 38 | 1 | 7 | 9 | 11 | 78 | 89 | 0 | 2 | 2 | 8 | 46 | 54 | 6 | 6 | 12 |
| Age 30-50 | 7 | 47 | 54 | 2 | 15 | 17 | 23 | 72 | 95 | 0 | 3 | 3 | 3 | 50 | 53 | 3 | 6 | 9 |
| Over 50 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 2 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 |

| Education | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|---|------|--|--|-----------|--|--|-----------|--|--|--------|--|--|--------|--|--|
| OHS and Environmental Training Hours (per person) * | *1 | | | 6,48 | | | 3,42 | | | 6,28 | | | 14,04 | | |
| General Training Hours (per person) | *1 | | | 22,39 | | | 19,55 | | | 23,19 | | | 29,98 | | |
| General Training Hours | *1 | | | 28,146,73 | | | 26,412,00 | | | 49,908 | | | 48,327 | | |

*Our companies are in the "Hazardous" class and the legal training periods are carried out on a person basis in specified periods

* 1: The data could not be consolidated due to the system transition in 2020.

| | Yeşilova Extrusion | | | Yeşilova Die Casting | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|---|--------------------|--------|--------|----------------------|-------|-------|---------------------|--------|--------|---------------|------|-------|------------------|-------|-------|----------|-------|-------|
| Education by Company | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| OHS and Environmental Training Hours (per person) | 20,1 | 18,8 | 18,9 | 10,3 | 12,6 | 12,1 | 20,6 | 16,4 | 17 | 7,4 | 7,5 | 7,5 | 4,9 | 4 | 4,1 | 6,7 | 4,2 | 5,1 |
| General Training Hours (per person) | 48 | 33 | 34 | 30 | 32 | 32 | 49 | 34 | 36 | 16 | 17 | 17 | 18 | 10 | 11 | 44 | 44 | 43 |
| General Training Hours | 2,418 | 15,751 | 18,169 | 1,091 | 3,543 | 4,634 | 3,552 | 14,903 | 18,455 | 174 | 839 | 1,013 | 702 | 2,542 | 3,244 | 1,062 | 1,750 | 2,812 |

| Freedom of Association | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------|------|------|------|------|------|
| Union Member Employee Number | 383 | 845 | 1029 | 1014 | 1195 |
| Union Member Employee Ratio | 47% | 80% | 85% | 86% | 98% |

| | Yeşilova Extrusion | | | Yeşilova Die Casting | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|-----------------------------------|--------------------|------|-------|----------------------|------|-------|---------------------|------|-------|---------------|------|-------|------------------|------|-------|----------|------|-------|
| Freedom of Association by Company | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total | Female | Male | Total |
| Union Member Employee Number | 30 | 412 | 442 | 24 | 86 | 110 | 46 | 371 | 417 | - | - | 0 | 202 | 24 | 226 | - | - | 0 |
| Union Member Employee Ratio | - | 100% | - | 28 | 99% | - | - | 100% | - | - | 0% | - | - | 100% | - | - | 0% | - |

| Employee Circulation Rate | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|--------|--------|--------|--------|--------|
| Employee Circulation Rate* | 9,15% | 11,53% | 15,23% | 17,47% | 15,23% |
| Blue-collar | 7,18% | 11,53% | 13,44% | 18,97% | 13,58% |
| White-collar | 14,95% | 15,00% | 20,78% | 13,12% | 20,33% |
| Uncontrolled Employee Circulation Rate*1 | 5,18% | 7,37% | 7,37% | 10,89% | 5,78% |
| Uncontrolled Circulation Rate Blue-collar | 3,96% | 6,37% | 7,52% | 11,14% | 4,03% |
| Uncontrolled Circulation Rate White-collar | 8,75% | 10,43% | 12,52% | 10,15% | 11,18% |

*: It has been observed that the Employee Circulation Rate has increased in the automotive sector as of 2021, especially with the introduction of the local automotive company, as well as the reflection of the employees going abroad from the main industry and sub-industry to our company, and in order to better monitor this, the "Uncontrolled Employee Circulation Rate*1" has also started to be monitored. In addition, it can be added that the lifting of the bans in 2022, followed by the prohibition of quitting during the pandemic process, is the source of the increase in 2022.

*1: This rate is monitored in order to reduce the circulation rate due to "resignation".

| | Yeşilova Extrusion | | | Yeşilova Die Casting | | | Yeşilova Automotive | | | Can Aluminium | | | Canray Transport | | | Yeşilova | | |
|--|--------------------|--|--|----------------------|--|--|---------------------|--|--|---------------|--|--|------------------|--|--|----------|--|--|
| Employee Circulation Rate by Company | 2024 | | | 2024 | | | 2024 | | | 2024 | | | 2024 | | | 2024 | | |
| Employee Circulation Rate* | 10,12 | | | 23,82 | | | 16,13 | | | 14,06 | | | 17,24 | | | 24,36 | | |
| Blue-collar | 9,29 | | | 27,63 | | | 13,75 | | | 10,23 | | | 15,18 | | | 63,16 | | |
| White-collar | 14,26 | | | 10,79 | | | 26,31 | | | 17,31 | | | 24,97 | | | 23,33 | | |
| Uncontrolled Employee Circulation Rate*1 | 4,97 | | | 3,66 | | | 6,34 | | | 9,38 | | | 6,27 | | | 8,12 | | |
| Uncontrolled Circulation Rate Blue-collar | 3,76 | | | 3,16 | | | 4,83 | | | 6,82 | | | 3,66 | | | - | | |
| Uncontrolled Circulation Rate White-collar | 10,97 | | | 5,39 | | | 13,16 | | | 11,54 | | | 14,04 | | | 8,33 | | |

| Opinion/Suggestion/Kaizen | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------------------|------|------|------|------|-------|
| Opinion Rate Per Group | - | 2,58 | 2,59 | 1,96 | 2,13* |

