

**SUSTAINABILITY
REPORT
2024**



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ABOUT THE REPORT

Beyçelik Holding A.Ş. 2024 Sustainability Report is the Holding's fourth report and covers the period from January 1 to December 31, 2024.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, covering the environmental, social, and governance performance of Beyçelik Holding A.Ş. and its affiliated group companies. The principles of information integrity and comparability have been observed throughout the report.

The theme of the 2024 report is "Layer by Layer Future," reflecting Beyçelik Holding A.Ş.'s experience across diverse business areas, its engineering-driven development approach, and its multi-layered organizational structure. The spiral form featured on the cover has been designed as a visual representation of this approach, with each section structured as one of its rings. As of 2023, the Holding has adopted a dual-materiality approach in line with global developments and stakeholder expectations, and has restructured the assessment process accordingly.

The 2024 report has been developed in line with this approach, with the identification of priority topics and the content design shaped by this new structure. The report was prepared with the contribution of internal data systems and relevant departments, and published in digital (PDF) format in both Turkish and English. It has been made available to the public at www.beycelik.com.tr.

For comments and suggestions regarding the report: kurumsal@beycelik.com.tr

FORWARD-LOOKING STATEMENTS

Certain statements in this report reflect the Holding's future goals and expectations. These statements may vary depending on changes in economic, environmental, and legal conditions.

Although these statements are based on current data and management assessments, there is no guarantee that they will materialize. Stakeholders should be aware that these forecasts involve various risks and uncertainties.

These risks and uncertainties may include:

- These risks and uncertainties may include:
- Macroeconomic fluctuations
- Changes in energy prices
- Potential disruptions in the global supply chain
- Climate change and environmental factors
- Changes in the legal and regulatory framework
- Market conditions and changes in demand

Beyçelik Holding will continue to share its strategies transparently with its stakeholders and take responsibility for a sustainable future.

SUMMARY INFORMATION CARD

Reporting Institution: Beyçelik Holding A.Ş.

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Main Areas of Activity: Automotive supply industry, air conditioning, renewable energy, and scrap metal recycling.

Legal Status: Joint Stock Company.

The report has been published with the approval of the Sustainability Committee, which operates under the chairperson of the CEO of Beyçelik Holding.

Reporting Period:

January 1, 2024 - December 31, 2024

Companies Covered:

- Beyçelik Holding A.Ş.
- Beyçelik Gestamp Otomotiv A.Ş.
- Beyçelik Gestamp Şasi Otomotiv San. A.Ş.
- Beyçelik Gestamp Teknoloji ve Kalıp A.Ş.
- Çelikform Gestamp Otomotiv San. A.Ş.
- Warmhaus Isıtma ve Soğutma Sistemleri San. A.Ş.
- Bewen Enerji A.Ş.
- Gesbey Enerji Türbini Kule Üretim San. ve Tic. A.Ş.

This report covers only activities in Türkiye.

Foreign affiliates (e.g., Beyçelik Gestamp Romania) are excluded. However, consolidated data is included in some tables and indicators for explanatory purposes. This information is shared to support the integrity of the report, not to extend its official scope.

Reporting Standard: GRI (Global Reporting Initiative) Standards

Publication Frequency: Annual

Language: Turkish and English

Publication Type: Digital (PDF) - Publicly available

Compared to the 2023 report, the data collection methodology has not been changed, but the presentation format of the indicators has been updated.

This report has not been subject to independent third-party verification.

CEO MESSAGE



The past year demonstrated that change is now the norm. Remaining resilient amid volatility in energy markets, supply chains, and climate conditions requires preparing for the future today. At Beyçelik Holding, investments address current needs while building a more resilient and balanced future.

Transformation continues across every sector in which the Holding operates. Beyçelik Holding aligns its investments with this transformation and anticipates what lies ahead. At Beyçelik Gestamp, production processes are largely digitalized. In 2024, automation and digitalization advanced workflow efficiency. Looking ahead—particularly in 2025 and beyond—the focus remains on optimizing supply chain management through artificial intelligence and digital twin technologies.

The Holding strengthens its climate action through renewable energy investments. All companies work to reduce energy consumption and minimize the carbon footprint. Installation of solar power systems continues at production facilities. During the reporting period, Beyçelik Gestamp raised its CDP (Carbon Disclosure Project) climate score to B+, demonstrating alignment with global transparency and accountability standards.

The potential of employees guides sustainability efforts across operations. The priority is efficient energy use and a circular approach to resources. In this context, Gesbey adopted electric forklifts, LED lighting, and additional energy-saving practices.

In 2024, rooftop solar investments at Beyçelik Gestamp's Bursa and Kocaeli facilities generated 7,500 MWh of renewable electricity and prevented 3,690 tons of carbon emissions, raising renewable energy use at these facilities to 51%. Within the same period, Bewen Enerji's wind power plant in Kayseri incorporated a solar power investment, generating 65,000 MWh of electricity and marking a significant step in the energy transition. At Warmhaus's new TEKNOSAB factory, production is designed to be environmentally responsible and future-oriented.

During the same period, activities in the recycling sector expanded. Through a partnership with Gescrap Desarrollo, the Holding entered the scrap metal recycling sector with Gescrap Türkiye Metal Sanayi ve Ticaret A.Ş. This collaboration enables the recovery and recycling of both metal and non-metal scrap, offering comprehensive waste management solutions for the automotive industry.

A key strategic priority in the coming period is strengthening activities related to electric vehicles. Production capacity increases while new opportunities for electric vehicle component manufacturing are evaluated. Sustainability, technology, and innovation shape the future direction of Beyçelik Holding. The Holding also continues to invest in research and development to upgrade production processes and enhance productivity through modern manufacturing systems at new TEKNOSAB facilities.

The theme of the fourth sustainability report, "Layer by Layer Future," reflects cross-sector experience, engineering capabilities, and an innovative mindset. Each layer symbolizes expertise carried into the future and the evolving phases of the transformation journey. This perspective reaffirms the determination to build a stronger future with stakeholders.

This report presents both progress to date and the strategic direction ahead. Fully aware of the importance of continuous improvement, we remain committed to fulfilling responsibilities to Türkiye, stakeholders, and employees.

I would like to thank all my team members who have been with us as we build the future layer by layer, and all our stakeholders who have placed their trust in us.

Baran Çelik
CEO

ABOUT BEYÇELİK HOLDING

Founded in 1976, Beyçelik Holding serves a broad customer portfolio, from multinational corporations to individual consumers, through its subsidiaries operating in the automotive, energy, HVAC, scrap metal recycling, and insurance sectors.

As of 2024, Beyçelik Holding conducts its operations with 23 group companies, 17 production facilities, and over 5,000 employees.

Headquartered in Bursa, the Holding's subsidiaries carry out production activities in Bursa, Kocaeli, and Bandırma in Türkiye, as well as in Pitești, Romania.

Adding value to customers, maintaining an open-minded and constructive approach, acting with fairness and reliability, and continuously improving oneself and one's work constitute the core values of Beyçelik Holding. The Holding adopts an engineering-focused approach across all areas of operation, while quality, innovation, and sustainability remain at the center of its business processes. Group companies operate in different sectors with a shared ethical understanding, responsible governance principles, and a commitment to creating long-term value.

ABOUT BEYÇELİK HOLDING

VALUE CHAIN

“ The Board of Directors serves as the highest governing body of the holding company. It establishes strategic objectives, approves risk management practices, and monitors overall company performance. The CEO oversees the control processes required to implement these decisions.



VISION

To be a reputable global company, recognized for its entrepreneurship and integrity in its focus sectors.



MISSION

To be a group that provides a competitive advantage, maintains uncompromising quality in its products and services, grows steadily and profitably through its operations and financial performance, and contributes to society and the environment.



VALUES



We Create Value for Our Customers

At Beyçelik Holding, the core focus is to listen to the needs of internal and external customers and respond promptly and reliably, adding value while enhancing operations.



We Are Open-Minded and Constructive

At Beyçelik Holding, work is approached with passion, and all necessary steps are taken to achieve results. Constructive interactions with colleagues are maintained, and every individual can express their views.



We Develop Our Work, Ourselves, and Our Environment

At Beyçelik Holding, continuous improvement guides operations, and investments are made in the development of employees and partners. Systematic approaches ensure quality, operational processes are adapted when needed, and new methods and technologies are implemented.



We Are Fair and Reliable; Our Word Is Our Bond

At Beyçelik Holding, internal decisions are based on objective data. Equal opportunities are provided to everyone, and fairness remains a core principle.

ABOUT BEYÇELİK HOLDING

BEYÇELİK IN NUMBERS

5

MAIN BUSINESS AREA



17

PRODUCTION FACILITIES



5,500+

EMPLOYEES



23

COMPANIES



\$1.2

BILLION
REVENUE



EXPORTS TO OVER 40 COUNTRIES



\$255

MILLION
EXPORT VOLUME



* The information on this page is based on Beyçelik Holding's operating and financial performance data for 2024.

ABOUT BEYÇELİK HOLDING

AWARDS



OIB Export Champions Award

At the 2024 "Export Champions" Award Ceremony organized by the Automotive Industry Exporters' Association (OIB), Beyçelik Gestamp Automotive received the award in the Silver category, while Beyçelik Gestamp Chassis and Çelikform Gestamp were recognized in the Bronze category.



BTSO - Value to the Economy Award

Beyçelik Gestamp was honored with the "Sector Leaders" award presented by the Bursa Chamber of Commerce and Industry (BTSO).



Çelikform Gestamp - Ford Otosan "Manufacturer of the Year"

Based on its 2024 performance, Çelikform Gestamp was selected as the "Manufacturer of the Year" at the 2025 Suppliers Summit organized by Ford Otosan.



OSBÜK - OSB Stars 2024 Award

Gesbey was awarded in the "Company with the Highest Export Growth" category by the Organized Industrial Zones' Union of Türkiye (OSBÜK).



BOSİAD - Second Place in Environmentally Respectful Industrial Facility Competition

Beyçelik Gestamp achieved second place in the "Environmentally Respectful Industrial Facility" competition organized by the Bursa Industry and Business Association (BOSİAD).



Sustainable Business Awards - Finalist

Beyçelik Gestamp was selected as a finalist in the Sustainable Business Awards with its "Carbon Reduction Vision" project.



InovaLIG 2024 - Second Place in Innovation Resources

Beyçelik Gestamp received second place in the "Innovation Resources" category at the InovaLIG competition organized within the scope of Türkiye Innovation Week 2024.

LISTS

ISO 500 - Türkiye's Top 500 Industrial Enterprises 2024

Beyçelik Gestamp Automotive and Beyçelik Gestamp Chassis were included in the 2024 "Türkiye's Top 500 Industrial Enterprises" list published by the Istanbul Chamber of Industry (ISO).

- Beyçelik Gestamp Automotive rose **11** positions to rank **124th**,
- Beyçelik Gestamp Chassis advanced **23** positions to rank **330th**.

TİM - Türkiye's Top 1,000 Exporters 2024

In the "Türkiye's Top 1,000 Exporters - 2024" list announced by the Turkish Exporters Assembly (TİM):

- Beyçelik Gestamp Automotive ranked **3rd** in its sector and 299th overall,
- Çelikform Gestamp ranked **87th** in its sector and 910th overall,
- Gesbey ranked **43rd** in its sector and **605th** overall.

CDP Climate Assessment

- Beyçelik Gestamp improved its CDP 2024 Climate Assessment rating from C+ in 2023 to **B+**.

ABOUT BEYÇELİK HOLDING

GROUP COMPANIES INCLUDED IN THE REPORT

BEYÇELİK GESTAMP

Beyçelik Gestamp was established in 2007 as a 50% joint venture between Beyçelik Holding and Gestamp Automocion, a Spain-based international leader in the automotive metal sector. Operating in the automotive metal supply industry, Beyçelik Gestamp designs, develops, and manufactures dies, equipment, and components. The company operates across 11 facilities in Bursa, Kocaeli, and Pitești/Romania, covering a total area of 319,500 m². Beyçelik Gestamp comprises five legal entities.

Focus Areas: Innovative solutions contributing to safer, lighter, and more efficient vehicle designs

Core Principles: Enhancing human safety, reducing energy consumption, and protecting the environment

R&D Capability: Four R&D centers, including Türkiye's first centers in sheet metal forming, die-making, and chassis design

Production Infrastructure: Six locations with a total of 319,500 m² of production space

Global Reach: Sheet metal forming dies and components exported to five continents

Positioning: Strategic solution partner to major automotive manufacturers, guided by sustainability, continuous improvement, and customer-centric principles

“ Beyçelik Gestamp maintains its leading position in the automotive sector through engineering competence, technological investments, and a global manufacturing network.



WARMHAUS

Warmhaus manufactures panel radiators, combi boilers, wall-mounted condensing boilers, and water heaters at its Bursa production facility with 100% domestic capital. The company exports its products to more than 40 countries.

- Production of panel radiators, combi boilers, water heaters, and wall-mounted condensing boilers
- Among the top 3 producers in Türkiye for panel radiators and top 5 globally
- Entered the global market in 2017 with a 3,000 m² facility in the UK
- A brand providing environmentally friendly, innovative, and efficiency-oriented solutions
- Dedicated services for customers and business partners via mobile applications
- Production Area: 110,000 m² total, including 46,000 m² energy-efficient production space
- Five production lines with an annual capacity of 3.6 million meters
- Digital applications delivering efficiency benefits to end users

“ 25+ years of experience, 100% domestic capital.



ABOUT BEYÇELİK HOLDING

GROUP COMPANIES INCLUDED IN THE REPORT

GESBEY ENERJİ

Gesbey was established in 2010 as a joint venture between Beyçelik Holding and the Spanish company GRI Renewable Industries. It operates in the production of wind turbine towers at the Bandırma Organized Industrial Zone. In September 2023, the company launched its second facility in the same region.

Gesbey's operations extend beyond manufacturing, supported by a robust R&D structure. The Gesbey R&D Center, established in 2019, is the first and only center in Türkiye capable of designing wind turbine towers. The center employs a co-designer approach with customers and promotes university-industry collaborations, as well as support for master's and doctoral programs and academic publications.

Annual Production Capacity: 430 equivalent towers

Product Range: 95 tower types, 1.6–4.5 MW capacity, 76–120 m height

Global Reach: 17 countries

Core Activities:

- Forming and assembly processes in wind tower manufacturing
- Lean production and industrial transformation projects
- Integration of new technologies
- Patent development initiatives

“ Gesbey is positioned as a significant manufacturing hub in Türkiye and globally within the wind energy ecosystem, leveraging engineering competence, production capacity, and an innovative approach

BEWEN ENERJİ

Bewen Enerji, established as a joint venture between Beyçelik Holding and Elawan Energy S.R.L, operates in the production and trading of electricity from renewable energy sources such as wind and solar.

The company contributes to Türkiye's energy supply through three wind power plant projects located in Turguttepe, Adares, and Yahyalı, along with a solar power plant in Yahyalı that serves as a supplementary source for the wind facility.

Subsidiaries of Bewen Enerji include BAK Enerji Üretimi A.Ş., SABAŞ Elektrik Üretim A.Ş., and YGT Elektrik Üretim A.Ş. The company's total electrical installed capacity is 137.5 MWe, with a mechanical capacity of 208.9 MWm.

“ Bewen Enerji supports Türkiye's clean energy transition through hybrid renewable energy facilities and steadily expands its climate-friendly production capacity.



For more information, please visit our group companies' websites:

- Beyçelik Gestamp: www.beycelikgestamp.com.tr
- Gesbey Energy: www.gesbey.com.tr
- Warmhaus: www.warmhaus.com.tr
- Bewen Energy: www.bewenenerji.com.tr

CORPORATE GOVERNANCE

Engineered Balance,
Rooted Resilience...



01



01 CORPORATE GOVERNANCE

OUR GOVERNANCE APPROACH

“ Engineered Balance, rooted resilience.

At Beyçelik Holding, governance is more than an organizational structure; it is the continuity of an engineering culture rooted in decades of experience. Our strategic decisions are not left to chance but guided by a balanced system built on strong principles. Decision-making processes are grounded in corporate responsibility, accountability, and transparency.

CORPORATE GOVERNANCE

Board of Directors

As the Group's highest decision-making body, the Board of Directors is responsible for approving sustainability policies, managing risks, upholding ethical standards, and overseeing long-term governance performance. It also ensures strategic alignment across Group companies.

NAMES OF INDIVIDUALS SERVING ON THE BOARD OF DIRECTORS IN 2024

Faik Çelik

Chairperson of the Board

Baran Çelik

Vice Chairperson of the Board

Cihan Çelik

Board Member

Bahar Çelik
Güzeldağ

Board Member

ETHICS AND COMPLIANCE

Beyçelik prioritizes adherence to ethical standards across all operations.

- The Ethics Committee oversees compliance with the company's ethical policies and evaluates potential breaches.
- The Ethics Line provides employees and stakeholders with a secure and confidential reporting channel.
- All employees receive regular briefings and education on ethical conduct.

RISK MANAGEMENT

Beyçelik applies a structured, function-based risk management system across all Group companies.

Financial and non-financial risks are assessed by relevant directors and regularly reported to the Board of Directors. Based on these assessments, necessary action plans are implemented.