* It was not included in 2020 because it was not followed in the same way in all companies.

| Occupational Accident and Occupational Disease | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---------|---------|---------|---------|---------|
| Fatal Occupational Accident | 0 | 0 | 0 | 0 | 0 |
| Number of injuries with high result (incapacity for more than 6 months) | 0 | 0 | 0 | 0 | 0 |
| Occupational Disease Detected | 0 | 0 | 0 | 0 | 0 |
| Accident Frequency Rate * 1 | 25 | 22 | 30 | 22 | 19 |
| Accident Severity Ratio *2 | 0,28 | 0,4 | 0,33 | 0,26 | 0,27 |
| Can Aluminium AFR/ASR | 0/0,00 | 0/0,00 | 7/0,00 | 0/0,00 | 0/0 |
| Canel AFR/ASR | 22/0,17 | 21/0,17 | 47/0,35 | 10/0,08 | 10/0,03 |
| Cansan AFR/ASR | 23/0,39 | 19/0,70 | 21/0,35 | 28/0,41 | 20/0,44 |
| Can Metal AFR/ASR | 54/0,17 | 51/0,23 | 72/0,57 | 78/0,90 | 49/1,09 |
| Canray AFR/ASR | 28/0,35 | 22/0,22 | 0/0,00 | 12/0,09 | 30/0,17 |
| Yeşilova Holding Center AFR/ASR | 0/0,00 | 0/0,00 | 0/0,00 | 0/0,00 | 0/0,00 |

*1: Loss-time injury (LTI) frequency rate for direct labor - (total number of loss-time incidents) x 1,000,000/total hours worked across the company

*2: Loss-time injury (LTI) severity rate for direct labor (number of days lost due to injuries) x 1,000/total hours worked

» ANNEXES

| | Yeşilova Extrusion | Yeşilova Die Casting | Yeşilova Automotive | Can Aluminium | Canray Transport | Yeşilova |
|---|--------------------|----------------------|---------------------|---------------|------------------|----------|
| Occupational Accident and Occupational Disease by Company | 2024 | 2024 | 2024 | 2024 | 2024 | 2024 |
| Fatal Occupational Accident | 0 | 0 | 0 | 0 | 0 | 0 |
| Number of injuries with high result (incapacity for more than 6 months) | 0 | 0 | 0 | 0 | 0 | 0 |
| Occupational Disease Detected | 0 | 0 | 0 | 0 | 0 | 0 |
| Accident | 23 | 16 | 13 | 0 | 15 | 0 |

| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | |
|---------------------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|
| Raw Material Amount | Primary | Secondary | Primary | Secondary | Primary | Secondary | Primary | Secondary | Primary | Secondary |
| Aluminium * | 16.948 | 8.465 | 15.447 | 9.503 | 17.309 | 7.477 | 18.948 | 9.859 | 20.033 | 12.091 |
| RATIO | 67% | 33% | 62% | 38% | 70% | 30% | 66% | 34% | 62% | 38% |

*The data has been calculated based on the figures from Yeşilova Extrusion and Yeşilova Casting, which are the main input suppliers for all our manufacturing companies. Due to the capacity increase at Yeşilova Extrusion, the usage rate of primary aluminium has increased.

| | 2020 | | 2021 | | 2022 | | 2023 | | 2024 | |
|--------------------------|--------------------|-----------------|--------------------|-----------------|--------------------|-----------------|--------------------|-----------------|--------------------|-----------------|
| Group Waste Amount (ton) | Nonhazardous Waste | Hazardous Waste | Nonhazardous Waste | Hazardous Waste | Nonhazardous Waste | Hazardous Waste | Nonhazardous Waste | Hazardous Waste | Nonhazardous Waste | Hazardous Waste |
| Recovery | 2.373 | 1.544 | 6.705 | 1.660 | 7.712 | 1.781 | 8.517 | 1.954 | 10.628 | 2.063 |
| Reuse | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Disposed of * | 0 | 1 | 0 | 2 | 0 | 24 | 0 | 0,006 | 0 | 0,013 |
| Not Disposed of (Stock) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total by Hazard Class | 2.373 | 1.545 | 6.705 | 1.662 | 7.712 | 1.805 | 8.517 | 1.954 | 10.628 | 2.063 |
| TOTAL | 3.917 | | 8.367 | | 9.517 | | 10.471 | | 12.690 | |

* Within the scope of GRI 306, combustion (R1) for the purpose of energy production from waste recovery codes, unlike the recovery of the product, combustion for the purpose of obtaining energy is considered to be transparent. Therefore, 0.5 tons for 2020, 2 tons for 2021 and 23.74 tons for 2022 were recorded under incinerated waste disposal with the energy recovery code R1.

| Group Waste Density | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|------|
| "Non-hazardous Waste (ton Waste/Turnover \$) * 1.000.000" | 22 | 42 | 36 | 41 | 45 |
| "Hazardous Waste (ton Waste/Turnover \$) * 1.000.000" | 14 | 10 | 8 | 9 | 9 |

| | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|---------------------------------------|--------------------|-----------------|----------|--------------------|-----------------|----------|--------------------|-----------------|----------|--------------------|-----------------|--------|--------------------|-----------------|---------|
| Company Waste Amount (ton) by Company | Nonhazardous Waste | Hazardous Waste | Total | Nonhazardous Waste | Hazardous Waste | Total | Nonhazardous Waste | Hazardous Waste | Total | Nonhazardous Waste | Hazardous Waste | Total | Nonhazardous Waste | Hazardous Waste | Total |
| Can Aluminium | - | - | 0,000 | - | - | 0,000 | - | 0,434 | 0,434 | - | - | 0,000 | - | 0,241 | 0,241 |
| Recovery | - | - | 0,000 | - | - | 0,000 | - | 0,434 | 0,434 | - | - | 0,0 | - | 0,2 | 0,2 |
| Yeşilova Automotive | 92,338 | 105,744 | 198,082 | 117,753 | 77,589 | 195,342 | 242,253 | 206,228 | 448,481 | 445,0 | 225,8 | 670,8 | 407,3 | 217,1 | 624,5 |
| Recovery | 92,338 | 105,744 | 198,082 | 117,553 | 77,484 | 195,037 | 242,253 | 206,223 | 448,476 | 445,0 | 225,8 | 670,8 | 407,3 | 217,1 | 624,5 |
| Disposed of * | - | - | 0,000 | - | 0,005 | 0,005 | - | 0,005 | 0,005 | - | - | 0,000 | 0,000 | 0,007 | 0,007 |
| Not Disposed of (Stock) | - | - | 0,000 | 0,200 | 0,100 | 0,300 | - | - | 0,000 | - | - | 0,00 | 0,00 | 0,0 | 0,0 |
| Yeşilova Extrusion | 2207,238 | 1259,620 | 3466,858 | 6456,520 | 1494,160 | 7950,680 | 7274,162 | 1517,058 | 8791,220 | 7878,5 | 1643,4 | 9521,9 | 9958,3 | 1760,1 | 11718,4 |
| Recovery | 2207,238 | 1259,116 | 3466,354 | 6456,520 | 1492,156 | 7948,676 | 7274,162 | 1517,049 | 8791,211 | 7878,5 | 1643,4 | 9521,9 | 9958,3 | 1760,1 | 11718,4 |
| Disposed of * | - | - | 0,000 | - | 2,004 | 2,004 | - | 0,009 | 0,009 | - | 0,006 | 0,006 | 0,000 | 0,006 | 0,006 |
| Yeşilova Die Casting | 73,019 | 179,348 | 252,367 | 130,733 | 90,670 | 221,403 | 152,972 | 81,104 | 234,076 | 164,5 | 82,7 | 247,1 | 171,04 | 75,873 | 246,9 |
| Recovery | 73,019 | 179,347 | 252,366 | 130,733 | 90,670 | 221,403 | 152,972 | 57,355 | 210,327 | 164,5 | 82,7 | 247,1 | 171,0 | 75,9 | 246,9 |
| Disposed of * | - | 0,001 | 0,001 | - | - | 0,000 | - | 23,749 | 23,749 | - | - | 0,000 | 0,000 | 0,000 | 0,000 |
| Canray Transport | - | - | 0,000 | - | - | 0,000 | 42,870 | - | 42,870 | 29,1 | 2,1 | 31,1 | 91,0 | 9,3 | 100,3 |
| Recovery | - | - | 0,000 | - | - | 0,000 | 42,870 | - | 42,870 | 29,1 | 2,1 | 31,1 | 91,0 | 9,3 | 100,3 |
| Yeşilova Holding Center** | - | - | 0,000 | - | - | 0,000 | - | - | 0,000 | - | - | 0,0 | - | - | 0,0 |

** Within the scope of GRI 306, incineration (R1) for the purpose of energy production from waste recovery codes is considered as disposal for the purpose of obtaining energy different from the recovery of the product. For this reason, 0.5 tons for Cansan for 2020, 2 tons for 2021 and 23.74 tons for Can Metal for 2022 were recorded under incinerated waste disposal with R1 energy recovery code."

*1: As Yeşilova Central Company uses the offices in Cansan and Canel companies as offices, waste is managed in these companies.

| Group Corporate Carbon Footprint (ton CO ₂ -e) | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---------------|---------------|---------------|---------------|---------------|
| Scope 1 Emissions | 6.139 | 7.106 | 8.251 | 8.321 | 9.261 |
| Scope 2 Emissions | 8.233 | 8.747 | 12.067 | 12.048 | 12.961 |
| TOTAL | 14.372 | 15.853 | 20.318 | 20.369 | 22.222 |

| Carbon Footprint Density | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|------|
| *Scope 1 and 2 Emissions (ton CO ₂ -e/Turnover \$) * 1.000.000" | 131 | 100 | 94 | 97 | 93 |

| | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|---|---------|---------|-------|---------|---------|-------|---------|---------|--------|---------|---------|--------|---------|---------|--------|
| Corporate Carbon Footprint (tons of CO ₂ -e) | Scope 1 | Scope 2 | Total | Scope 1 | Scope 2 | Total | Scope 1 | Scope 2 | Total | Scope 1 | Scope 2 | Total | Scope 1 | Scope 2 | Total |
| Can Aluminium | 113 | 122 | 235 | 117 | 110 | 228 | 112 | 173 | 284 | 114 | 162 | 276 | 107 | 214 | 321 |
| Yeşilova Automotive | 867 | 1.074 | 1.942 | 1.252 | 1.561 | 2.813 | 1.632 | 2.637 | 4.269 | 1.502 | 2.492 | 3.994 | 1.633 | 2.168 | 3.801 |
| Yeşilova Extrusion | 3.275 | 5.987 | 9.262 | 3.469 | 5.825 | 9.294 | 3.704 | 7.174 | 10.878 | 3.620 | 7.145 | 10.765 | 4.580 | 7.929 | 12.509 |
| Yeşilova Die Casting | 1.827 | 1.050 | 2.877 | 2.191 | 1.121 | 3.312 | 2.532 | 1.735 | 4.266 | 2.724 | 1.811 | 4.535 | 2.295 | 1.858 | 4.153 |
| Canray Transport | - | - | 0 | 23 | 129 | 152 | 196 | 349 | 544 | 283 | 437 | 720 | 579 | 719 | 1.298 |
| Yeşilova Holding Center** | 56 | - | 56 | 55 | - | 55 | 77 | - | 77 | - | 78 | 78 | 67 | 73 | 140 |

*1: Since Yeşilova Central Company uses the offices in Yeşilova Extrusion and Yeşilova Automotivel companies as offices, Scope 1 emissions arising only from company vehicles have been calculated.