Each Group company prepares annual and five-year business plans aligned with risk assessments. Budgets are updated throughout the year, while monthly and quarterly reviews ensure alignment. These processes are coordinated by the Holding Finance Directorate.

Reputation risks are monitored by the Corporate Communication Department through media tracking and stakeholder engagement. Potential crises are managed under the "Crisis Communication Document."

Information security risks are managed within the ISO 27001 Information Security Management System. Asset inventory is classified according to confidentiality, integrity, and availability criteria; risks are scored and preventive actions developed for critical situations

Global Risks and Our Approach

According to the WEF Global Risks Report 2024, the most significant long-term risks for businesses include environmental crises, digital system failures, and social polarization. The risk management framework of Beyçelik Holding is designed to address this multidimensional landscape.

CORPORATE GOVERNANCE

INTERNAL AUDIT AND CONTROL

Internal audit is a fundamental component of corporate governance practices at Beyçelik Holding.

The system, structured in line with independence, transparency, and accountability principles, is carried out by the Internal Audit Directorate and operates based on the Internal Audit Procedure and Fraud Procedure.

Audits are conducted to evaluate compliance with legal regulations, process efficiency, business continuity, and alignment with internal policies and procedures.

Audits are performed under four main categories in line with International Internal Auditing Standards and Information Technology Audit Principles:

- Financial Audit
- Process Audit
- Performance Audit
- Information Technology Systems Audit

The annual audit plan is prepared based on risk prioritization. Findings are directly reported to the Board of Directors; when necessary, corrective actions are requested and their implementation is monitored.

Internal audit outputs are used not only for control but also as a tool supporting the continuity of sustainable governance strategies. Independent external audit processes are also conducted regularly across the Holding.

BUSINESS ETHICS AND ANTI-CORRUPTION

“ Fair relations, transparent structures, accountable responsibilities

Beyçelik Holding approaches ethics management not solely as an internal control element but as a core component of its corporate culture. The “Code of Business Ethics”, which has been in effect since 2017 and embedded into the corporate culture, provides a clear behavioral framework for all employees and integrates ethical principles into all business processes.

Ethical principles cover a wide scope including occupational health and safety, employee rights, supply chain management, respect for human rights, and corporate obligations. These rules are communicated to all employees during onboarding and remain accessible through the intranet and the corporate website.

An Ethics Hotline has been established for reporting ethical misconduct. Employees and stakeholders can report via etik@beycelik.com.tr or through the phone line 0216 300 16 17. All notifications are evaluated by the Ethics Committee and the Internal Audit Directorate, in line with impartiality and confidentiality principles, and investigations are launched where required in accordance with the Ethics Committee Operating Principles.

Ethics management is conducted through an integrated system including monitoring, auditing, reporting, and education.

The segregation of duties principle is applied in business processes; corruption and conflict of interest risks are monitored through periodic audits, and corrective actions are implemented in cases of non-compliance.

All internal audit activities are carried out in conformity with the “Internal Audit Procedure”, “Fraud Procedure”, International Internal Auditing Standards, and Information Technology Audit Principles. Audit results are directly reported to the Vice Chairperson of the Board / CEO, and improvement plans are implemented when necessary.

International References and Compliance

- UN Global Compact – Principle 10: Anti-Corruption
- UNCAC – Principles of transparency, accountability, and ethical conduct
- SDG 16: Peace, Justice and Strong Institutions
 - 16.5: Reducing corruption and bribery
 - 16.6: Developing transparent institutions
- GRI 205 – Anti-corruption

CORPORATE GOVERNANCE

STAKEHOLDER COMMUNICATION AND ENGAGEMENT

For Beyçelik Holding and its group companies, relationships with stakeholders are not merely a communication tool; they constitute a fundamental element that strengthens the company’s resilience and engineering-driven approach. Stakeholder perspectives are systematically incorporated into decision-making processes, supporting trust-based relations.

The stakeholder map includes employees, suppliers, customers, dealers, public institutions, academic organizations, and non-governmental organizations. Communication with these groups is maintained in line with principles of transparency, expectation management, and information sharing. This structure is reinforced through education programs, corporate publications, surveys, reporting activities, and meetings, and is regularly reviewed and enhanced.

Corporate sustainability is not limited to economic outcomes; it requires strong stakeholder relationships across social and governance dimensions. In this context, Beyçelik Holding continuously advances stakeholder management practices and integrates them into business processes.

STAKEHOLDER TYPE	COMMUNICATION METHODS	COMMUNICATION FREQUENCY	PURPOSE / TOPICS	RESPONSIBLE UNIT
EMPLOYEES	Email, intranet, corporate publications, surveys, face-to-face meetings	Throughout the year, as needed	Information sharing, employee satisfaction, performance evaluation	Human Resources, Corporate Communications
DEALERS	Meetings, feedback surveys, performance evaluations	Every 6 months	Sales performance, collaboration development	Sales and Marketing
CUSTOMERS	Call center, social media, feedback forms	Throughout the year, as needed	Customer satisfaction, product/service improvement	Customer Relations, Marketing
GROUP COMPANIES	Joint projects, meetings,	Throughout the year, as needed	Intra-group collaboration, knowledge sharing	
SUPPLIERS	Performance evaluations, meetings	Once a year, when necessary	Supply chain efficiency, quality and compliance	Procurement
UNIONS	Meetings, discussions	When necessary	Working conditions, collective bargaining agreements	Human Resources
UNIVERSITIES	Collaborations, joint projects	When necessary	R&D, education, social projects	R&D, Corporate Communications
NGOs	Project partnerships, events	When necessary	Social responsibility, environmental projects	Corporate Social Responsibility
PUBLIC INSTITUTIONS	Correspondence, meetings	When necessary	Regulatory compliance, permit and approval processes	Legal, Administrative Affairs, OHS
MEDIA	Press releases, interviews	When necessary	Corporate communication, brand reputation	Corporate Communications
FINANCIAL INSTITUTIONS	Financial reporting, meetings	Once a year, when necessary	Investor relations, financial performance sharing	Finance, Budget

The table shows the stakeholder communication methods and frequencies of Beyçelik Holding and its group companies and summarizes how the stakeholder management process is implemented in line with GRI indicators.

CORPORATE GOVERNANCE

CORPORATE MEMBERSHIPS

Beyçelik Holding and its group companies are members of various national and local institutions in order to monitor developments in the sectors in which they operate and strengthen their sectoral representation.

These memberships provide a platform for knowledge sharing, collaboration and policy contribution in the areas of quality, supply chain, industrial policies, digital transformation and sustainability..

Memberships to the institutions listed below remain active as of 2024:

KURUM ADI	ABBREVIATED NAME	REPRESENTATIVE FIELDS	MEMBERSHIP TYPE	İLGİLİ GRUP ŞİRKETİ
Balıkesir Chamber of Industry	BSO	Industry and Trade	Local Chamber Membership	Gesbey
Bursa Business Women & Executives Association	BÜKAD	Gender Equality, Management	Association Membership	Beyçelik Gestamp
Bursa Chamber of Commerce and Industry	BTSO	Regional Trade and Industry	Chamber of Industry Membership	Beyçelik Gestamp
Foreign Economic Relations Board of Türkiye	DEİK	International Trade	National Representation	Beyçelik Gestamp
Gönen Chamber of Commerce	GTO	Local Trade	Local Chamber Membership	Gesbey
Milas Chamber of Commerce and Industry	MİTSO	Local Trade	Local Chamber Membership	Bewen Enerji
Automotive Suppliers Industry Association	TAYSAD	Automotive Supply Industry	Sectoral Union	Beyçelik Gestamp
Türkiye Foreign Trade Association	TürkTrade	Foreign Trade	Association Membership	Beyçelik Holding
Türkiye Quality Association	KalDer	Quality and Management Systems	Association Membership	Beyçelik Gestamp
Corporate Governance Association of Türkiye	TKYD	Corporate Governance	Association Membership	Beyçelik Holding
Türkiye Employers' Association of Metal Industries	MESS	Metal Industry	Sectoral Association	Beyçelik Gestamp
Türkiye Wind Energy Association	TÜREB	Energy and Sustainability	Sectoral Union	Bewen Enerji
Uludağ Exporters' Association – Automotive Exporters' Association	OİB	Automotive, Export	Sectoral Union	Beyçelik Gestamp Otomotiv
National Mold Manufacturers Association	UKUB	Mold Industry	Sectoral Union	Beyçelik Gestamp Otomotiv
Yahyalı Chamber of Commerce	YTO	Local Trade	Local Chamber Membership	Bewen Enerji

CORPORATE GOVERNANCE



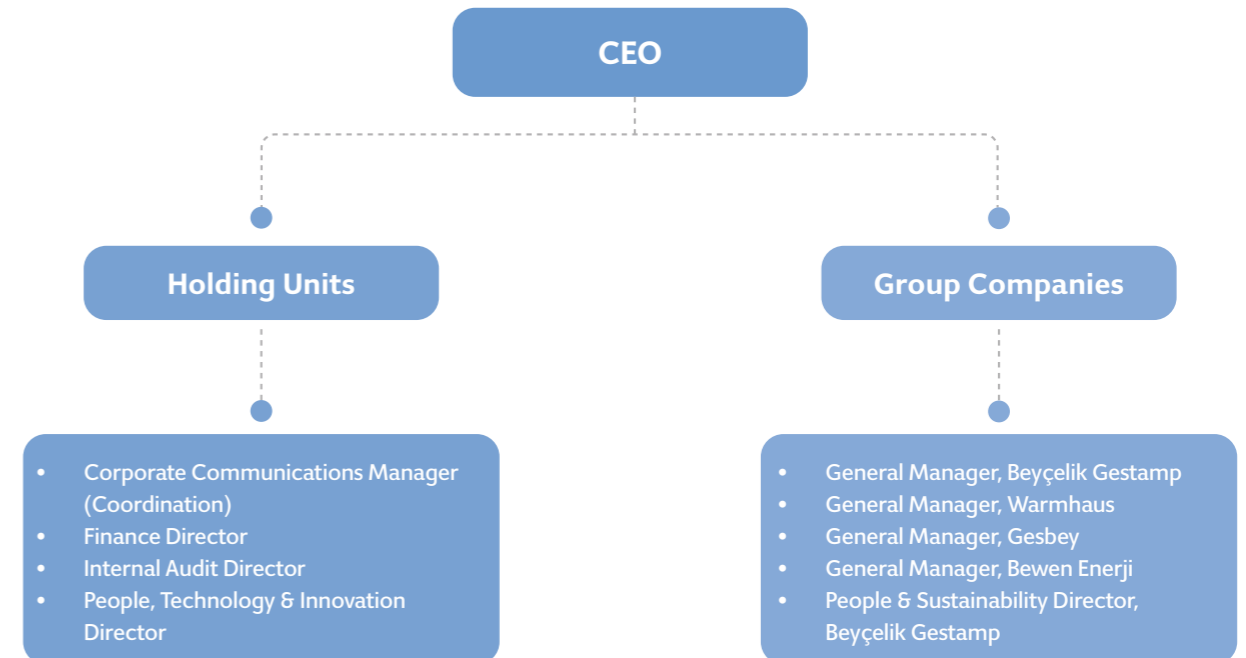
SUSTAINABILITY MANAGEMENT

SUSTAINABILITY GOVERNANCE STRUCTURE

Sustainability initiatives at Beyçelik Holding are strategically coordinated by the Sustainability Committee, chaired by the CEO and composed of General Managers, Directors, and Managers from the Holding and its group companies. The Committee is responsible for developing the sustainability strategy and defining the governance framework.

In 2024, the Committee held one meeting. Sustainability topics were primarily managed through thematic working groups. Information from these groups was monitored by the individual responsible for coordinating the Committee.

This structure ensures active participation of internal stakeholders while enabling feedback from different departments to support the continuous improvement of practices.



CORPORATE GOVERNANCE

SUSTAINABILITY WORKING GROUPS

In 2024, sustainability working groups continued their activities under four main areas:

EMPLOYEES WORKING GROUP

Focuses on developing workplace policies, talent management, employee engagement, and occupational health and safety. Representatives are drawn from Organizational Development, Human Resources, OHS, Corporate Communications, and the Academy units.

VALUE CHAIN WORKING GROUP

Concentrates on supply chain practices, customer satisfaction, product responsibility, and quality management. Representatives come from Procurement, Quality, Supply Chain, Planning, Logistics, and Marketing departments.

INNOVATION WORKING GROUP

Responsible for continuous improvement initiatives, including the expansion of digitalization, R&D, and innovation. Managers from Information Technologies, R&D, Innovation, and Digital Transformation teams participate.

ENVIRONMENT WORKING GROUP

Focuses on climate change mitigation, energy and emission management, zero waste, water efficiency, and biodiversity. The group evaluates climate-related risks and opportunities and develops projects accordingly. Representatives are drawn from Environment and Sustainability, Quality, and OHS units.

SUSTAINABILITY PRIORITIES

Beyçelik Holding conducts regular prioritization analyses to manage the environmental, social, and governance impacts of its operations, allocate resources to strategic areas, and enhance overall performance.

The initial assessment was conducted in 2021, and in 2023, the scope was expanded in line with global trends and stakeholder expectations, adopting a double materiality approach. This method evaluates both the influence of stakeholder expectations on the company and the company's environmental and societal impacts.

During the analysis, a total of 23 priority topics were identified: 8 environmental, 5 social, and 10 governance-related. These topics were defined considering the UN Sustainable Development Goals, GRI Standards, WEF Global Risks Report 2023, and sectoral trends.

The study involved over 300 participants, including employees, group company representatives, suppliers, customers, public institutions, and local stakeholders. The findings were classified into three clusters based on strategic significance and financial impact:

Compliance Areas: Topics requiring alignment with regulations and stakeholder expectations in the short to medium term (e.g., energy efficiency, waste management, data security).

Transformation Priorities: Development areas with potential for innovation and opportunity in the medium to long term (e.g., circular economy, digitalization, employee engagement).

Continuity Focus Areas: Structural and long-term risk areas requiring ongoing monitoring (e.g., climate risk, human rights, supplier sustainability).

“ The identified priorities have been linked to annual sustainability indicators and directly integrated into the targets and project plans of the relevant working groups.

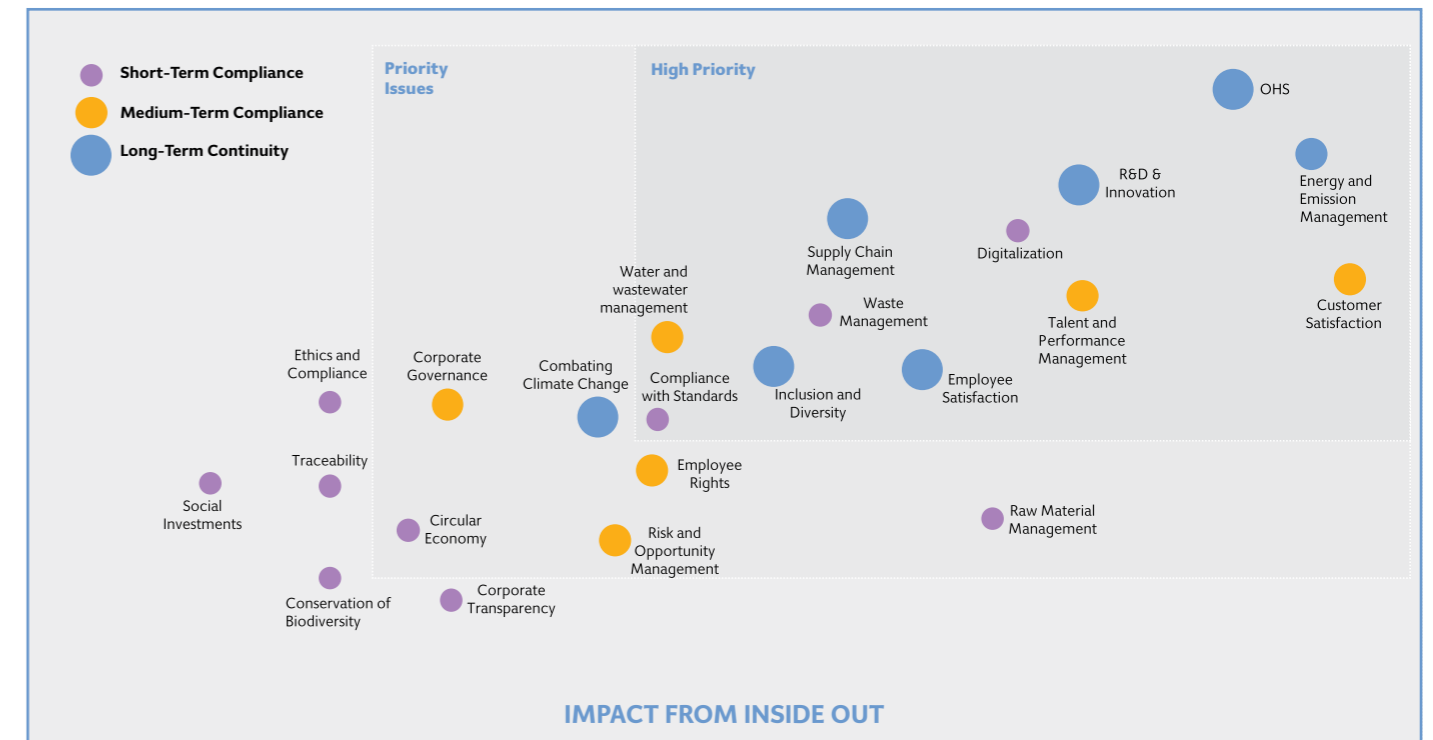
CORPORATE GOVERNANCE

HIGH PRIORITY TOPICS	SUSTAINABILITY APPROACH	TERM**
Compliance with Standards	Sustainability in the Value Chain	Short
Occupational Health and Safety	Working Life	Short - Medium
Customer Satisfaction	Sustainability in the Value Chain	Short - Medium
Waste Management	Combating Climate Change	Short - Medium
Talent and Performance Management	Working Life	Short - Medium
Employee Satisfaction	Working Life	Short - Medium
R&D & Innovation	Continuous Development and Improvement	Medium - Long
Digitalization	Continuous Development and Improvement	Medium - Long
Energy and Emissions Management	Combating Climate Change	Medium - Long
Supply Chain Management	Sustainability in the Value Chain	Medium - Long
Water and Wastewater Management	Combating Climate Change	Medium - Long
Inclusivity and Diversity	Working Life	Medium - Long
Social Investments*	Contribution to Social Development	Medium - Long

* Although this topic does not rank highly in quantitative analysis, it is addressed alongside high-priority topics due to its strategic importance.