» ANNEXES

| Corporate Carbon Footprint (tons of CO ₂ -e) Verified | Yeşilova Automotive Year 2024 |
|--|----------------------------------|
| Category 1 – Greenhouse gas emissions resulting from direct activities such as fuel use, occurring under the ownership or control of the organization | 1.633,388 ton |
| Category 2 – Indirect emissions resulting from the consumption of purchased energy, such as electricity, steam, heating, and cooling | 2.167,56 ton |
| Category 3 – Emissions related to the organization's activities but occurring from sources not directly controlled by the organization, such as transportation activities including logistics and employee commuting | 888,692 ton |
| Category 4 – Indirect emissions from the production of goods and services purchased by the organization | 23.454,368 ton |
| Category 5 – Emissions generated throughout the life cycle during the use phase of products manufactured and sold by the organization | 27,296 ton |
| Category 6 – Other indirect emissions related to the organization's activities that are not included in the categories above | 0 ton |
| TOTAL | 28.171,304 ton |
| OFFSETTING | 0 ton |

The greenhouse gas declaration report of Yeşilova Automotive has been prepared in accordance with the requirements of the EN ISO 14064-1:2018 standard and verified in line with the EN ISO 14064-3:2019, ISO 17029:2019, and ISO 14065:2020 standards. You can access the verification report via the link below:

<https://www.canelotomotiv.com.tr/wp-content/uploads/2025/07/14064-1-Dogrulama-Raporu-en-tr.pdf>

| Group Energy Consumptions | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------------------|--------------|--------------|--------------|--------------|--------------|
| Natural gas (sm3) | 2.932.061 | 3.416.007 | 3.969.623 | 3.981.762 | 4.283.574 |
| Electricity (kwh) | 18.670.031 | 23.325.311 | 24.931.581 | 27.381.387 | 29.489.875 |
| Diesel (ton) | 10 | 11 | 17 | 19 | 22 |
| TOTAL TEP | 4.035 | 4.835 | 5.436 | 5.659 | 6.092 |

| Energy Density | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|------|------|------|------|------|
| Total Energy Consumption (TOE/Turnover \$) *1.000.000 | 37 | 30 | 25 | 27 | 26 |

| | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|-----------------------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|------------------|----------------|--------------|
| Company Energy Consumptions | Natural Gas(sm3) | Electric (kwh) | Diesel (ton) | Natural Gas(sm3) | Electric (kwh) | Diesel (ton) | Natural Gas(sm3) | Electric (kwh) | Diesel (ton) | Natural Gas(sm3) | Electric (kwh) | Diesel (ton) | Natural Gas(sm3) | Electric (kwh) | Diesel (ton) |
| Can Aluminium | 10.627 | 277.068 | - | 10.010 | 294.251 | - | 10.491 | 356.624 | - | 221 | 368.878 | - | - | 487.917 | - |
| Yeşilova Automotive | 371.832 | 2435.775 | - | 593.859 | 4.163.727 | - | 774.770 | 5.448.985 | - | 688.267 | 5.663.602 | - | 674.283 | 4.903.981 | - |
| Yeşilova Extrusion | 162.994 | 813.576 | 10,20 | 170.462 | 1.553.296 | 10,48 | 181.932 | 1.482.170 | 17,01 | 178.769 | 1.623.964 | 19 | 217.847 | 1.806.136 | 22 |
| Yeşilova Die Casting | 919.654 | 2.381.071 | - | 1.107.514 | 2.989.507 | 0,50 | 1.278.365 | 3.584.119 | - | 1.378.660 | 4.116.704 | - | 1.158.271 | 4.232.522 | - |
| Canray Transport | - | - | - | - | 344.859 | - | 86.671 | 720.146 | - | 126.919 | 994.240 | - | 272.546 | 1.637.745 | - |
| Yeşilova Holding Center*1 | - | - | - | - | - | - | - | - | - | - | - | - | - | 166.344 | - |

*1: Since Yeşilova Central Company uses the offices in Yeşilova Extrusion and Yeşilova Automotive companies as offices, energy consumption is managed in these companies.

| Group Drawn Water Amount | 2020 | 2021 | 2022 | 2023 | 2024 |
|--|----------------|----------------|----------------|----------------|----------------|
| Underground water drawn m3 | 4.813 | 2.605 | 1.976 | 3.431 | 2.799 |
| Mains water drawn (1st and 2nd quality) m3 | 115.593 | 112.887 | 118.997 | 117.724 | 131.031 |
| Other water drawn (tanker) m3 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 120.406 | 115.492 | 120.973 | 121.155 | 133.830 |

| Group Density of Drawn Water | 2020 | 2021 | 2022 | 2023 | 2024 |
|------------------------------|------|------|------|------|------|
|------------------------------|------|------|------|------|------|

| | | | | | |
|--|-----|-----|-----|-----|-----|
| Drawn Water (underground, mains and other) (m3 / Turnover \$)* 1.000 | 1,1 | 0,7 | 0,6 | 0,6 | 0,6 |
|--|-----|-----|-----|-----|-----|

| Group Amount of Water Discharged and Consumed | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|------|
|---|------|------|------|------|------|

| | | | | | |
|-------------------------------|---------|---------|---------|---------|---------|
| Discharge to mains m3 | 107.867 | 118.645 | 107.700 | 120.872 | 133.378 |
| 3.Party or other discharge m3 | 0 | 0 | 0 | 0 | 0 |
| Water consumption m3 | 12.539 | -3.153* | 13.273 | 283 | 452 |