** The table is sorted by maturity column (short-medium-long).

PRIORITY MATRIX



CORPORATE GOVERNANCE

SUSTAINABILITY POLICY AND STRATEGY

- Develop sustainable products and services with quality and safety standards that meet customer expectations and maximize satisfaction.
- Manage operations and stakeholder relationships through a corporate governance approach based on transparency, accountability, and continuous oversight of business ethics.
- Continuously assess risks related to priorities with a proactive approach and implement necessary measures.
- Implement practices that promote business ethics, quality, and sustainability throughout the entire value chain, starting with the supply chain.
- Foster the development of stakeholders across the value chain.
- Manage R&D, innovation, and digitalization processes under a philosophy of continuous improvement to sustain performance; expand the application of artificial intelligence in business processes to enhance resource efficiency.
- Continuously implement efficiency and improvement initiatives to reduce environmental impact to minimal levels as part of climate change mitigation efforts.
- Execute operational excellence projects to ensure the efficient use of resources consistently.
- Work in accordance with national and international standards to improve Occupational Health and Safety performance.
- Continuously diversify modern human resources practices to remain an employer of choice.
- Provide employees with equal opportunities while offering avenues for continuous professional development.
- Uphold universal human rights by opposing all forms of discrimination, forced and compulsory labor, and child labor.
- Commit to implementing social responsibility projects that contribute to community development and societal welfare.

CORPORATE GOVERNANCE

SUSTAINABILITY STRATEGY

Under Beyçelik’s Core Sustainability Policy, the sustainability approach determined based on priority topics is structured around **five main pillars**.



CORPORATE GOVERNANCE

SUSTAINABILITY GOALS

The sustainability goals defined in line with Beyçelik Holding’s sustainability strategy continued to guide activities across the group in 2024. The Holding and its affiliated companies conducted systematic, measurable, and meticulously managed efforts throughout the year to achieve these objectives.

The 2024 sustainability targets and their outcomes are presented in a comparative format in the relevant sections of this report. This approach not only facilitates performance monitoring but also enables the identification of improvement areas and the updating of strategic priorities.

Working Life Objectives			
Employee Development	SDG	Achievement of Zero Accident Target	SDG
Ensuring the provision of training for leadership development		Achievement of Zero Accident Target	
Improvement of the Talent Management Indicators		Expansion of OHS Trainings	
Support for Career Development through the Design of the Interdepartmental Rotation Process in the Group Companies		Diversity and Inclusion	
Dissemination of Training Programs for Young Talents in Group Companies		Equal Opportunity Workspaces with Respect for Diverse Creative Needs	
Employee Engagement and Satisfaction	SDG	Raising Awareness of Gender Equality and Conducting Awareness Studies	
Boost Employee Engagement and Satisfaction		Establishment of Mechanisms for the Fight against Violence	
Recognition, Appreciation and Reward Renewal of the System and Making it Functional		Implementation of Practices that Promote Equal Opportunities in the Recruitment Process	
Creation and Salience of the Employer Brand		Increasing the Representation of Women at the Level of Senior Management	

Sustainability Goals In The Main Focus Of The Value Chain			
Supplier Development, Audit and Performance	SDG	Local Supply	SDG
Development of the Supplier Performance		Increasing the Locality Rate	
Customer Satisfaction and Loyalty	SDG	Product and Service Security	SDG
Maintaining High and Sustained Level of Customer Satisfaction		Management of Standards and Regulatory Compliance	

CORPORATE GOVERNANCE

SUSTAINABILITY GOALS

Continuous Development and Improvement Goals			
Digitalization	SDG	Innovation	SDG
Increasing the Amount of Savings Achieved through Digitalization		Increasing the Amount of Savings Achieved through Innovation	
Increasing Digitalisation Rate		Industry 4.0.	SDG
R&D	SDG	Increasing the Number of Projects in Scope of Industry 4.0	
Increasing the Amount of Savings Achieved through R&D			
Prioritizing Collaboration with Universities			

Goals to Combat Climate Change			
Environmental Management Systems (EMS)	SDG	Water Management	SDG
Expansion of Environmental Certifications in Group Companies		Efficient Use of Water	
Energy and Emission Management	SDG	Waste Management	SDG
Calculation of Scope 1-2-3 Emissions		Making “Zero Waste” Certification Practices Sustainable	
Dissemination of Energy Efficiency Projects		Organising Employee Training on Waste Separation at Source	
Increasing the Use of Renewable Energy Sources			
Reduction of Energy Consumption			

WORKING LIFE

Different Wings, Same Sky...



02



02 WORKING LIFE

“ Different Wings, Same Sky...”

Each bird flies with its own wings, yet adjusts its direction in alignment with others to move collectively. This principle inspires Beyçelik Holding’s working culture. Employees with diverse competencies and experience contribute individually toward shared goals, fostering a balanced and collaborative structure. This approach strengthens both operational efficiency and corporate resilience.

Beyçelik Holding’s human resources strategy is grounded in inclusiveness, equal opportunity, and continuous development. This approach integrates the experience of employees from different generations and is supported by structured, human-centered practices across leadership, talent management, education, and occupational health and safety. Success is defined not only by individual potential but also by the collective progress achieved together.

WORKING LIFE

HUMAN RESOURCES POLICY AND INCLUSIVE CULTURE

WORK LIFE AND HUMAN RESOURCES

Beyçelik Holding does not consider working life solely as a production-oriented field but approaches it as a space for individual development, learning and transformation. The company embraces an inclusive corporate culture where employees can confidently apply their competencies and contribute to shared goals.

Human resources policies across the Group are grounded in fairness, inclusiveness and sustainability principles. This approach, focusing on physical and mental well-being, aims to create a trustworthy working environment that strengthens employee engagement.

All HR processes coordinated by the Human, Technology and Innovation Directorate align with the Holding’s Human Rights Policy. Transparency and equality guide recruitment, promotion, education and performance management. In 2024, practices harmonizing HR processes across the Group and improving employee experience were expanded.

According to International Labour Organization (ILO) data, employee engagement can increase by up to 60% in organizations implementing inclusive human resources policies. In this context, the practices reinforce internal cohesion and long-term resilience.

The current Human Resources Policy is publicly accessible on the company’s corporate website.

TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT

Beyçelik Holding does not limit talent management to recruitment; it adopts a comprehensive approach to unlock, develop and translate employee potential into business results. This understanding is integrated into all human resources processes from onboarding to leadership levels.

Talent management is carried out under acquisition, assessment, development and retention. Equal opportunity is ensured in open positions, while competency-based interviews and assessment center practices are applied for both new graduate and experienced candidates.

Performance management follows the OKR methodology, and results are incorporated into education, career and compensation processes.

Employee development is supported through technical and behavioral education, digital learning content, internal rotations and leadership programs.

OECD and WEF data indicate that such structured practices increase employee engagement and innovation capacity. Beyçelik Holding’s practices align with this trend.

LEADERSHIP DEVELOPMENT

The Holding approaches leadership development as enhancing team management, communication, adaptability to change and strategic thinking. Programs designed for different levels across Group companies support both current leaders and future leadership candidates.

WORKING LIFE

TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- In 2024, a total of 7,601 employee x hours of leadership education was delivered to 859 participants (an average of 8.9 hours per person).
- Education topics included: Managing the Team and Performance, Being an Effective Team Player, Managing Our Work in a Changing World, Project Management, Leader Managing the Team, Strategy and Motivation Tools in Coaching, Developing Others, Being a Leader Who Develops, The Art of Creating Positive Change through Leadership, Management and Organizational Design, Guide to Managing Difficult Personalities.

WARMHAUS

- In 2024, the education program titled “Managing Our Work in a Changing World” was delivered to 57 participants in four groups, totaling 855 employee x hours of education (an average of 2.39 hours per person).

TALENT MANAGEMENT INDICATORS

Beyçelik Holding considers talent management a strategic priority and monitors progress through indicators such as critical role succession coverage, employee turnover and the size of the potential talent pool.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- In 2024, critical role succession coverage was 100%.
- Succession coverage across all managerial levels was also 100%.
- The undesired turnover rate was 11.2% for white-collar employees and 23.3% for blue-collar employees.

“The “Lead Forward” program will be launched in 2025, and the establishment of the potential talent pool along with the preparation of development plans will be carried out under this program.

JOB ROTATION AND CAREER DEVELOPMENT

Beyçelik Holding regards rotation practices enabling employees to gain experience in different business areas and enhancing internal knowledge transfer as a core component of career development.

WORKING LIFE

YOUNG TALENT PROGRAMS

Beyçelik Holding implements programs to support the inclusion of young talent in the business world and strengthen long-term employment potential.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- In 2024, 36 students completed internships under the “Genç Dostum Programı”, and 16% were subsequently employed.
- Practical experience was provided for 104 high school students and 229 university students.

WARMHAUS

- In 2024, 16 interns were accepted and 2 were hired full-time. The intern recruitment rate stood at 12.5%.
- Among 28 white-collar hires, 2 were recruited following their internship period. The white-collar intern recruitment rate was 7.14%.

GESBEY

- In 2024, 18 students completed internships and 1 was offered employment.

BEWEN ENERJİ

- In 2024, 3 high school students completed internships at Yahyalı WPP (1–9 months in duration).

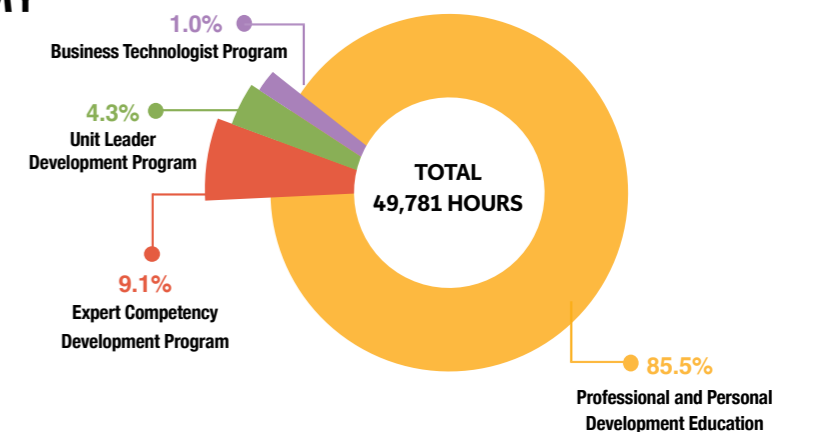
MENTORSHIP PROGRAM

The Mentorship Program launched at Beyçelik Gestamp in 2023 supports the development of recent graduates and newly hired employees through pairing with experienced colleagues. The program starts with the orientation period and is completed in eight sessions. Its effectiveness is evaluated through year-end surveys.

“The same structure continued to be implemented in 2024.

BEYÇELİK GESTAMP ACADEMY

Established in 2015, the Academy operates to enhance employees’ technical and behavioral competencies, strengthen corporate knowledge, and promote a culture of continuous learning.



WORKING LIFE

DIVERSITY AND INCLUSION

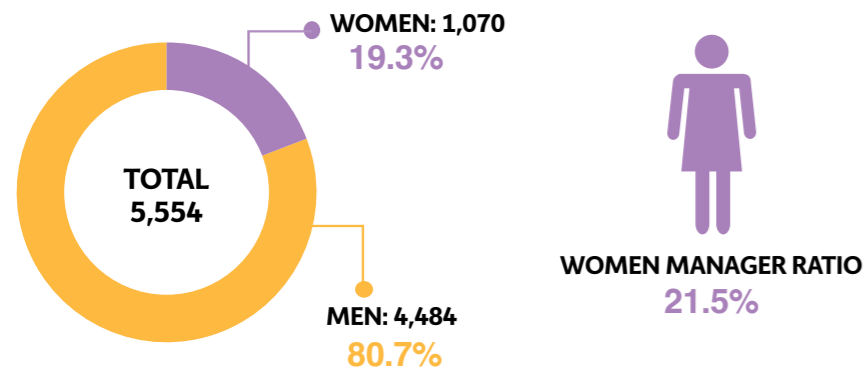
Beyçelik Holding regards diversity not only as respect for differences but also as a fundamental condition for collaborative production, enhancing intellectual depth and supporting corporate development.

“ Across the Group, individual differences are recognized as values that foster cultural and structural growth.

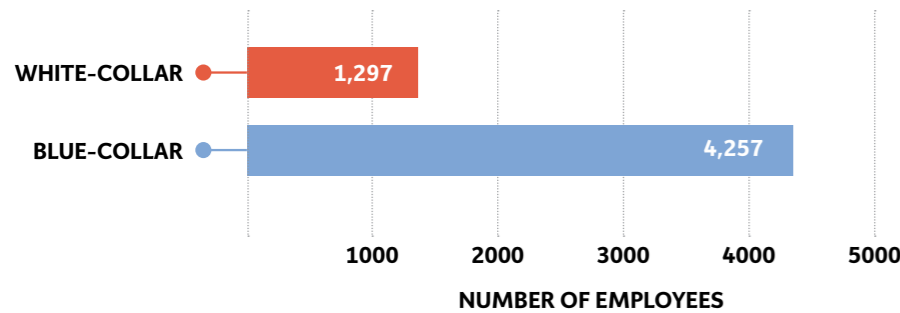
Recruitment, career development and promotion processes are conducted in accordance with equality, merit and inclusion principles. Fair opportunities are provided to all employees regardless of gender, age, beliefs, disability status or marital status. A clear stance against discrimination is maintained through the Human Resources Policy, Code of Business Ethics and Human Rights Policy. Accessible reporting mechanisms are available for all employees, and submitted notifications are evaluated by the relevant units, with necessary actions implemented promptly.

The Diversity and Inclusion Statement published at Beyçelik Gestamp has become an integral element of the corporate culture. According to OECD data, organizations prioritizing diversity enhance innovation capacity and achieve more accurate decision-making outcomes. The ILO also indicates that workplaces with gender balance demonstrate higher employee engagement and productivity.

GENDER DISTRIBUTION



WHITE-COLLAR | BLUE-COLLAR



“ Beyçelik Holding positions diversity as a strategic development area, with steps taken by group companies progressing in line with these global findings.

WORKING LIFE

DIVERSITY AND INCLUSION

PRACTICES OF GROUP COMPANIES

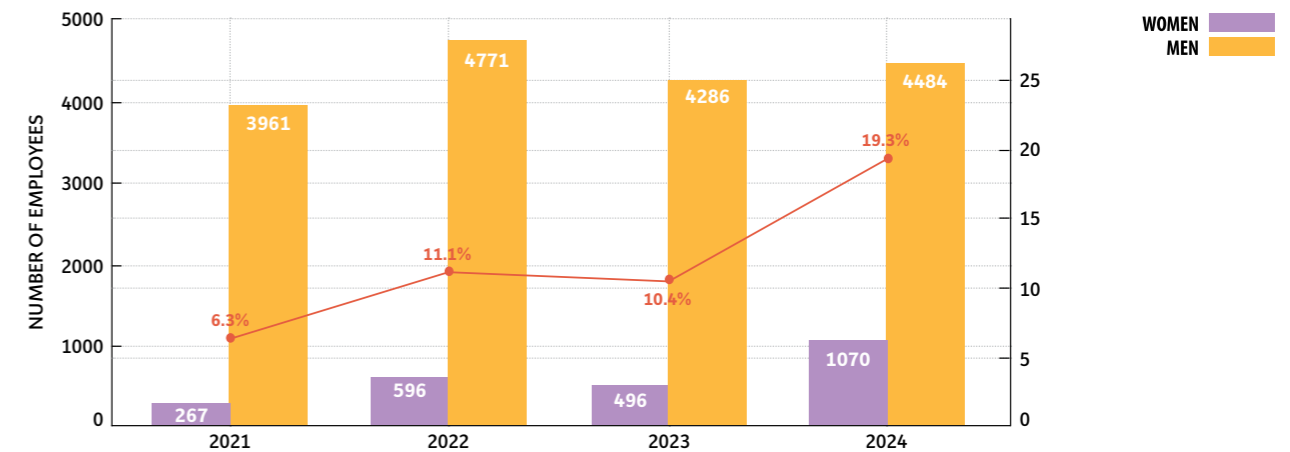
BEYÇELİK GESTAMP

- The proportion of women employees has increased to 18%. Lactation rooms have been established for working mothers at the Gebze and Yeniköy facilities.
- Supportive measures are implemented for employees working night shifts.