* Calculated based on water and wastewater bills.

| | 2020 | | | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|---------------------------------------|------------------|-----------------------|---------------------|------------------|-----------------------|---------------------|------------------|-----------------------|---------------------|------------------|-----------------------|---------------------|------------------|-----------------------|---------------------|
| Company Water Consumptions | Drawn Water (m3) | Discharged Water (m3) | Water Consumed (m3) | Drawn Water (m3) | Discharged Water (m3) | Water Consumed (m3) | Drawn Water (m3) | Discharged Water (m3) | Water Consumed (m3) | Drawn Water (m3) | Discharged Water (m3) | Water Consumed (m3) | Drawn Water (m3) | Discharged Water (m3) | Water Consumed (m3) |
| Can Aluminium | 695 | 690 | 5 | 625 | 616 | 9 | 647 | 637 | 10 | 575 | 292 | 283 | 814 | 363 | 451 |
| Yeşilova Automotive | 19.882 | 19.882 | 0 | 20.982 | 19.245 | 1.737 | 27.989 | 23.251 | 4.738 | 32.405 | 32.405 | 0 | 26.691 | 26.691 | 0 |
| Yeşilova Extrusion | 82.975 | 82.975 | 0 | 81.999 | 81.999 | 0 | 71.393 | 71.393 | 0 | 65.060 | 65.060 | 0 | 76.508 | 76.508 | 0 |
| Yeşilova Die Castinng | 16.854 | 4.320 | 12.534 | 11.886 | 15.048 | -3.162* | 20.944 | 7.681 | 13.263 | 16.152 | 16.152 | 0 | 21.526 | 21.526 | 0 |
| Canray Transport* ¹ | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6.963 | 6.963 | 0 | 8.290 | 8.290 | 0 |
| Yeşilova Holding Center* ² | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* Calculated based on water and wastewater bills.

*1: Canray also met the need for human water consumption from Yeşilova Extrusion until 2023 and was also recorded as 0 because it was not invoiced. Additionally, with the commissioning of the dye house in 2023, water consumption began to be monitored.

*2: Since Yeşilova Central Company uses the offices in Yeşilova Extrusion and Yeşilova Automotive I companies as offices, water consumption is managed in these companies.

GRI CONTENT INDEX

Notice of Use: YEŞİLOVA HOLDING has reported the information specified in the GRI content index for the period 01.01.2023–31.12.2024 in accordance with the GRI Standards.

GRI 1 Used: GRI 1: Baseline 2021

Current GRI Sector Standard(s): The current industry standard has not yet been published by GRI.