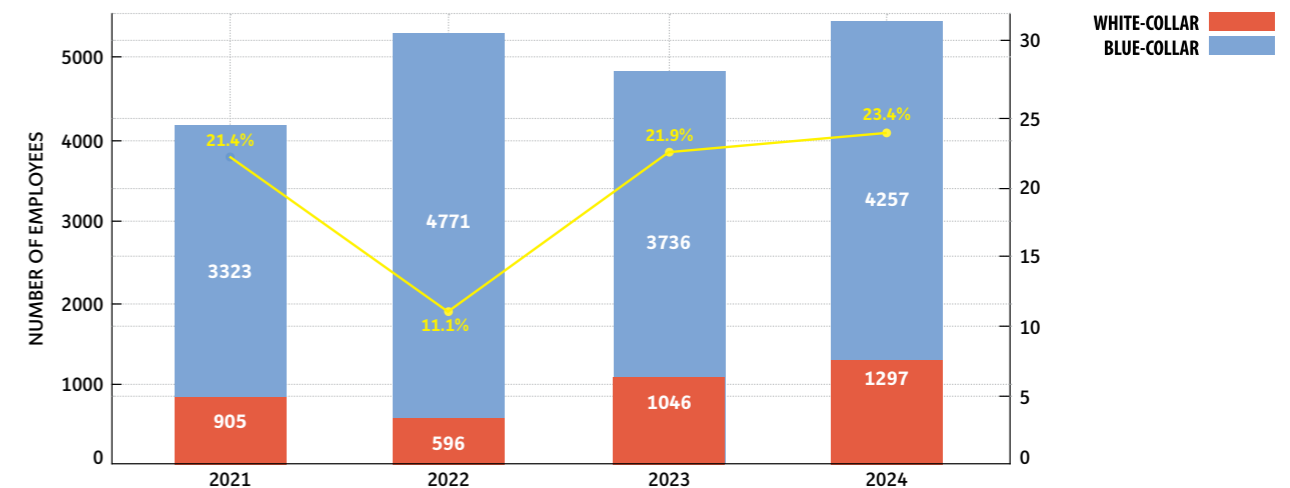
WARMHAUS

- The proportion of women employees is 20%, and the proportion of women managers is 11.8%.

TOTAL NUMBER OF EMPLOYEES and GENDER-BASED DISTRIBUTION



WHITE-COLLAR and BLUE-COLLAR DISTRIBUTION



WORKING LIFE

DIVERSITY AND INCLUSION

GENDER EQUALITY AND COMBATING VIOLENCE

PRACTICES OF GROUP COMPANIES

- **BEYÇELİK GESTAMP:** Organized a 45-minute psychologist-led webinar on the International Day for the Elimination of Violence against Women (25 November). Posters were displayed in common areas to raise awareness on the topic.
- **WARMHAUS:** Planned anti-violence social awareness education and NGO collaborations for 2025.

PARENTAL RIGHTS AND FAMILY-FRIENDLY PRACTICES

Parental rights within Beyçelik Holding group companies are addressed not merely as a legal obligation but as an integral part of an inclusive corporate culture.

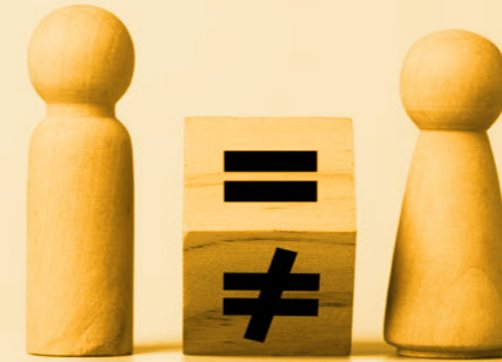
In 2024, nearly all employees who took maternity and parental leave returned to their positions after the leave. According to the International Labour Organization (ILO) and UN Women, organizations with high post-parental leave return rates experience significantly higher employee engagement and satisfaction. The high return rates observed across the group confirm these global findings.

YEARS	BEYÇELİK GESTAMP				BEWEN ENERJİ			
	EMPLOYEE ON LEAVE		EMPLOYEE RETURNING FROM LEAVE		EMPLOYEE ON LEAVE		EMPLOYEE RETURNING FROM LEAVE	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
2021	9	62	9	62	2	0	2	0
2022	7	133	7	133	2	0	2	0
2023	10	228	10	228	2	0	2	0
2024	8	210	8	210	-	-	-	-

YEARS	WARMHAUS				GESBEY			
	EMPLOYEE ON LEAVE		EMPLOYEE RETURNING FROM LEAVE		EMPLOYEE ON LEAVE		EMPLOYEE RETURNING FROM LEAVE	
	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
2021	0	36	0	36	0	20	0	20
2022	0	16	0	16	2	18	2	18
2023	2	21	2	21	3	21	3	21
2024	2	14	2	14	1	18	1	18

WORKING LIFE

GENDER EQUALITY WORK



Beyçelik Holding approaches gender equality not as a 'project' or a temporary target but as a fundamental element of its way of working. Increasing the visibility and influence of women in the workplace enhances both the diversity of decision-making processes and the organization's agility in adapting to change.

Equal opportunities are ensured across all processes, from recruitment to management levels. This approach focuses not only on increasing numerical representation but also on embedding equality into daily work practices. Data from the International Labour Organization (ILO) and UN Women indicate that organizations prioritizing gender equality demonstrate higher innovation capacity and stronger employee engagement.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- Since 2017, Beyçelik Gestamp has been a signatory of the United Nations Women's Empowerment Principles (WEPEs).
- In collaboration with İŞKUR, on-the-job education programs are implemented to increase women employment.
- All new employees receive gender equality education; the voluntary Equality Committee monitors and reports on this process.
- Through the partnership with the Mor Salkım Women's Solidarity Association, employees have access to a 24/7 violence hotline and support services.
- In 2024, the proportion of women employees increased from 14% to 18%, with 51 women serving in manager and senior-level positions.

GESBEY

- In 2024, the participation process for the "Women of Steel" program, conducted by GRI (Gestamp Renewable Industries), was initiated.
- The program aims to enhance visibility for women within GRI group companies and support women talent in the sector.
- The implementation of the program is planned for 2025.

WORKING LIFE

EMPLOYEE EXPERIENCE AND ENGAGEMENT

Employee Engagement: Those Sharing the Same Sky

Beyçelik Holding regards employee engagement as a core element of corporate sustainability and long-term resilience.

To enhance the employee experience, regular surveys are conducted across the Group; these surveys are used to gather feedback on the work environment and identify areas for improvement.

In 2024, no Group-wide employee satisfaction survey was conducted. However, throughout the year, data on employee experiences was collected through surveys focused on different themes. The results served as a key resource in implementing improvement actions in the identified areas. This approach ensures that the employee experience is managed through continuous feedback mechanisms rather than one-time assessments.

- **Engagement measurement:** Regular surveys and interim assessments.
- **Internal communication:** Sports tournaments, social events, awareness seminars, and culture-art initiatives.
- **Feedback and recognition:** Suggestion systems and reward mechanisms.
- **Support programs:** Social support initiatives and approaches that promote work-life balance.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- The "Open Kitchen" initiative was launched in Gebze and expanded to Bursa.
- Menu quality was enhanced through canteen surveys.
- Education, suggestion system, and reward programs were maintained.

GESBEY

- An engagement survey was conducted in line with the two-year cycle.
- An action plan based on the survey results was prepared and shared through internal communication channels.

EMPLOYEE ENGAGEMENT AND MOTIVATION SYSTEMS

Renewal of Recognition, Appreciation, and Reward System

- **Beyçelik Gestamp**, allocated a budget of 1,700,000 for recognition and appreciation initiatives aimed at enhancing employee engagement; 94% of the budget was effectively implemented.
- **At Warmhaus**, the process was redesigned in collaboration with the Quality Department; enhanced measures for employee engagement and the reward system were implemented within the updated framework.

WORKING LIFE

EMPLOYEE ACTIVITIES

Strengthening Through Connections

Beyçelik views the workplace not merely as a space for fulfilling job responsibilities but as an ecosystem that encourages social interaction, shared experiences and cultural exchange. Throughout 2024, numerous activities were organized across the Group to enhance interdepartmental communication, reinforce solidarity and raise societal awareness.

HIGHLIGHTED EVENTS IN 2024

25 NOVEMBER – INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

An online seminar was conducted.

8 MARCH – INTERNATIONAL WOMEN'S DAY

A panel was held with the participation of the President of the Women in Technology Association. Women employees received bags made from waste yarn and fabrics produced by the Karapınar Women's Cooperative.

23 APRIL – NATIONAL SOVEREIGNTY AND CHILDREN'S DAY

Age-specific gift packages were distributed to children.

PHOTO COMPETITION

A photography contest on the theme of "A Sustainable World" was organized.

GLOBAL PERSPECTIVE

According to the World Economic Forum (WEF) 2024 Global Talent Report, participation in social and cultural programs increases employee engagement by 32%. Beyçelik Holding's approach in this area contributes significantly to both employee satisfaction and the strengthening of corporate culture

WORKING LIFE

EMPLOYEE ACTIVITIES

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

Beyçelik Gestamp Cup 2024:

A total of 53 teams participated in the tournament, held simultaneously in Bursa, Gebze, Yeniköy, and Romania.

Cycling Community:

Employees participated in rides across various routes and took part in events aimed at raising social awareness.

Running Team:

Employees ran in the 11th Eker I Run event in support of the Foundation for the Support of Women's Work (KEDV).

Online Activities:

Organized on various topics to support employees' physical and mental well-being.

23 April – National Sovereignty and Children's Day

A photo contest themed "Love for Animals and Nature" was held, and the award ceremony took place at the Tofaş Anatolian Cars Museum with family participation. The event included exhibition tours and workshops for children.

25 November – International Day for the Elimination of Violence Against Women:

Informative posters were prepared and shared across factories to raise awareness.

WARMHAUS

Employee Activities:

Celebrations for Valentine's Day and Waffle Day, a table tennis tournament, and a communal iftar event were organized.

Social Responsibility:

Warmhaus volunteer runners participated in the Eker Run, running in support of non-governmental organizations.

GESBEY

Employee Activities:

A backgammon tournament was organized among employees at Gesbey.



WORKING LIFE

COMMUNICATION CHANNELS

Common Language, Common Direction

Beyçelik Holding positions corporate communication not merely as a channel for information transfer but as a strategic tool to foster a shared culture, reinforce corporate values and strengthen alignment in direction. This approach builds strong connections among employees and cultivates a culture of participation.

“POTANSİYEL” CORPORATE PUBLICATION

Published since 2009, Potansiyel has been accessible digitally via the company website and intranet platform since 2014. The publication provides information about group company activities and internal corporate practices.

Each edition features an interview under the “One of Us” section, sharing content on personal development, health, technology and sustainability. Potansiyel is regarded as a key tool for creating a common memory and shared language within the organization. Three editions were published in 2024.



BEYÇELİK HOLDING COMMUNICATION PLATFORM (BİP)

The Beyçelik Communication Platform (BİP) is a corporate intranet system used to strengthen internal communication. Accessible via desktop and mobile applications, BİP offers employees direct engagement with information and management through functionalities such as news updates, surveys, suggestion systems, cafeteria menus and special day announcements.

According to Axios HQ’s 2024 Internal Communication Trends Report, in communication strategies prioritizing active participation, 60% of employees find internal content more meaningful. This directly impacts collaboration, engagement and productivity. Beyçelik Holding’s communication approach aligns with this global trend, delivering not only messages but also fostering a shared sense of direction.



WORKING LIFE

OCCUPATIONAL HEALTH AND SAFETY

Safe Ground, Shared Responsibility

Beyçelik Holding considers occupational health and safety not merely as a legal obligation but as a core element of its human-centered approach.

Implemented under the “Zero Accident” vision, OHS policies follow a multi-layered system based on preventive measures, technological infrastructure, and employee engagement. The goal is to establish a sustainable culture in which all employees can participate in production processes safely and confidently. Group-wide initiatives are supported by root cause analyses, preventive engineering solutions, and education programs aimed at raising awareness. The target is to reduce accident frequency and severity rates annually, moving toward a zero-incident environment.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

Accident Frequency Rate: 1.59

(Target: 1.50 – very close to target)

Key measures implemented across locations in 2024::

- Addressing safety gaps through automation revisions on press lines.
- Deployment of thermal camera systems for early fire detection.
- Installation of microwave radar systems to prevent crane collisions.
- Commissioning of air conditioning and ventilation systems.
- True AI-based pedestrian-vehicle interaction prevention system.
- Environmental monitoring and periodic inspections at all locations.
- Gateway Project implementation for enclosed area safety.
- Safety systems that automatically halt lines when humans are detected in hazardous zones.

WARMHAUS

Accident Frequency Rate (TRIR*): 4.20

Target TRIR*: 3.50

– actual value exceeded the target

- Root cause analyses were conducted and action plans developed.
- Toolbox education sessions were held in areas with gaps.
- Field supervision identified hazardous conditions in advance and preventive actions were taken.

*TRIR (Total Recordable Incident Rate): Refers to the number of recordable work-related accidents per 200,000 working hours.

WORKING LIFE

OCCUPATIONAL HEALTH AND SAFETY

PRACTICES OF GROUP COMPANIES

GESBEY

Accident Frequency Rate: 30.30

Key measures and improvements implemented:

- Maintenance personnel received education on working at heights and LOTO (Lockout-Tagout) procedures.
- Root cause analyses were conducted for near-miss incidents, followed by solution-focused meetings.
- Ventilation systems in production areas were reinforced.
- A secure platform providing safe access to the flange shaft machine was designed and integrated into the production area.

BEWEN ENERJİ

Number of accidents in 2024: 0

Key measures and improvements implemented:

- Damaged field access routes were promptly repaired.
- Coordinated efforts with turbine manufacturers ensured adherence to speed limits and proper safety markings.
- Safety zones were established for turbine maintenance and repair activities.
- Visitors were informed, and visitor registration procedures were implemented.

In 2024, only Bewen Enerji among the Group companies achieved the zero-accident target. Beyçelik Gestamp recorded a significant success by remaining below the target for accident severity and achieved results very close to the target in accident frequency. While Warmhaus and Gesbey have not yet reached the zero-accident goal, preventive measures have been implemented to reduce risk levels.

“ **Engineering controls, education, and field inspections across the Group will continue intensively in 2025.**

According to the International Labour Organization (ILO), workplaces where employees actively participate in OHS processes can experience up to a 40% reduction in accident rates, alongside productivity improvements. Data from the World Economic Forum (WEF) indicate that systematic monitoring of indicators reduces workplace accidents by up to 30% and significantly enhances employee engagement. Beyçelik Holding's data-driven and participatory safety approach aligns fully with these global trends.

WORKING LIFE

OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety Performance (%)V

COMPANY	INDICATOR	2022	2023	2024
BEYÇELİK GESTAMP	Accident Frequency Rate	0.92	1.16	1.59
	Accident Severity Rate	-	2.63	0.22
WARMHAUS	Accident Frequency Rate	39.04	5.83	4.2
	Accident Severity Rate	139.14	510	-
BEWEN ENERJİ	Accident Frequency Rate	0	0	0
	Accident Severity Rate	0	0	0
GESBEY	Accident Frequency Rate	9.41	11.82	30.30
	Accident Severity Rate	0.12	0.34	0.25

Warmhaus has achieved a significant decrease in its accident frequency rate over the past three years. While Bewen Energy has maintained a zero-accident performance for three consecutive years, Gesbey observed an increase in 2024, prompting the initiation of additional improvement programs in this area.

OHS EDUCATION PERFORMANCE

“ OHS Culture: Safety at Every Level, Engagement at Every Stage

Beyçelik Holding approaches occupational health and safety not merely as a legal obligation but as a fundamental requirement for sustainable production.

Comprehensive and systematic education programs are implemented across the Group to raise awareness, identify risks in advance and eliminate them. The education programs include employees, contractors and suppliers, are monitored individually, and maintained with a continuous improvement approach.

ISO 45001 Occupational Health and Safety Management System is actively applied across all Group companies. According to the International Labour Organization's (ILO) Safe and Healthy Working Environments report dated 2024, companies that effectively implement occupational health and safety management systems achieve up to a 35% reduction in workplace accidents.

Beyçelik's ISO 45001-based structure and behavior-focused preventive practices align closely with this global finding.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- » **Total training duration:** 23,190 hours
- » **Participants:** 1,546 people (an average of 15 hours per person)
- » **Topics:** Basic OHS, working at heights, safe handling of chemicals, work permits, etc.

GESBEY

- **Basic OHS education:** 390 participants / 4,680 hours
- **Refresher and specialized educations:**
 - » Working at heights: 358 participants / 716 hours
 - » Working with chemicals: 131 participants / 131 hours
 - » Work permits: 11 participants / 11 hours
- All educations were conducted face-to-face.

BEWEN ENERJİ

- **Regular education programs for operational teams:**
 - » EKAT refresher (every 5 years)
 - » GWO working at heights (every 2 years)
 - » Scenario-based search and rescue drills (annual)
 - » Fire drills and education (annual)
 - » First aid (every 3 years)
 - » Environmental education (annual)

WORKING LIFE

EMPLOYEE-CENTERED GOALS

EMPLOYEE-CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Providing Leadership Development Education	Education Hours per Employee x Hour				2024 saw the continuation of leadership development educations across the Group. Beyçelik Gestamp: A total of 7,601 hours of education were delivered to 859 employees, averaging 8.9 hours per participant. The program covered topics including team and performance management, project management, coaching, positive leadership, and organizational design. Warmhaus: The "Managing Our Business in a Changing World" education was implemented in four groups, with ongoing initiatives throughout the year aimed at strengthening managerial skills.
Improving Talent Management Indicators	- Critical Position Succession Rate - Employee Turnover Rate - Talent Pool Promotion Rate - Talent Pool Development Plan Completion Rate - Succession Rate for All Managerial Levels	✓			In 2024, Beyçelik Gestamp recorded significant progress in talent management indicators. The critical position succession rate reached 100%. Unwanted employee turnover was 11.2% for white-collar and 23.3% for blue-collar staff. Preparations for the "Lead Forward" program, to be launched in 2025 under the talent pool framework, have been completed, establishing the foundations for development plans and creating the potential pool. Talent pool promotion rates are expected to materialize during the 2025-2026 period. Succession coverage across all managerial levels has reached 100%.
Designing Interdepartmental Rotation Processes in Group Companies to Support Career Development	Rotation Rate	✓	✓	✓	-
Expanding Programs for Young Talent Across Group Companies	- Candidate-Department Job Fit Satisfaction - Proportion of Young Talent in Promotions Participating in Programs		✓		In 2024, youth talent programs were expanded across the Group, and internship and employment processes were made more systematic. Beyçelik Gestamp: Within the scope of the Genç Dostum Program, 36 students completed internships, with 6 (%16) transitioning to employment. Additionally, a total of 333 students participated in high school and university internships. Warmhaus: As part of the candidate experience, Onboarding Interviews were implemented, with 2 out of 16 interns joining the workforce. Gesbey: Although no formal corporate program was established, 16 students completed internships. Bewen: At Yahyali RES, 3 high school interns were hosted, and 1 long-term internship program that began in 2023 was completed, with the intern returning to school.
Increasing Employee Engagement and Satisfaction	Employee Engagement Survey Score	✓	✓	✓	No employee satisfaction survey was conducted across the Group.
Revamping Recognition, Appreciation, and Reward Systems to Make Them Effective	Budget Compliance Rate	✓			In 2024, 94% of the 1,700,000 budget allocated for the recognition, appreciation, and reward system at Beyçelik Gestamp was implemented. At Warmhaus , the related process was revised and updated in collaboration with the Quality unit.
Employer Brand	Employer Brand Activities	✓			At Beyçelik Gestamp , initiatives were carried out to ensure employees feel valued, alongside communication activities supporting the employer brand.
Occupational Health And Safety					
Achieving Zero Accident Rate	Zero Accident	✓	✓	✓	Across the Group, progress was made toward the zero-accident target, with occupational safety practices reinforced through preventive systems, technological investments, and regular education programs. Beyçelik Gestamp: Risk-focused improvements were implemented, including automation, thermal cameras, radar, and artificial intelligence systems. The total recordable incident rate (TRIR) was 1.59 (target 1.50) and the severity rate was 0.22 (target 0.30). Warmhaus: In 2024, 31 occupational accidents occurred, resulting in a TRIR of 4.20. Preventive measures were taken through root cause analyses, education, and on-site inspections. Bewen: Zero occupational accidents were recorded in 2024. The target was maintained through regular field maintenance, safety zones, and periodic occupational health and safety education.

WORKING LIFE

EMPLOYEE-CENTERED GOALS

EMPLOYEE-CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Occupational Health And Safety					
Increasing OHS Education	OHS Education Hours per Employee x Hour	✓			In 2024, occupational health and safety (OHS) education was standardized across the Group, enhancing employees' safety awareness through onboarding, refresher, in-person, and online programs. A total of 28,206 hours of OHS education was delivered Group-wide. Beyçelik Gestamp: A total of 23,190 hours of OHS education was provided. Warmhaus: A 2-day (8+4 hours) fundamental OHS education program was implemented during onboarding, while periodic education was monitored online via "Beyçelik Gelişim Yolu". In 2024, 1,824 hours of in-person education was delivered to 152 employees, and 96 hours of online education was completed by 8 employees. Gesbey: During onboarding, 146 employees received 12 hours of fundamental OHS education, and 112 employees received 12 hours of refresher education.
Diversity and Inclusion					
Considering Diverse Needs to Create Equal Working Conditions	Women Employee Satisfaction Rate - Diversity Indicators	✓			Beyçelik Gestamp: Lactation rooms were established at the Chassis and Yeniköy facilities, dedicated changing areas were organized, and supportive practices for women working night shifts were introduced. In 2025, the equality policy will be updated and a "Zero Tolerance for Violence Policy and Procedure" will be developed. By the end of 2025, a comprehensive employee pulse survey will be conducted to gather employee feedback and guide future initiatives, and necessary actions will be defined in line with the findings. At the Teknosab facility, the creation of dedicated spaces for women employees (such as lactation rooms) has been set as a target. Warmhaus: Initiatives were carried out to enhance women employment as part of diversity indicators.
Raising Awareness and Building a Culture of Gender Equality	Education Hours per Employee x Hour	✓			Gesbey: In collaboration with the Association for Supporting Contemporary Life (ÇYDD), a project aimed at enhancing educational opportunities for girls is planned for 2025.
Establishing Mechanisms to Combat Violence	Education Hours per Employee x Hour	✓			A 45-minute webinar was delivered by a psychologist within Beyçelik Grup on November 25, the International Day for the Elimination of Violence Against Women, enhancing awareness among employees. At Beyçelik Gestamp , all new employees receive gender equality education, and the voluntary Equality Committee monitors and reports on this process. Through the collaboration with "Mor Salkım Women Solidarity Association", employees have 24/7 access to a violence hotline and support services. Warmhaus has planned gender-based violence prevention awareness education and collaborations with NGOs for 2025.
Implementing Practices that Enhance Equal Opportunities in Recruitment	Women Employment in New Hiring - Return-to-Work Rate After Maternity Leave	✓			Measures supporting women employment continued across the Group. Beyçelik Gestamp: The share of women in new hires was 16.59%. The target is 20%. Warmhaus: The share of women in new hires was 20%. Group-wide: The return-to-work rate after maternity leave was 100%.
Increasing the Proportion of Women in Management Levels	Employer Brand Activities		✓		The share of women managers across the Group was 21.5%. Beyçelik Gestamp: 11 individuals (including Managers and Directors) + 51 individuals (including Unit Leaders, Managers, and Directors). Warmhaus: The share of women managers increased from 10% to 11.76%.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

Every innovation is a flow.
Every flow is a transformation.

03





03 CONTINUOUS DEVELOPMENT AND IMPROVEMENT

“ Every innovation is a flow. Every flow is a transformation.

At Beyçelik, development is not a fixed target; it is a journey that advances through continuous learning.

R&D, digitalization, and technological transformation initiatives are shaped at the intersection of engineering insight, data-driven intuition, and collective experience. Each project builds upon the lessons of the previous one. Each improvement adds a new layer to the system as a whole.

This approach enables Beyçelik not only to keep pace with the future but also to actively shape it.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

INNOVATION, R&D, AND OPEN INNOVATION

“ Research and development investments enhance the technological transformation capacity of countries and companies, improve productivity and lay the foundation for sustainable growth. — OECD, Science, Technology and Innovation Outlook 2023

Henry Chesbrough's concept of “open innovation” describes a value creation process in which organizations leverage not only internal resources but also collaborations with external stakeholders. This model moves innovation out of closed systems, transforming it into a multi-stakeholder, agile, and learning-oriented structure. According to Chesbrough, companies should acknowledge that “not every good idea must originate internally”; this awareness accelerates innovation, reduces costs and generates a broader impact.

OPEN INNOVATION: COLLECTIVE INTELLIGENCE, SHARED FUTURE

Beyçelik does not limit its R&D processes to internal knowledge production; it expands innovation into a multi-stakeholder structure through strategic collaborations with academic institutions, suppliers and technology ventures.

This model makes technology development processes more flexible, inclusive and enriched by interdisciplinary interaction. Aligned with the “Layer by Layer Future” vision, this approach grows knowledge not only internally but also through balanced and sustainable relationships with the external world.

According to McKinsey's 2024 Open Innovation Report, R&D processes involving external stakeholders increase companies' product development speed by an average of 35%, and 60% of these companies report significant improvements in competitiveness.

Beyçelik's multi-stakeholder, data-driven and agile innovation strategy offers a development model fully aligned with these global trends.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

The company manages a 120-member engineering team operating across three R&D Centers and one Design Center, under the coordination of the R&D and Innovation Directorate.

In 2024, a total of 49 projects were completed, including 26 R&D projects, 13 innovation projects, and the remainder focused on process improvement initiatives. Projects primarily concentrated on process optimization, energy efficiency, material optimization, waste management, and sheet metal utilization efficiency.

Key Highlights:

Technological Investments: AI-supported quality control systems, smart energy management, and digital traceability infrastructures were implemented.

Collaborations: Joint projects were carried out with universities, SMEs, and main industry companies, with results shared on academic platforms.

Economic Impact: By the end of 2024, commercialization of developed products generated over 1.6 billion in revenue, while production line improvements yielded approximately 12 million in savings.

Sample Projects:

Smart Tool Management System: Extended equipment lifespan, reduced scrap rates, and increased data utilization in decision-making processes.

Real-Time Logistics Tracking: Enhanced time and energy efficiency in transportation operations.

Automation Solutions: Reduced physical workload for employees and strengthened production continuity.

“ 2025 Target: A TÜBİTAK-supported R&D Laboratory/Test Center covering material, production, and testing processes will be established.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

INNOVATION, R&D, AND OPEN INNOVATION

PRACTICES OF GROUP COMPANIES

GESBEY

“ Gesbey, the first company in Türkiye’s wind turbine tower manufacturing sector to establish an R&D Center, differentiates itself through lean production and advanced engineering-focused projects.

Patents: Four new patent applications have been submitted. None have been granted yet.

Economic contribution: Five sales of products developed at the R&D Center to group companies generated 830,592.18 in revenue.

Time savings: Process improvements resulted in an annual labor saving of 2,420 hours.

Raw material savings: Optimization of cutting tool consumption achieved an annual material saving of approximately €10,000.

Energy gains: Calculations for energy savings based on MWh/kWh are ongoing.

WARMHAUS

“ Warmhaus conducts its R&D activities with a focus on operational efficiency, cost optimization, and strengthening export capacity

Efficiency: Product design improvements reduced material consumption, and collaborations with alternative and local suppliers decreased external dependency.

Economic impact: In 2024, approximately €168,245 in savings was achieved, and 3.5 million was invested in R&D.

Product development: The new 24 kW condensing heat exchanger, 115 kW condensing boiler, and vertical panel products were developed to enhance competitiveness in both domestic and export markets.

Brand registrations: The R&D department completed the registration processes for the “Therwa” (heat pump) and “Exatur” (domestic stainless steel heat exchanger) brands.

INCREASING SAVINGS THROUGH R&D

The Added Value of R&D and Innovation

For Beyçelik Holding and its group companies, R&D and innovation represent a strategic value domain that extends beyond product development; it also drives cost optimization, resource efficiency, and energy savings. Projects carried out in 2024 generated significant financial and operational gains.

BEYÇELİK GESTAMP

Financial gain: R&D and innovation activities created a total value of 22 million.



Energy efficiency: Implementations at the Hot Forming Factory achieved an annual energy saving of 664 MWh.

Labor efficiency: Process improvements resulted in a gain of 2,235 person x hours.

Material optimization: Enhancements in sheet metal usage and scrap reduction saved 60,000 parts.

Production lines: Optimization efforts additionally generated a cost advantage of 12 million.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

INNOVATION, R&D, AND OPEN INNOVATION

WARMHAUS

Financial gain: R&D projects generated savings of €168,245.



Through localization-focused R&D projects, import dependency has decreased, achieving sustainable cost savings.

Design improvements enhanced material efficiency, delivering energy and raw material savings.

GESBEY

Financial gain: In 2024, five sales of products developed at the R&D Center to GRI group companies generated 830,592.18 in revenue.



Labor efficiency: Process improvements achieved an annual saving of 2,420 person x hours.

Material optimization: Enhancements in cutting tool consumption delivered annual savings of approximately €10,000.

PATENTS AND ACADEMIC PUBLICATIONS

“ The patent system plays a critical role in transforming ideas into economic value while ensuring companies protect their knowledge assets — WIPO, World Intellectual Property Report 2022

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- In 2024, 4 new patent applications were submitted.
- A total of 8 patents have been granted from previous years.
- Three academic publications were presented at national and international conferences and published in peer-reviewed journals.
- Achieved second place in Türkiye in the “Innovation Resources” category at the InovaLIG Innovation Competition.
- Won second place in Türkiye in the “Digital Transformation” category at the Ministry of Industry and Technology Productivity Project Awards.

WARMHAUS

- Trademark registrations were obtained for heat pump and exchanger projects.
- Next-generation products were developed and introduced to both domestic and international markets.

GESBEY

- Structural improvement projects achieved material and energy savings.
- Custom-developed machines were exported to GRI’s companies in Europe and the United States.
- In 2024, 4 patent applications were submitted.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

INNOVATION, R&D, AND OPEN INNOVATION

COMPANY	FOCUS AREAS	2024 ACHIEVEMENTS	GLOBAL PERSPECTIVE
BEYÇELİK GESTAMP	R&D, Innovation, Modeling, Simulation, Functional Materials	4 new patent applications; 8 registrations; 3 academic publications; InovaLIG and Ministry awards; 49 projects (26 R&D, 13 innovation); 1.6 billion revenue; 12 million savings	McKinsey 2024: Open innovation – 35% faster development, 60% increase in competitiveness
WARMHAUS	Product Development, Electronic Boards, Heat Pumps, Cost Improvement	Localization of electronic board production; 2 new combi boiler products; 3.5 million R&D investment; €168,245 savings; trademark registrations for domestic heat exchangers and heat pumps	Products tailored for export markets; competitive advantage through sustainable design and cost efficiency
GESBEY	Lean Manufacturing, Automation, Wind Turbine Tower Production, Advanced Engineering	4 patent applications; export of production equipment, segment placement and laser sensor projects; 1–2% reduction in tower weight; material and energy savings from projects	Automation and lean manufacturing practices in production processes; export-oriented projects

UNIVERSITY-INDUSTRY COLLABORATIONS

“ Innovation is no longer the product of a single institution; it is the outcome of a multi-stakeholder process where universities, the private sector and public institutions jointly create value. — OECD, *Innovation Policies for the Knowledge-Based Economy*

Beyçelik Holding leverages its industry experience alongside the scientific knowledge of academia to enhance the societal and economic impact of its R&D and innovation activities. University collaborations are considered a strategic framework encompassing not only project partnerships but also knowledge sharing, talent development and joint learning processes.

2024: Deepening Collaborations

In 2024, university partnerships were expanded with the objective of generating higher added value and advanced technology solutions. Beyçelik Gestamp R&D units achieved significant gains in lean production, digitalization and energy efficiency through projects conducted with academic partners.

Highlighted initiatives include:

Intelligent Tool Management Project: Increased production continuity, reduced scrap rates and extended equipment lifespan.

Digital Logistics Tracking System: Enabled real-time and sustainable transport processes.

AI-Supported Quality Control: Algorithms developed with academic experts were implemented on production lines.

By the end of 2024, collaborations with four new universities were initiated, broadening the academic network and establishing a robust foundation for system design, data analysis and technical knowledge exchange.

Scope and Impact of Collaborations

Beyçelik approaches university-industry collaborations not merely as knowledge transfer but as a strategic partnership model that fosters the proliferation of innovative ideas, R&D outputs and qualified human resources.

“ In 2024, four new collaborations were added, bringing the total to 17 university-industry projects.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

Joint R&D Projects: Product and process development studies as well as research projects were conducted.

Academic Publications: Outputs from joint projects were converted into international articles and conference papers.

Education Collaborations: Knowledge and experience were shared through courses such as Product and Process Management at Bahçeşehir University and Innovation in the Automotive Industry at Uludağ University’s Department of Automotive Engineering.

Competition and Mentorship Support: Participation of students in project and innovation competitions was supported.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

DIGITALIZATION AND TECHNOLOGICAL TRANSFORMATION

INCREASING SAVINGS THROUGH DIGITALIZATION

“ Beyçelik Holding considers digitalization not only as a means to accelerate operational processes but also as a critical tool for cost reduction, efficiency improvement and strategic allocation of human resources.

Projects implemented across group companies in 2024 delivered financial and time savings while strengthening decision-making mechanisms.