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER |
|--|--|---|
| Genel açıklamalar | | |
| GRI 2: General Definitions 2021 | 2-1 Organizational structure | About Yeşilova 8 |
| | 2-2 Organizations included in the organization's sustainability reporting | About this Report 4 |
| | 2-3 Reporting period, frequency and contact point | About this Report 4 |
| | 2-4 Re-expression of information | Initial Report 4 |
| | 2-5 External assurance | About this Report. No external audit was received additionally 4 |
| | 2-6 Activities, value chain and other business relationships | About Yeşilova 8 |
| | 2-7 Employees | About Yeşilova, Employment, Diversity and Equal Opportunities, Indicators 8,68,93 |
| | 2-8 Non-employee workers | Occupational Health and Safety 80 |
| | 2-9 Governance structure and composition | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-10 Nomination and selection of the highest governance body | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-11 Chairman of the highest governance body | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-13 Transfer of responsibility for managing impacts | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-14 Role of the highest governance body in sustainability reporting | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-15 Conflicts of Interest | Internal Audit, Ethics and Anti-Corruption 21 |
| | 2-16 Communicating critical concerns | Internal Audit, Ethics and Anti-Corruption 21 |
| | 2-17 Collective knowledge of the highest governance body | Corporate Governance - Board, Committee and Working Groups 16 |
| | 2-18 Evaluation of the performance of the highest governance body | Yeşilova Holding is a family company and issues such as working or internship conditions of family members and people to be included in the family, recruitment and evaluation processes, performance evaluations, conditions of participation in management, conditions of being a member of the board of directors, formation of management bodies, rules and restrictions on shareholding and succession plan are governed by the "Family Constitution". The performances of the Board members are followed by periodic feedback interviews. 100 |
| | 2-19 Remuneration policies | Wage Policy and Benefits, Appreciation and Rewarding 76,77 |
| | 2-20 Wage determination process | Wage Policy and Benefits, Appreciation and Rewarding 76,77 |
| | 2-21 Annual total wage rate | Economic Performance 39 |
| | 2-22 Explanation on sustainable development strategy | Our Sense of Sustainability 24 |
| | 2-23 Policy commitments | Our Sense of Sustainability 24 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|---|--|---|---------------------|
| General Definitions | | | |
| GRI 2: General Definitions 2021 | 2-24 Placement of policy commitments | Boards, Committees and Working Groups | 16 |
| | 2-25 Processes for correcting adverse effects | Internal Audit, Ethics and Anti-Corruption, Risk Management | 21 |
| | 2-26 Mechanisms to seek advice and raise concerns | Internal Audit, Ethics and Anti-Corruption | 21 |
| | 2-27 Compliance with laws and regulations | Risk Management | 21 |
| | 2-28 Memberships | Stakeholder Engagement and the Ecosystem | 29 |
| | 2-29 Stakeholder engagement approach | Stakeholder Engagement and the Ecosystem | 29 |
| | 2-30 Collective bargaining agreements | Freedom of association | 78 |
| Priority Issues | | | |
| GRI 3: Priority Issues 2021 | 3-1 The process of identifying priority issues | Our Sense of Sustainability, Stakeholder Engagement and the Ecosystem | 24,29 |
| | 3-2 List of material topics | Our Sense of Sustainability, Stakeholder Engagement and the Ecosystem | 24,29 |
| Economic Performance | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Market Presence, Economic Performance, R&D and Innovation, Water and Wastewater Management, Climate Change and Carbon Footprint, Wage Policy and Benefits | 35,39, 46,62, 54,76 |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value produced and distributed | Market Presence, Economic Performance (Limited data disclosed as it is not a publicly traded company) | 35,39 |
| | 201-2 Financial consequences and other risks and opportunities arising from climate change | R&D and Innovation, Water and Wastewater Management, Climate Change and Carbon Footprint | 46,62, 54 |
| | 201-3 Defined benefit plan obligations and other retirement plans | Wage Policy and Benefits | 76 |
| | 201-4 Financial assistance received from government | Indicators | 93 |
| Market Presence | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Wage Policy and Benefits | 76 |
| GRI 202: Market Presence 2016 | 202-1 Standard entry-level wage rates by gender compared to the local minimum wage | Wage Policy and Benefits | 76 |
| | 202-2 Ratio of senior management hired from the local community | GRI Content Index: The senior executives of all our companies included in the reporting are citizens of the Republic of Turkey. | 101 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER |
|---|--|---|
| Priority Issues | | |
| Indirect Economic Impacts | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | R&D and Innovation, Water and Wastewater Management, Technology and Digitalization 46, 62, 66 |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Supported infrastructure investments and services | R&D and Innovation, Water and Wastewater Management, Technology and Digitalization 46, 62, 66 |
| | 203-2 Significant indirect economic impacts | R&D and Innovation, Water and Wastewater Management, Technology and Digitalization 42, 53, 57 |
| Procurement Practices | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Responsible Supply Chain 83 |
| GRI 204: Procurement Practices 2016 | 204-1 Ratio of expenditure on local suppliers | Responsible Supply Chain 83 |
| Anti-Corruption | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Internal Audit, Ethics and Anti-Corruption, Risk Management 21 |
| GRI 205: Anti- Corruption 2016 | 205-1 Operations assessed for risks related to corruption | Internal Audit, Ethics and Anti-Corruption, Risk Management 21 |
| | 205-2 Communication and training on anti-corruption policies and procedures | Internal Audit, Ethics and Anti-Corruption, Risk Management 21 |
| | 205-3 Verified corruption incidents and measures taken | Internal Audit, Ethics and Anti-Corruption, Indicators 21, 93 |
| Anti-competitive Conduct | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Internal Audit, Ethics and Anti-Corruption, Risk Management 21 |
| GRI 205: Anti- Corruption 2016 | 206-1 Legal proceedings for anti-competitive conduct, trust and monopoly practices | GRI Content Index: In the reporting period, there are no practical procedures for anti-competitive conduct, trust and monopoly practices. 102 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|--|--|--|--------|
| Priority Issues | | | |
| Tax | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Economic performance | 39 |
| GRI 207: Tax 2019 | 207-1 Approach to Taxation | Economic performance | 39 |
| | 207-2 Tax governance, control and risk management | Economic performance | 39 |
| | 207-3 Stakeholder engagement and management of tax concerns | Economic performance | 39 |
| | 207-4 Country-based reporting | Economic Performance, Indicators | 39, 93 |
| Materials | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | R&D and Innovation, Waste and Resource Management | 46, 51 |
| GRI 301: Materials 2016 | 301-1 Materials used by weight or volume | About Yeşilova (Main raw material consumption added) | 8 |
| | 301-2 Recycled material used rate | Sustainable Resource And Waste Management, Indicators | 51, 96 |
| | 301-3 Recycled products and packaging materials | Sustainable Resource And Waste Management, Indicators | 51, 96 |
| Energy | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Energy Management, Climate Change and Carbon Footprint | 60, 54 |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Energy Management | 60 |
| | 302-2 Energy consumption outside the organization | Climate Change and the Carbon Footprint | 54 |
| | 302-3 Energy density | Energy Management | 60 |
| | 302-4 Reducing energy consumption | Energy Management | 60 |
| | 302-5 Decrease in energy requirements of products and services | Energy Management | 60 |
| Water and waste | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Water and Wastewater Management | 62 |
| GRI 303: Water and Waste Waters 2018 | 303-1 Interactions with water as a shared resource | Water and Wastewater Management | 62 |
| | 303-2 Management of impacts related to water discharge | Water and Wastewater Management | 62 |
| | 303-3 Drawing water | Water and Wastewater Management | 62 |
| | 303-4 Water discharge | Indicators | 98 |
| | 303-5 Water consumption | Indicators | 98 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|--------------------------------------|---|---|-----|
| Priority Issues | | | |
| Biodiversity | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Compliance with Environmental Legislation | 51 |
| | | | |
| GRI 304: Biodiversity 2016 | 304-1 Owned, leased, managed operational sites within or adjacent to protected areas and areas of high biodiversity value outside protected areas | GRI Content Index: There are no protected areas in the residential areas where we operate. | 104 |
| | 304-2 Significant impacts of activities, products and services on biodiversity | GRI Content Index: There are no protected areas in the residential areas where we operate. | 104 |
| | 304-3 Protected or restored habitats | GRI Content Index: There are no protected areas in the residential areas where we operate. | 104 |
| | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations | GRI Content Index: There are no protected areas in the residential areas where we operate. | 104 |
| Emissions | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Climate Change and the Carbon Footprint | 54 |
| | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) greenhouse gas emissions | Indicators | 97 |
| | 305-2 Indirect energy (Scope 2) greenhouse gas emissions | Indicators | 97 |
| | 305-3 Other indirect (Scope 3) greenhouse gas emissions | Climate Change and the Carbon Footprint | 54 |
| | 305-4 Emission density of greenhouse gases | Climate Change and the Carbon Footprint | 54 |
| | 305-5 Reducing Greenhouse Gas Emissions | Climate Change and the Carbon Footprint | 104 |
| | 305-6 Emissions of ozone-depleting substances (ODS) | GRI Content Index: No Ozone Depleting Substances (ODS) Consumption was reported by our companies during the reporting period. | |
| | 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions | Compliance with Environmental Legislation | 51 |
| Waste | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Sustainable Resource And Waste Management, | 51 |
| | | | |
| GRI 306: Waste 2020 | 306-1 Significant impacts related to waste generation and waste | Sustainable Resource And Waste Management, | 51 |
| | 306-2 Management of significant waste-related impacts | Sustainable Resource And Waste Management, | 51 |
| | 306-3 Waste generated | Indicators | 96 |
| | 306-4 Waste separated from disposal | Indicators | 96 |
| | 306-5 Waste for Disposal | Indicators | 96 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|---|---|---|--------|
| Priority Issues | | | |
| Supplier Environmental Assessment | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Responsible Supply Chain | 84 |
| GRI 308: Supplier Environmental Assessment 2016 | 308-1 New suppliers screened using environmental criteria | Responsible Supply Chain | 84 |
| | 308-2 Adverse environmental impacts in the supply chain and measures taken | Responsible Supply Chain | 84 |
| Business | | | |
| GRI 3: Priority Issues2021 | 3-3 Management of material topics | Employment, Diversity and Equal Opportunities, Wage Policy and Benefits | 68, 76 |
| GRI 401: Employment 2016 | 401-1 Recruitment and circulation of new employees | Indicators | 94 |
| | 401-2 Benefits provided to full-time employees who are not provided to temporary or part-time employees | Wage Policy and Benefits | 76 |
| | 401-3 Parental leave | Employment, Diversity and Equal Opportunity | 68 |
| Work/Management Relations | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Employment, Diversity and Equal Opportunity, Employee Satisfaction | 68, 78 |
| GRI 402: Work/ Management Relations 2016 | 402-1 Minimum notice periods for operational changes | GRI Content Index: Legal notice periods are taken into account in important task changes. | 105 |
| Occupational health and safety | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Occupational Health and Safety | 80 |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational Health and Safety management system | Occupational Health and Safety | 80 |
| | 403-2 Hazard identification, risk assessment and incident investigation | Occupational Health and Safety | 80 |
| | 403-3 Occupational health services | Occupational Health and Safety | 80 |
| | 403-4 Employee participation in occupational health and safety,consultation and communication | Occupational Health and Safety | 80 |
| | 403-5 Employee training on occupational health and safety | Occupational Health and Safety, Indicators | 80, 95 |
| | 403-6 Promotion of occupational health | Occupational Health and Safety, Indicators | 80, 95 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|---|---|--|------------|
| Priority Issues | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to labor relations | Occupational Health and Safety | 80 |
| | 403-8 Employees covered by the occupational health and safety management system | Occupational Health and Safety | 80 |
| | 403-9 Work-related injuries | Occupational Health and Safety, Indicators | 80, 95 |
| | 403-10 Work-related disease | Occupational Health and Safety, Indicators | 80, 95 |
| Education and training | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Employee Development, Talent Management, Performance Management | 71, 73, 75 |
| GRI 404: Education and Training 2016 | 404-1 Average hours of training per employee per year | Indicators | 94 |
| | 404-2 Programs and transition assistance programs to improve employee skills | Employee Development | 71 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | Performance Management, Talent Management | 75, 73 |
| Diversity and equal opportunities | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Employment, Diversity and Equal Opportunities, Wage Policy and Benefits, Leadership Management | 68, 76, 75 |
| GRI 405: Diversity and Equal Opportuni- ties 2016 | 405-1 Yönetişim organlarının ve çalışanlarının çeşitliliği | Diversity and equal opportunity | 68 |
| | 405-2 Ratio of women's basic salaries and wages to men's | Wage Policy and Benefits | 76 |
| Non-discrimination | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Employment, Diversity and Equal Opportunities, Internal Audit, Ethics and Anti-Corruption | 68, 21 |
| GRI 406: Prohibition of discrimination 2016 | 406-1 Discrimination cases and corrective measures taken | Indicators | 93 |
| Freedom of Association and Collective Bargaining | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Freedom of association | 78 |
| GRI 407: Organization and Collective Bargaining | 407-1 Operations where the right to freedom of association and collective bargaining may be at risk and suppliers | Freedom of Association, Indicators | 78, 95 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|--|--|---|-----|
| Priority Issues | | | |
| Child Labor | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Prohibition of Forced Labor and Child Labor | 78 |
| GRI 408: Child Labor 2016 | 408-1 Operations at significant risk of child labor incidents and suppliers | Prohibition of Forced Labor and Child Labor | 78 |
| Forced Labor | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Prohibition of Forced Labor and Child Labor | 78 |
| GRI 409: Forced or Involuntary Labor 2016 | 409-1 Operations with significant risk of incidents of forced or involuntary labor and suppliers | Prohibition of Forced Labor and Child Labor | 78 |
| Security Practices | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Internal Audit, Ethics and Anti- Corruption | 21 |
| GRI 410: Security Practices 2016 | 410-1 Security personnel trained in human rights policies or procedures | GRI Content Index: Security person- nel subject to private security offi- cer certificate are employed. | 107 |
| Rights of Local People | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Internal Audit, Ethics and Anti- Corruption | 21 |
| GRI 411: Rights of Local People 2016 | 411-1 Incidents of violations involving the rights of local people | GRI Content Index: There have been no incidents of violations involving the rights of local people. | 107 |
| Local communities | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Internal Audit, Ethics and Anti- Corruption | 21 |
| GRI 413: Local Communities 2016 | 413-1 Operations with local community invol- vement, impact assessments and development programs | GRI Content Index: There have been no incidents of violations involving the rights of local people. | 107 |
| | 413-2 Operations with significant current and potential adverse impacts on local communities | GRI Content Index: There have been no incidents of violations involving the rights of | 107 |

| GRI STANDARD/ OTHER SOURCE | ANNOUNCED | TITLE and PAGE NUMBER | |
|---|---|--|--------|
| Priority Issues | | | |
| Supplier social assessment | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Responsible Supply Chain | 83 |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers scanned using social criteria | Responsible Supply Chain | 83 |
| | 414-2 Adverse social impacts in the supply chain and measures taken | Responsible Supply Chain | 83 |
| Customer health and safety | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Production Quality and Customer Satisfaction | 82 |
| GRI 416: Customer Health and Safety 2016 | 416-1 Evaluation of health and safety effects of product and service categories | Production Quality and Customer Satisfaction | 82 |
| | 416-2 Cases of non-compliance with the health and safety effects of products and services | Production Quality and Customer Satisfaction | 82 |
| Marketing and labelling | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Prohibited Restricted Chemicals and Conflict Minerals, Production Quality and Customer Satisfaction | 63, 82 |
| GRI 417: Marketing and Labelling 2016 | 417-1 Ürün ve hizmet bilgileri ve etiketleme için gereklilikler | Prohibited Restricted Chemicals and Conflict Minerals, Production Quality and Customer Satisfaction | 63, 82 |
| | 417-2 Cases of non-compliance with product and service information and labelling | GRI Content Index: There was no incident during the reporting period. | 108 |
| | 417-3 Cases of non-compliance with marketing communications | GRI Content Index: There was no incident during the reporting period. | 108 |
| Customer privacy | | | |
| GRI 3: Priority Issues 2021 | 3-3 Management of material topics | Internal Audit, Ethics and Anti-Corruption, Production Quality and Customer Satisfaction | 21, 82 |
| GRI 418: Customer Privacy 2016 | 418-1 Verified complaints of breach of customer confidentiality and loss of customer data | GRI Content Index: During the reporting period, there was no case of violation of the confidentiality of | 108 |