Additionally, six business intelligence and reporting projects enhanced decision support systems, achieving efficiency equivalent to two full-time employees (2 FTE).

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP: RPA (Robotic Process Automation) applications were implemented in five business processes, generating approximately **500,000** in annual labor cost savings. Completion of **110** software projects resulted in workforce gains equivalent to **20** full-time employees.

GESBEY: The Digital Field Monitoring System enabled real-time tracking of production quality and reduced additional labor requirements. This system generated **€26,400** in financial savings and **2,400** person x hours in time savings.

INCREASING THE RATE OF DIGITALIZATION

Significant steps have been taken across group companies to increase digitalization, making operational processes faster, more efficient, and traceable. This approach enhances decision-making effectiveness while reducing costs.

In 2024, Beyçelik Gestamp implemented 15 new digitalization projects integrated into Human Resources, Production, and Logistics processes. Process management, automation, and data analytics capabilities were strengthened through BPM, RPA, and Power BI solutions. At Gesbey, the Digital Field Monitoring System and MES (Manufacturing Execution System) enabled 30% of production processes to be digitized, with quality control and process tracking becoming real-time.

DIGITAL TRANSFORMATION

“ Digital transformation does not merely mean using technology; it facilitates business processes, accelerates decision-making, and strengthens collaboration between employees and machines. — WEF-Accenture, *Digital Transformation of Industries*

Beyçelik Holding positions digitalization as a strategic tool that ensures sustainable growth, efficiency improvement, and excellence in resource management. Accordingly, digital transformation activities across group companies aim to establish flexible, integrated, and traceable structures throughout all processes, from production to management.

In 2024, across the group:

- Operational efficiency was enhanced through digital decision support systems, data analytics solutions, and automation infrastructures; processes became more agile, integrated, and traceable.
- Systems such as ERP, MES, and BPM were supported by Industry 4.0 applications, IoT, machine learning, cloud solutions, and RPA.
- Paperless office practices enabled paper savings, while energy-efficient computers and next-generation server infrastructures were deployed.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

DIGITALIZATION AND TECHNOLOGICAL TRANSFORMATION

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- The SAP data monitoring system was updated to the latest version, enhancing data integrity and processing speed.
- By migrating Paperwork BPM to the HTML5 version, 20,000 transactions per year were digitized.
- Production planning was strengthened through the SAP Material MRP module, and five processes were automated using RPA.
- Completion of 110 software projects generated a labor efficiency gain equivalent to 20 FTE (Full-Time Equivalent).
- Energy consumption began with YEK-G certified sources, and the new server infrastructure achieved 65% energy savings.

WARMHAUS

- Digital maturity score increased from 65% to 71%.
- Product development and engineering changes were digitized through the DBF infrastructure.
- Handheld terminal counting system was implemented in logistics.
- The RecoWa mobile application enabled end-users to achieve energy savings.

GESBEY

- Production data were monitored in real time through tablets and cameras integrated into welding machines, improving process accuracy.
- Barcode systems were removed, reducing operator feedback time by 80%.
- Quality documentation was digitized using the QM module.
- Deep learning-based systems were developed to detect defects on metal surfaces.

DIGITALIZATION IN ENVIRONMENTAL PERFORMANCE MONITORING

Beyçelik Gestamp has integrated environmental data into Power BI, digitizing carbon footprint calculations and establishing a digital reporting infrastructure under the EU ESDD framework.

Gesbey has digitized data collection and analysis processes through the Sygris platform.

INCREASING THE NUMBER OF INDUSTRY 4.0 PROJECTS

Beyçelik Holding regards Industry 4.0 applications not only as technological transformation but also as a strategic investment area that enhances efficiency, quality, and speed. Projects implemented across group companies aim to transform production processes using sensor integration, automation, production analytics, computer vision, and artificial intelligence technologies.

In 2024, Gesbey R&D Center initiated the "Detection of Metal Plate Surface Defects Using Deep Learning" project

Technology Scope: Computer vision, deep learning algorithms, and camera systems

Application Area: Automation of quality control processes

Expected Outcomes: Faster and higher-precision detection of surface defects, implementation of automatic marking, and reporting functions

The project is scheduled for completion in 2025.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

DIGITALIZATION AND TECHNOLOGICAL TRANSFORMATION

INFORMATION SECURITY AND INFRASTRUCTURE STRENGTHENING

Beyçelik Holding considers information security not merely as a technical requirement but as a core component of corporate sustainability, stakeholder trust, and operational continuity. Across the group, multi-layered security infrastructures based on international standards, including the ISO 27001 Information Security Management System, are implemented.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

ISO 20000-compliant helpdesk and call center, cloud-based disaster recovery, XDR architecture, SD-WAN integration, mobile device management, and advanced backup systems.

WARMHAUS

Preparation process initiated for ISO 27001 certification..

GESBEY

Tests conducted under ISO 27001 have been successfully completed and shared with the GRI Information Technology Department. Two Check Point firewalls have been installed at the factory.

According to Deloitte's 2024 Global Cybersecurity Report, 67% of companies define information security as a "corporate strategic priority." IDC forecasts global cybersecurity investments to reach \$219 billion by 2025. Central to these investments are AI-supported threat detection systems, cloud-based disaster recovery solutions, and employee awareness programs. These global trends align with the multi-layered security strategies applied across Beyçelik Holding group companies.

“ Strengthening technological infrastructure, aligning processes with international standards, and enhancing employee awareness establish a resilient and sustainable corporate structure against digital threats.

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

INNOVATION-CENTERED GOALS

INNOVATION-CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Digitalization					
Increasing Savings Through Digitalization	- TL savings - Energy savings - Person x hour savings				Across the group, digitalization projects have increased efficiency and savings. Beyçelik Gestamp: Five business processes have been automated through RPA, resulting in 500,000 savings; 110 software projects delivered a 20 FTE gain, and six reporting projects generated an additional 2 FTE gain. Warmhaus: Implementation of the FIFO system resulted in 250,000 savings, digitalization of approval processes achieved 20% energy savings, and 1,000 person x hours were gained. Gesbey: The Digital Field Tracking System was implemented, providing €26,400 in savings and 2,400 person x hours gained.
Increasing the Rate of Digitalization	Digitalization rate				In 2024, digitalization projects across the group generated a workforce gain equivalent to approximately 22 full-time employees, 1.7 million in cost savings, and 3,400 hours of time savings. These results demonstrate the tangible impact of digitalization on operational efficiency.
R&D					
Increasing Savings Provided by R&D	- TL savings - Energy savings - Person x hour savings - Raw material savings				As a result of R&D and innovation activities carried out across the group companies, a total saving and gain of approximately 41.15 million has been achieved. Beyçelik Gestamp: R&D applications generated approximately 22 million in savings. - Energy efficiency: 664 MWh annual energy savings - Process improvement: 2,235 person x hours saved - Material/scrap optimization: 60,000 parts saved - Production line improvements: additional 12 million cost savings Warmhaus: R&D projects resulted in savings of €168,245 (approximately 5.97 million). Additional energy gains are planned in 2025 through infrastructure changes. Gesbey: Sales of products developed at the R&D Center generated 830,592 in revenue. - Process improvement: 2,420 person x hours saved - Material savings: approximately €10,000

CONTINUOUS DEVELOPMENT AND IMPROVEMENT

INNOVATION-CENTERED GOALS

INNOVATION-CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
R&D					
Increasing Collaboration with Universities	Number of universities				In 2024, university-industry collaborations across the group companies were expanded, strengthening the quality of R&D activities. Beyçelik Gestamp: University collaboration was conducted in 4 new projects, while 17 ongoing projects from previous years continued. Within the scope of joint R&D projects, product and process development studies were carried out, resulting in international publications and conference papers. Academic partnerships also facilitated knowledge sharing through courses on Product and Process Management at Bahçeşehir University and Innovation in the Automotive Industry at Uludağ University's Department of Automotive Engineering. Warmhaus: Previous projects included the Smart Room Thermostat in collaboration with Uludağ University and the 24 kW Condensing Boiler Heat Exchanger Design with Sakarya University. A new collaboration with Sakarya University is planned for 2025 under the TÜBİTAK 1505 program. Gesbey: In 2024, collaborations were conducted with Balıkesir University and Bandırma Onyedi Eylül University. Academics from Balıkesir University's Department of Mechanical Engineering served as part-time personnel in R&D projects, supporting the scientific outputs (articles, papers, book chapters) and reporting processes. Intern recruitment, interdisciplinary support, and technical education were also provided. With Bandırma Onyedi Eylül University, reciprocal visits and infrastructure reviews were conducted, integrating the academic staff's expertise into the projects.
Innovation					
Increasing Savings Through Innovation Applications	- TL savings - Energy savings - Person x hour savings - Raw material savings				As a result of R&D and innovation activities at Beyçelik Gestamp , approximately 22 million in savings was achieved, and the implemented improvements generated a time gain of 2,235 person x hours.
Industry 4.0					
Increasing the Number of Projects Scope of Industry 4.0	Number of projects				In 2024, Gesbey executed the "Detection of Metal Plate Surface Defects Using Deep Learning" project within the scope of Industry 4.0.

SUSTAINABILITY IN THE VALUE CHAIN

Effort in every stage, safety at every step.



04



04 SUSTAINABILITY IN THE VALUE CHAIN

“ Effort in every stage, safety at every step.

At Beyçelik, the value chain is supported not only by production processes but also by a culture of trust, collaboration, and shared responsibility.

From suppliers to customers, each stakeholder forms a link in this chain. Quality management, customer satisfaction, and stakeholder engagement are reinforced through continuous communication and mutual learning.

This integrated approach ensures that Beyçelik's capacity to generate sustainable value is maintained into the future.

SUSTAINABILITY IN THE VALUE CHAIN

VALUE CHAIN STRENGTHENED LIKE HONEYCOMBS

Beyçelik Holding's value chain approach is built on the principles of collaboration, continuity, and mutual contribution, similar to the collective work of bees. This process, where unseen efforts accumulate patiently, evolves into a robust and integrated structure, securing both the present and the future.

IMPACT ENHANCED THROUGH STAKEHOLDER ENGAGEMENT

Beyçelik Holding aims to create a broad sphere of influence that extends beyond its performance, encompassing employees, customers, suppliers, and other stakeholders.

RESPONSIBLE PRODUCTION ORIENTED TOWARDS THE FUTURE

The measures taken shape not only current commercial performance but also foster a forward-looking responsible production approach and corporate sustainability vision.

The transformation of Beyçelik Holding's value chain management aligns with global trends:

- **World Economic Forum (WEF):** Integration of digitalization and sustainability can generate \$4.5 trillion in additional economic value across global value chains by 2030.
- **McKinsey:** Companies implementing end-to-end traceability infrastructures can respond to risks 30% faster.
- **Accenture:** Companies with agile supply chains experience 20% less operational loss during market fluctuations.
- **Gartner:** Organizations implementing human-centered competency programs achieve a 15% increase in employee engagement.

“ These global findings confirm that Beyçelik Holding's responsible production approach generates economic value while providing competitive advantages in areas such as employee engagement and risk management.

Each link in the value chain is redefined through ethical, social, and environmental sustainability lenses, establishing trust-based, long-term, and innovative collaborations.

ETHICAL AND RESPONSIBLE BUSINESS PRACTICES

Group companies adhere to ethical standards, environmental responsibilities, and human rights principles across supply chain operations and after-sales services. While pursuing operational excellence, climate impact, resource utilization, and workforce practices remain central.

SUSTAINABILITY IN THE VALUE CHAIN

SUPPLIER MANAGEMENT

“ The successful companies of the future will be those that rebuild not only their products but also their supply chains with a sustainability focus. — World Economic Forum, Future of Global Supply Chains

Today, supply chain sustainability is not only a driver of operational efficiency but also a strategic factor directly influencing corporate reputation, regulatory compliance, and societal trust. According to the World Economic Forum's 2024 projections, corporate performance now includes the environmental and social impacts of suppliers.

This transformation necessitates multi-layered, transparent, and sustainable collaboration models. Best practices include digital tracking systems, performance-based supplier evaluations, and support for local suppliers.

Value Partnerships Strengthened by Transparency

Beyçelik Holding positions its suppliers not merely as service providers but as strategic stakeholders sharing responsibility on the sustainability journey. Across the Group, sustainability principles are integrated into every stage of supply processes, with ethical conduct, quality standards, and environmental responsibility forming the foundation of these collaborations.

Ethical and Local-Focused Approach

Supplier relationships are managed within the framework of Corporate Business Ethics Rules, with adherence supported through education and awareness programs. Selection processes are conducted with transparent, auditable criteria. Priority is also given to local suppliers to support economic development and enhance resource efficiency.

DIGITAL AND SUSTAINABLE TRANSFORMATION IN THE SUPPLY CHAIN

SUPPLIER MANAGEMENT AND SUSTAINABILITY

“ In 2024, Beyçelik Holding restructured its supply chain management with a focus on sustainability and digitalization.

Multi-layered assessment and monitoring systems were implemented across Group companies, covering transparency, ethical compliance, environmental responsibility, and occupational health and safety (OHS). This approach ensures suppliers are regarded not only as commercial actors but also as long-term responsibility partners.

SUSTAINABILITY IN THE VALUE CHAIN

DIGITAL AND SUSTAINABLE TRANSFORMATION IN THE SUPPLY CHAIN

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- Through the Supplier Monitoring Portal and the integrated Merga System, quality, environmental, OHS and human resources data are tracked comprehensively, enabling detailed performance analytics for each supplier.
- The Sustainability Scoring model launched in 2024 regularly evaluates environmental management, employee rights, ethical principles and OHS standards.
- The use of low-carbon raw materials and logistics optimizations aims to reduce the carbon footprint.

WARMHAUS

- Suppliers are categorized and their performance is monitored through annual audits.
- Quality, delivery consistency, and price stability are the primary criteria in the evaluation process.

GESBEY

- Supplier relations managed through the Fullstep Portal are analyzed in line with GRI Renewable Industries standards.
- An Environmental Sustainability Performance Survey is conducted for suppliers involved in critical projects; ISO certifications, renewable energy usage, and carbon neutrality commitments are audited.

BEWEN ENERJİ

- Supplier performance is monitored based on turbine downtime and regular performance feedback is provided to maintenance contractors.

SUPPLIER DEVELOPMENT AND PERFORMANCE MANAGEMENT

“ Beyçelik Holding group companies regard suppliers not only as product and service providers but as integral contributors to the value chain. Supplier performance is monitored through systematic audits, objective evaluation methodologies and continuous development programs.

SUSTAINABILITY IN THE VALUE CHAIN

DIGITAL AND SUSTAINABLE TRANSFORMATION IN THE SUPPLY CHAIN

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- Supplier delivery performance was measured at a strong level, scoring 39.57 out of 40.

WARMHAUS

Supplier performance was evaluated based on three primary criteria:

- Delivery performance (40%)
- Quality performance (50%)
- Pricing performance (10%)

GESBEY

- Throughout the year, 45 supplier audits were conducted.
- Suppliers were classified through the Continuous Evaluation model using the A-B-C-D scale, considering delivery performance, nonconformities, deviation requests and customer service criteria.
- Suppliers involved in critical projects were additionally assessed within the scope of the Environmental Sustainability Performance Survey based on ISO 14001 and 50001 certifications, renewable energy utilization and carbon neutrality commitments.

ETHICS AND LOCALIZATION IN SUPPLIER RELATIONS

Beyçelik Holding and its group companies adopt the dissemination of sustainability across the value chain and adherence to the Code of Business Ethics as a core principle in all business relationships. This approach requires business partners to comply with ethical principles, quality standards, and environmental responsibility expectations.

Business relationships with approved suppliers are built on continuous communication and improvement support. Except for specific cases such as patented material requirements, local suppliers are prioritized during selection processes to shorten lead times, ensure cost advantages, and contribute to regional economic development.

In 2024, 80.4% of suppliers across the group were sourced locally, representing a notable increase compared to 63.4% in 2023. This demonstrates that localization strategies generate both operational and socio-economic benefits, reinforcing their role as an effective sustainability lever.

Global research supports this outlook:

The World Economic Forum forecasts that localized supply chains can reduce logistics costs by 25% by 2030 while significantly lowering carbon emissions. McKinsey's

2024 data indicates that companies increasing the share of local inputs reduce supply risks by an average of 20%. PwC analyses show that organizations integrating localization strategies with digital traceability systems improve operational continuity by 15–18% during crisis periods.

Beyçelik Holding considers localization not only as a means to achieve cost and lead-time advantages but also as a strategic approach to reducing environmental impact and strengthening business partnerships. The year 2024 marked a period in which this perspective delivered tangible outcomes across the group.

In 2024, the localization rate in raw material procurement stood at 45%, showing a decline from 52% in 2023. The primary reason behind this decrease was limitations in global supply chains for certain critical raw materials and the restricted production capacity of domestic alternatives. This situation increased the share of imported inputs to 55% and highlighted the need to strengthen supply diversification and sustainable sourcing strategies, particularly for strategic product categories.

“ Group companies plan to focus on developing alternative local sources and forming strategic collaborations to support improvement in this area.

SUSTAINABILITY IN THE VALUE CHAIN

ETHICS AND LOCALIZATION IN SUPPLIER RELATIONS

RAW MATERIAL PURCHASE LOCALIZATION RATES (%)*

YEAR	DOMESTIC	IMPORTED
2023	52%	48%
2024	45%	55%

*The ratios in the table reflect Beyçelik Gestamp's raw material supply data for the 2023–2024 period.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

While a high localization rate in raw material procurement was maintained, a slight decline was observed in 2024. Analyses on the underlying factors are ongoing, and new strategies are being developed to reinforce a robust local supply infrastructure.

WARMHAUS

A localization rate of 100% in panel production and 92% in device production was achieved, reflecting an approximately 10% increase compared to 2023. Among critical components, the heat exchanger was localized through an investment in a domestic production line. There is no additional localization target set for 2025.

GESBEY

For DoorFrame, one of the critical structural materials used in wind turbine towers, collaboration has begun with a domestic manufacturer certified by TÜBITAK. The installation of the new DoorFrame production line commenced in 2024, and the audit and qualification

process is planned to be finalized in 2025, after which the ordering phase will begin. This progress will deliver a notable increase in project-based localization rates.

Additionally, 6,516 meters of steel plate used in the YEKA project were sourced from a local supplier, increasing the overall localization rate from 36% to 42.5%.

BEWEN ENERJİ

In 2024, based on total expenditures, the localization rate reached 99.68% while the import share stood at 0.32% (2023: 74%). Moreover, a 60 MW solar-powered auxiliary supply system was commissioned, with approximately 96% of the equipment sourced domestically. Stock management for critical equipment across Bewen's subsidiaries was restructured; availability rates reached 96.4% at Sabaş Elektrik, 98.5% at YGT Elektrik and 98.1% at Bak Enerji.

LOCAL SUPPLIER RATES (%)

YEAR	BEYÇELİK GESTAMP	WARMHAUS	BEWEN ENERJİ	GESBEY
2021	85	83	100	23
2022	93	94	65	6
2023	94	76	74	36
2024	94	92	99.7	36

SUSTAINABILITY IN THE VALUE CHAIN

PRODUCT RESPONSIBILITY AND QUALITY MANAGEMENT

GLOBAL PERSPECTIVE – RISING STANDARDS IN PRODUCT QUALITY

- ISO 9004:2018 and the European Green Deal define quality not only through technical compliance but also through environmental sustainability, resource efficiency and ethical production principles.
- According to World Economic Forum data, sustainable product design and manufacturing are among the top five drivers of competitive advantage globally.
- McKinsey's 2024 analysis demonstrates that manufacturers transitioning to low-carbon materials and processes can achieve up to a 20% increase in customer preference.

“**Beyçelik Holding considers product quality as a value integrated with environmental responsibility and social accountability, beyond a solely technical requirement. Throughout the Group, production processes are carried out with a focus on resource efficiency, environmentally responsible manufacturing and continuous improvement. R&D initiatives are regarded as a core enabler of the Group's product responsibility approach.**

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- In customized production based on customer requirements, only approved and environmentally safe chemicals are utilized.

WARMHAUS

- Mid-capacity product designs were developed for high-capacity condensing devices targeting mass housing projects, contributing to emission reduction.
- Preparatory studies for heat pump projects were initiated.
- The use of locally produced heat exchangers in 24 kW capacity combi boilers was expanded, reducing logistics-related emissions from imports.
- Potential legal risks were proactively managed through regular internal audits.

GESBEY

- Regulatory compliance matrices were updated and no nonconformities were identified at Factory 1.
- A Temporary Operating Certificate was obtained for Factory 2, and flue gas emission measurements are planned to be completed in the first quarter of 2025.

SUSTAINABILITY IN THE VALUE CHAIN

PRODUCT RESPONSIBILITY AND QUALITY MANAGEMENT

GLOBAL PERSPECTIVES AND BEYÇELİK GROUP COMPANY PRACTICES

GLOBAL PERSPECTIVE	SOURCE	PRACTICES FROM GROUP COMPANIES (2024)
Integration of quality standards with environmental and social criteria	ISO 9004:2018, European Green Deal	Integrated management of environmentally friendly production, resource efficiency, and ethical sourcing criteria in product development processes
Sustainable product design creating a competitive advantage	World Economic Forum	Initiation of emission-reducing condensing device designs and heat pump projects at Warmhaus
Transition to low-carbon materials and processes increasing customer preference (up to 20%)	McKinsey, 2024	Increased use of domestic heat exchangers at Warmhaus and reduction of import-related logistics emissions
Continuous improvement and data-driven quality management	ISO 9001 & 9004 guides	Regular internal audits, updating of legal compliance tables, and maintaining non-compliance at near-zero levels.

QUALITY STANDARDS AND CUSTOMER-SPECIFIC DOCUMENTS

QUALITY CERTIFICATIONS AND CUSTOMER-SPECIFIC DOCUMENTS

International quality certifications are no longer viewed solely as indicators of technical competence; they are also considered critical for brand reputation, customer trust, and integration into global supply chains. According to the OECD's 2024 Global Quality Infrastructure and Trade Integration Report, companies holding ISO 9001 or similar certifications have a 30% higher likelihood of securing international contracts. These certifications also provide advantages such as exemption from secondary audits and accelerated accreditation processes.

Beyçelik Holding considers quality certifications not merely as technical requirements but as strategic tools that reinforce customer and stakeholder trust while enhancing operational transparency. Quality management systems are standardized across all Group locations, and with the commissioning of new facilities, certifications are updated on a site-specific basis. No changes were made to the overall certification infrastructure, and systems continued to operate in compliance with international standards.

Beyçelik Gestamp has long held the Ford Q1 customer-based quality assurance certificate and continues to expand its scope to new locations. In 2024, Chassis Factory 2 earned the Ford Q1 certificate, advancing the Group's standards in quality management.

At other locations, the existing certification scope is maintained, and processes at new facilities are progressing according to plan.

Company-Specific Developments

Gesbey: In 2024, two major certification processes were completed. The first confirmed the compliance of production processes with international accreditation standards through a quality certificate; the second updated the specialized structural steel application certificate through testing.

SUSTAINABILITY IN THE VALUE CHAIN

QUALITY STANDARDS AND CUSTOMER-SPECIFIC DOCUMENTS

“ These company-specific developments demonstrate that Beyçelik Holding’s approach to quality management extends beyond mere compliance with technical standards; it reflects a comprehensive strategy encompassing long-term trust, commercial sustainability, and international competitiveness.

QUALITY DOCUMENTS

BEYÇELİK GESTAMP	WARMHAUS	GESBEY
ISO IEC 27001: 2022	ISO 9001:2015	EN 1090-1:2009+A1:2011
ISO 9001:2015	ISO 14001:2015	EN 1090-2:2018
IATF 16949 :2016		DIN 18800-7:2008-11
TS EN ISO 14001 :2015		DIN EN ISO 3834-2
TS ISO 45001 :2018		ISO 9001:2015
TS EN ISO 50001 :2018		ISO 14001:2015
		ISO 45001:2018

CUSTOMER EXPECTATIONS AND SATISFACTION

“ Today, customer expectations extend beyond product quality. Organizations are also evaluated based on after-sales support, transparent communication, and social responsibility performance.

According to Harvard Business Review, companies that prioritize customer experience achieve higher loyalty scores and can increase profitability by up to 60%. McKinsey data indicate that firms offering multi-channel, integrated communication improve customer satisfaction by an average of 20%. Beyçelik Holding approaches customer satisfaction not merely as an operational metric but as a core element of long-term growth and sustainable business partnerships. Group companies focus on the total value delivered to the customer beyond product quality, systematically monitoring feedback and providing rapid, transparent, and solution-oriented responses.

Satisfaction is regularly tracked through surveys, internal assessment criteria, and digital feedback systems. In line with a continuous improvement approach, both satisfaction rates and feedback resolution times are considered key performance indicators.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

- PLC integrations have been implemented in production cells, and quality assurance processes have been expanded to two control points.
- Real-time data analysis systems have been deployed in geometry management, and quality steps with poka-yoke and camera systems have been applied.
- Risks have been preemptively identified through Reverse FMEA studies, and AGV systems have been implemented in internal logistics.
- Zero feedback performance was achieved in six of the eight product groups supplied to Toyota, earning the TMMT Zero World Supplier Award.
- In 2024, the feedback system was expanded to include Romania 1-2, Chassis 3, Yeniköy, TEKNOSAB, and TEKNOCEF factories; requests were monitored in real time on a digital platform and managed according to continuous improvement principles.

SUSTAINABILITY IN THE VALUE CHAIN

CUSTOMER EXPECTATIONS AND SATISFACTION

PRACTICES OF GROUP COMPANIES

WARMHAUS

- A new digital loyalty and engagement platform, “Partner Pro,” has been developed for dealers and is planned to launch in 2025.
- Campaign planning and new product models have been guided by suggestions received during dealer meetings.
- The Warmhaus 360 application resolved all 3,000 feedback entries received via social media, website, and Call Center; the target of responding to all feedback within 24 hours was achieved.

GESBEY

- In 2024, instead of a customer satisfaction survey, five internal evaluation criteria were used (product delivery performance, nonconformity costs, audit nonconformities, approval rate of deviation requests, product quality index). The target was 95%, and an average satisfaction rate of 97% was achieved (2023: 94%).
- A total of 51 customer complaints were received during the year. Thirty-three were rejected as they were not attributed to Gesbey, and 18 were accepted. Accepted complaints were reviewed, feedback provided to customers, and nonconformity reports were closed.
- The increase in complaints is attributed to the growth in factories and production locations, resulting in more customer touchpoints. This reflects more effective recording of feedback within a larger operational structure rather than a decline in quality performance.

BEWEN ENERJİ

- Operational improvements were implemented based on evaluations from TEİAŞ (Türkiye Elektrik İletim Anonim Şirketi) and energy trading partners.
- In 2024, the readiness-to-serve score for TEİAŞ was recorded at 99.02%.

GERİ BİLDİRİM ÇÖZÜLME ADETLERİ

COMPANY	2022 FEEDBACK	2022 RESOLUTION	2023 FEEDBACK	2023 RESOLUTION	2024 FEEDBACK	2024 RESOLUTION
BEYÇELİK GESTAMP	119	119	211	211	660	6
WARMHAUS	1,176	1,179	1,016	1,016	3,000	3,000
GESBEY	17	16	58	58	51	51

SUSTAINABILITY IN THE VALUE CHAIN

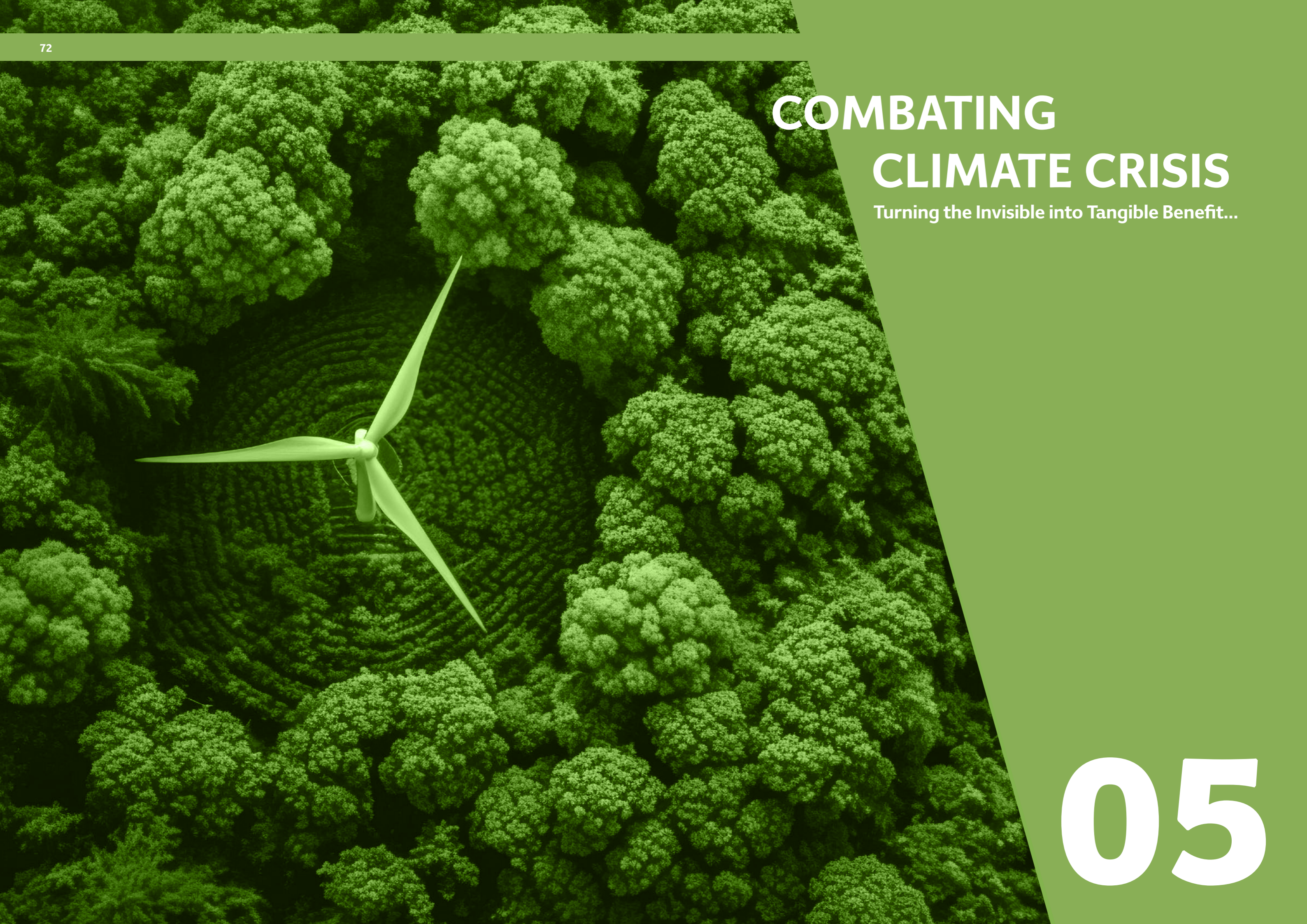
VALUE CHAIN-CENTERED GOALS

VALUE CHAIN -CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Supplier Development, Monitoring, and Performance					
Improvement of Supplier Performance	- Supplier Education Hours per Person x Hour - Number of Supplier Audits - Supplier Classification - Supplier Delivery Performance	✓	✓	✓	In 2024, supplier management and audit processes were strengthened across the Group. Beyçelik Gestamp: 320 supplier audits were conducted, and the A-B-C-D classification model was applied. The average delivery performance was measured at 39.57/40, and all data were recorded at the company level. Gesbey: 45 supplier audits were carried out, with continuous evaluation conducted twice annually for critical suppliers. Delivery performance, nonconforming products, deviation requests, and customer service criteria were monitored, and suppliers were classified according to the A-B-C-D categories. In addition, a sustainability survey was implemented to assess ISO 14001 and ISO 50001 certifications, renewable energy usage, and carbon neutrality criteria.
Customer Satisfaction					
Increasing and Sustaining Customer Satisfaction	Customer satisfaction rate	✓	✓	✓	In 2024, efforts to enhance customer satisfaction continued across the Group. Gesbey: Customer satisfaction increased from 91% in 2023 to 97%, based on internal evaluation criteria (delivery performance, nonconformance costs, audit findings, deviation requests, and quality index). The 95% target was exceeded, and continuity is ensured through departmental KPI monitoring. Bewen: In 2024, no penalties were recorded with institutions such as TEİAŞ and EPIAŞ, and operations were carried out without interruptions. Warmhaus: Planning was initiated to renew the Call Center and Service Management System, with implementation scheduled for 2026. A total of 3,000 feedback items were received through social media, the call center, the website, and the WH360 mobile application, all of which were addressed.

SUSTAINABILITY IN THE VALUE CHAIN

DEĞER ZİNCİRİ ANA ODAĞI HEDEFLERİ

VALUE CHAIN -CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Local Supply					
Increasing the Local Content Rate	Local content rate		✓	✓	Warmhaus: In 2024, the localization rate was 100% for panels and 92% for devices, with 8% imported components. Compared to 2023, this represents an approximate 10% increase in devices. The commencement of domestic production for critical components, including the heat exchanger, and the establishment of a local heat exchanger line contributed to this improvement. Gesbey: A localization project for the DoorFrame product group, a critical structural material, was initiated. Genba established a new DoorFrame production line, and TÜBİTAK approval was completed. Following inspections in 2025, production is expected to transition to domestic sourcing, and orders are anticipated to commence. This step represents a strategic advancement in localizing critical components for wind turbine towers. Bewen: In 2024, localization rates were recalculated across all expenditures, resulting in 99.68% domestic and 0.32% imported components.
Product and Service Safety					
Applicable Standards and Legal Compliance	Fully compliance	✓	✓	✓	All group companies fully compliance with applicable laws and standards.



COMBATING CLIMATE CRISIS

Turning the Invisible into Tangible Benefit...

05



05 COMBATING CLIMATE CRISIS

“Turning the Invisible into Tangible Benefit...”

A wind turbine captures the unseen and converts it into value. Beyçelik Holding has chosen to participate in this transformation by monitoring the hidden impacts of the climate crisis and taking tangible, measurable actions. The company not only reduces carbon emissions but also focuses on transforming the entire ecosystem—from resource management and production technologies to the supply chain and end consumers.