Issues that are material for Yeşilova Holding but not included in GRI standards: Corporate Culture, Benchmarking Studies

| Issues determined not to be material in the applicable GRI Sector Standards | |
|---|-------------|
| TITLE | DESCRIPTION |

| | |
|-----------------------------|---|
| GRI 415: Public Policy 2016 | There is no financial or political contribution to any party. |
|-----------------------------|---|

YEŞİLOVA HOLDING CENTER GLOBAL COMPACT PROGRESS REPORT

| GLOBAL PRINCIPLES | RELEVANT SECTION AND PAGE NUMBER |
|--|---|
| Human Rights | |
| Principle 1. Businesses should support and respect proclaimed human rights | Corporate Governance, 15, 21, 24 |
| Principle 2. Businesses should not be complicit in human rights violations | Internal Audit, Ethics and Anti-Corruption Sense of Sustainability |
| Working Standards | |
| Principle 3. Businesses should support workers' freedom of association and collective bargaining | Employment, Diversity and equal opportunity 68, 78, 78 |
| Principle 4. Forced and involuntary labor must be stopped | Freedom of association |
| Principle 5. All forms of child labor must be stopped | Prohibition of Forced Labor and Child Labor |
| Principle 6. Discrimination in recruitment must be stopped | |
| Environment | |
| Principle 7. Businesses should support a precautionary approach to environmental challenges | R&D and Innovation, 46, 51, |
| Principle 8. Support all kinds of activities and formations that will increase environmental responsibility | Sustainable Resource And Waste Management, Climate Change and the Carbon Footprint 54, 60, 62 |
| Principle 9. Discourage the development and dissemination of environmentally friendly technologies | Energy Management Water and Wastewater Management |
| Anti-Corruption | |
| Principle 10. Businesses must fight corruption in all its forms, including bribery and extortion | Internal Audit, Ethics and Anti-Corruption 21 |

WOMEN 'S EMPOWERMENT PRINCIPLES (WEPS) PROGRESS STATEMENT

| PRINCIPLES | RELEVANT SECTION AND PAGE NUMBER |
|--|--|
| Principle 1: Corporate Leadership Promoting Gender Equality | Sense of Sustainability 24 |
| Principle 2: Equal Opportunities, Participation and Anti-Discrimination | Employment, Diversity and equal opportunity 68 21, 24, 80 |
| Principle 3: Health, Safety and Freedom Against Violence | Internal Audit, Ethics and Anti-Corruption, Our Sense of Sustainability, Occupational Health and Safety 71, 73, 75, 94 |
| Principle 4: Education and Training | Employee Development, Talent Management 84 |
| Principle 5: Business Development, Supply Chain and Marketing Practices | Leadership Management, Indicators 67 |
| Principle 6: Social Leadership and Participation | Employment, Diversity and Equal Opportunities, Wage Policy and Benefits, Indicators 68, 76, 93 |
| Principle 7: Measuring and Transparent Reporting for Gender Equality | |



The Yeşilova Holding 2023-2024 Sustainability Report has been prepared for informational purposes only, and all information, opinions, and assessments contained in this report, which are not exhaustive, have not been independently verified.