In 2024, the group achieved concrete progress in energy efficiency, carbon tracking, renewable energy investments, and employee awareness across all operations.

COMBATING CLIMATE CRISIS

STRENGTHENING CERTIFICATION IN ENVIRONMENT AND ENERGY MANAGEMENT

STRENGTHENING CERTIFICATION IN ENVIRONMENT AND ENERGY MANAGEMENT

Beyçelik approaches environmental and energy management standards not merely as a “certification” process but as a foundation for SKDM compliance, carbon neutrality targets, and supply chain resilience. By 2024, certification has evolved from an operational requirement into a strategic management tool for the group companies.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

ISO 14001 (Environment), ISO 50001 (Energy), and ISO 45001 (OHS) certifications have been obtained for the TEKNOSAB, Yeniköy, and Gebze facilities. Greenhouse gas emissions have been verified under ISO 14064-3, and the water footprint has been calculated. SKDM data transfer has been initiated, and the CDP climate score improved from C+ to B+. The 2035 carbon neutrality commitment has been internationally validated through the SBTi application.

WARMHAUS

ISO 14001 certification has been maintained, with no nonconformities identified in internal audits. Energy manager education has been completed for ISO 50001 certification, which is targeted for 2025.

GESBEY

Integrated ISO 9001, ISO 14001, and ISO 45001 systems have been implemented at the second factory. A target to reduce waste by 50% by 2030 has been announced, and pilot projects for scrap material and paint sludge recovery have been initiated. Kaizen-based improvements have reduced raw material consumption and process emissions.

BEWEN ENERJİ

Environmental awareness and waste management education have been provided across WPP sites, strengthening the systemic approach.

While the number of targeted certifications was 11 in 2023, the same number was maintained in 2024, with expanded scope and enriched content. Certification processes now serve not only as compliance indicators but also as tools directly shaping investment decisions, risk management, and competitive advantage.

COMPLIANCE AND AUDIT

“Throughout 2024, group companies maintained full compliance with environmental regulations and did not face any penalties.”

Gesbey successfully completed the Integrated Environmental Inspection conducted by the Ministry of Environment, Urbanization and Climate Change, with no nonconformities or complaints recorded during the process.

COMBATING CLIMATE CRISIS

ECONOMIC PERFORMANCE AND ENVIRONMENTAL INVESTMENTS

“ Beyçelik Holding approaches environmental investments not merely as a tool for regulatory compliance but as a strategic area that enhances long-term competitiveness and operational resilience.

This approach is realized through management systems such as ISO 14001 and ISO 50001, SKDM compliance, carbon neutrality targets, and participation in international sustainability initiatives.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

In 2024, environmental-focused investments totaled €252,344, while total investments under the ESG heading reached €7.1 million.

The primary objectives of these investments are:

- Compliance with current and forthcoming regulations,
- Strengthening operational resilience,
- Enhancing traceability in environmental and energy management processes.

The Gebze, TEKNOSAB, Yeniköy, and TeknoBeyçelik Gestamp facilities are certified with ISO 14001 (Environment), ISO 50001 (Energy), and ISO 45001 (OHS) standards. Water footprint studies have been initiated, and carbon footprint calculations have been verified under ISO 14064-3, increasing transparency.

Scenario analyses were conducted to ensure SKDM compliance, the 2035 carbon neutrality target was clarified, and the SBTi application was completed. Additionally, the CDP Climate Change score improved from C+ to B+, reflecting international recognition of progress in climate performance.

WARMHAUS

In 2024, strategic steps were taken in energy management and Environmental Product Declarations (EPD).

The ISO 50001 certification process is targeted for 2025, and the EPD application documenting product-level environmental impact has been initiated. Feasibility studies for renewable energy investments are ongoing. This transition is expected to reduce long-term energy costs and lower greenhouse gas emissions.

GESBEY

In 2024, lean manufacturing and process engineering-focused investments increased resource efficiency and minimized waste at the source.

Key outcomes include:

- 25.1 tons of raw material recovered through bending optimization,
- 45% steel savings achieved through ear plate design improvements,
- Annual reduction of 6,000 liters of paint through paint system optimization,
- Savings of 2,500 cutting stones, 500 grinding stones, and 2,500 discs annually via flange abrasive material management.

These applications demonstrate how environmental performance can be strengthened through engineering solutions.

COMBATING CLIMATE CRISIS

ENVIRONMENTAL EDUCATION AND AWARENESS INITIATIVES

Beyçelik Holding strengthens environmental sustainability not only through technology and infrastructure investments but also by enhancing employees' knowledge and awareness.

“ Throughout 2024, the Group implemented comprehensive education and information programs across all companies on environmental management, energy efficiency, waste reduction, and carbon footprint.

ENVIRONMENTAL EDUCATION – 2024 PERFORMANCE

COMPANY	EDUCATION HOURS (PERSON x HOURS)	SCOPE AND CONTENT
BEYÇELİK GESTAMP	341 person x hours	Environmental management systems, energy efficiency, carbon footprint, waste management, and sustainable business models. All employees received “Mandatory Sustainability Education.” Preparation sessions for SKDM were conducted. Environmental compliance modules were developed ahead of main industry audits.
WARMHAUS		Under the “Beyçelik Development Path” program, education was provided on environmental management, zero waste, and sustainability.
GESBEY	326 person x hours	Induction and annual refresher education included content focused on environmental management and sustainability.
BEWEN ENERJİ		“Environmental Awareness and Zero Waste Management” education was delivered.

AWARENESS-RAISING ACTIVITIES

BEYÇELİK GESTAMP

- Internal briefing sessions were conducted on SKDM, which will come into effect in 2026.
- Meetings focused on energy efficiency, zero waste, and emission reduction were held ahead of main industry audits.
- Participation as speakers in sectoral workshops organized by clients such as Ford Otosan and Hyundai.

WARMHAUS & BEWEN ENERJİ

- Regular briefing sessions and awareness-raising activities were conducted for employees in line with the group's vision.

GESBEY

- In addition to education, environmental performance and sustainability targets were made visible within operational processes.
- Specialized sustainability education was provided for blue-collar employees.

COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

In the face of the climate crisis, the core challenge is not setting boundaries but exceeding the threshold for action. According to CDP's 2024 report, leading companies are not only reducing carbon but also transforming their business models. Recognizing this need early, Beyçelik Gestamp began tracking Scope 3 emissions in 2024. This approach ensures that the environmental impacts of the entire value chain, not just the company's operations, are measured. In 2024, Beyçelik Gestamp completed independent verification of its data.

Gesbey's 2024 emissions data were verified by an internationally accredited independent organization. At Warmhaus, stack emissions measurements have been planned in compliance with regulations and are monitored regularly.

Although Bewen Enerji does not generate direct (Scope 1) emissions, it has initiated monitoring of Scope 2 and 3 data.

Energy efficiency is treated as an integral part of emissions management. Beyçelik Gestamp has implemented energy monitoring systems at the Bursa Demirtaş and TEKNOSAB facilities and reduced resource consumption through LED conversions, automated press lubrication, and improvements in cooling systems.

Within renewable energy investments, 7,500 MWh of electricity was generated from rooftop SPP systems at Bursa Demirtaş and Kocaeli Yeniköy, preventing 3,690 tons of CO₂e emissions. With the planned capacity increase to 13,500 MWh, a total reduction of 10,332 tons of CO₂e is targeted.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

Scope 1–2–3 emissions have been measured and independently verified. A budget of €47,363 was allocated for energy efficiency projects in 2024.

WARMHAUS

Heat recovery systems have been commissioned, and natural lighting has been established as the primary source in the new facility. The feasibility study for the SPP investment has been completed.

GESBEY

At the second factory, low-cost efficiency measures have been implemented through natural lighting, equipment optimization, and filter improvements.

BEWEN ENERJİ

The majority of the 71.41 MW SPP project integrated into the Yahyalı WPP has been commissioned, and carbon credit projects have reached the validation stage.

“ For Beyçelik Holding, energy and emissions management is no longer merely a compliance requirement; it has become an integral part of the company's operating model. The measurement–verification–reduction cycle enhances both resilience against environmental risks and stakeholder confidence.

COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

	BEYÇELİK GESTAMP				GESBEY			
	2021	2022	2023	2024	2021	2022	2023	2024
SCOPE 1	5,605	4,687	7,377	8,570	573	751	214	760
SCOPE 2	39,883	44,147	46,965	41,846	-	2,281	823	4,673
SCOPE 3*	650,244	1,023,224	1,023,492	570,100	-	-	-	-

*Scope 3 emissions for 2024 have not been included in the calculations for the Beyçelik Gestamp Romania factory.

	BEYÇELİK GESTAMP				GESBEY			
	2021	2022	2023	2024	2021	2022	2023	2024
Greenhouse Gas Emissions (tons CO ₂ e)	695,692	1,072,058	1,077,834	620,516	2,854	4,177	1,037	5,433
Greenhouse Gas Intensity	1.93 tons CO ₂ e/ton sac	1.86 tons CO ₂ e/ton sac	2.56 tons CO ₂ e/ton sac	1.65 tons CO ₂ e/ton sac	11.74 tons CO ₂ e/ton	16.636 tons CO ₂ e/ton	4.0 tons CO ₂ e/ton	14.18 tons CO ₂ e/ton

BEWEN ENERJİ – GREENHOUSE GAS EMISSIONS AVOIDED THROUGH RENEWABLE ENERGY GENERATION (tons CO ₂ e/year)				
INDICATORS	2021	2021	2023	2024
Scope 1 Emissions	0	0	0	0
Scope 2 Emissions	0	0	0	0
Scope 3 Emissions	0	0	0	0
Greenhouse Gas Emissions Avoided Through Annual Renewable Energy Generation (tons CO ₂ e)	391,925	375,480	369,493	439,909
Greenhouse Gas Intensity (tons CO ₂ e/MWh)	254,751	244,062	240,17	285,941

Since Bewen Enerji operates solely in renewable energy generation, it does not produce Scope 1, Scope 2, or Scope 3 greenhouse gas emissions from its activities. The annual values presented below the table represent the amount of greenhouse gas emissions avoided through renewable energy production, not actual emissions. The calculation is based on the assumption that 1 MWh of renewable energy generation prevents 0.65 tons of CO₂e emissions.

COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

DISSEMINATION OF ENERGY EFFICIENCY PROJECTS

Beyçelik Holding positions energy efficiency not only as a tool for cost reduction but also as a strategic lever for lowering environmental impacts. Projects implemented across the Group contribute both to energy savings and carbon emission reduction.

At Beyçelik Gestamp, total electricity consumption in 2024 was 103,407 MWh (including Romania), and total renewable energy use reached 6,686 MWh, resulting in a renewable energy usage rate of approximately 6.5% ≈ 7%. The total installed renewable energy capacity accounted for 15% of overall energy capacity.

In 2024, the automation-based heating and cooling control system implemented at Warmhaus enabled more efficient process management, reducing energy consumption per product from 12.50 kWh in 2023 to 11.67 kWh in 2024. This application alone prevented 76 tons of CO₂ emissions annually. The deployment of energy efficiency projects across other facilities aims to further enhance total savings and emission reduction impacts.

INCREASING RENEWABLE ENERGY USAGE

In 2024, the Holding continued its investments to raise the share of renewable energy. Projects implemented at various scales across Group companies aimed both to lower energy costs and reduce the carbon footprint.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP: Renewable energy capacity has been significantly increased through rooftop SPP systems commissioned at the Bursa Demirtaş, Kocaeli Yeniköy, and Bursa TEKNOSAB facilities. In 2024, the activation of the SPP system at the TEKNOSAB facility added 6,000 MWh/year of renewable energy capacity, bringing the total annual renewable energy generation capacity to 13,500 MWh. Consequently, 15% of total energy consumption can now be met from renewable sources.

WARMHAUS: Feasibility studies have been conducted for the transition to renewable energy. The SPP project planned for commissioning by 2030 aims to increase the share of renewable sources in consumption. Total energy consumption in 2024 amounted to 9,696,063 kWh,

while renewable energy production has not yet been implemented.

GESBEY: Electricity continues to be supplied via Bandırma OSB, of which 75% is sourced from biomass and wind. In 2024, of the total consumption of 10,966,133 kWh, 8,224,599 kWh was sourced from renewable energy. Planning for additional capacity expansion has also commenced.

BEWEN ENERJİ: The 71.41 MW auxiliary SPP project integrated into Yahyalı WPP achieved 60.07 MW of commissioned capacity in 2024. Within this scope, 65,011 MWh of electricity was generated during the year. This production represents 21% of Yahyalı RES's total generation and 15% of Bewen Enerji's overall consumption.

As a result of these investments, the proportion of renewable energy used across the Holding has increased significantly compared to the previous year, thereby reducing the carbon intensity of the companies' energy supply.

COMPANY	2024 TOTAL CONSUMPTION	RENEWABLE ENERGY USE	NOTE
BEYÇELİK GESTAMP	103,407 MWh	7% (6,686 MWh/year)	In 2025, a 1,500 MWh/year capacity SPP system is planned to be commissioned at the Romania BGR1 facility.
WARMHAUS	9,696,063 kWh	0 (not yet available)	SPP plan until 2030; feasibility completed.
BEWEN ENERJİ	—	15% (65,011 MWh)	60.07 MW of the SPP integrated into Yahyalı WPP is in operation.
GESBEY	10,966,133 kWh	75% (8,224,599 kWh)	Electricity is supplied from Bandırma OSB, mainly from biomass and wind.

COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

AIR EMISSIONS: FROM MEASUREMENT TO MANAGEMENT DECISIONS

With this approach, emission measurements have become more than technical reporting for Beyçelik Holding; they serve as an active management tool for defining maintenance plans, process improvement projects, and investment priorities.

Since each facility has different production technologies and capacities, emission profiles vary accordingly. Therefore, these measurements are used as a primary dataset for companies to identify their operational risks and priorities.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

In 2024, particulate matter (PM) emissions were recorded at 1.69 kg/hour, showing an increase compared to the previous year. This rise was associated with higher capacity utilization on certain production lines. As a result, filter system replacements have been added to the 2025 maintenance plans. In addition, measurements of carbon monoxide (CO), nitrogen monoxide (NO), and NOx were conducted for the first time, expanding the monitoring scope. Total organic carbon (TOC) was measured at 1.83 kg/hour. For facilities where measurements were not yet conducted, 2023 data were used for comparative analysis.

WARMHAUS

Since emission measurements are conducted every two years, there is no 2024 data. The 2023 results indicated low levels of particulate matter, NOx, and SOx. This performance was attributed to process optimizations on the production line and effective operation of filtration equipment. Prior to the 2025 measurements, additional improvement projects were implemented on the paint line.

GESBEY

In 2024, particulate matter emissions increased to 1.12 kg/hour, and SOx emissions rose to 1.14 kg/hour. This increase was linked to higher production volume and variations in the raw materials used. Conversely, volatile organic compound (VOC) emissions decreased due to changes in material types and process revisions. These results demonstrate the direct impact of improvement decisions starting from raw materials on emission performance.

With this approach, emission measurements have become more than technical reporting for Beyçelik; they serve as an active management tool for defining maintenance plans, process improvement projects, and investment priorities.

BEYÇELİK GESTAMP Air Emissions (kg/hour)	2021	2022	2023	2024
Particulate Matter (dust)	-	1.0467	0.3804	1.6938
CO	-	-	-	1.0152
NO	-	-	-	1.1052
NOx	-	-	-	1.7681
SOx	-	-	-	0.019
Total Organic Carbon (TOC)	-	-	-	1.8397
Particulate Matter (dust)	-	1.0467	0.3804	1.6938

*Since the BGS facility's emissions measurement has not yet been conducted, the 2023 amount has been used.

*The BGP TEKNOSAB, CEF TEKNOSAB, BGT, BGC-3, BGR-1, and BGR-2 facilities have not been included as their emissions measurements have not yet been conducted.

COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

AIR EMISSIONS: FROM MEASUREMENT TO MANAGEMENT DECISIONS

WARMHAUS Air Emissions (kg/hour)	2021	2022	2023	2024
Particulate Matter (dust)	-	-	0.2673	-
NOx	0.5922	-	0.659	-
SOx	0.0236	-	0.0011	-
Volatile Organic Compounds (VOC)	0.03055	-	0	-

*Since air emission measurements are mandatory every two years, measurements will be taken in 2025.

GESBEY Air Emissions (kg/hour)	2021	2022	2023	2024
Particulate Matter (dust)	1.0255	0.1568	0.1568	1.12
NOx	0.38	0.13	0.13	0.268
SOx	0.0145	0	0	1.143
Volatile Organic Compounds (VOC)	0.6315	6,862	6,862	2,697

ENERGY INTENSITY AND CONSUMPTION TRENDS

Beyçelik views energy management not merely as a production input, but as a strategic domain for reducing environmental impact, optimizing costs, and maintaining competitive strength. The Group's approach is clear: higher efficiency with lower energy use. Data from 2021–2024 demonstrate that energy performance is managed systematically and based on reliable data.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

Efficiency investments made in 2022 reduced energy intensity to 0.20 MWh/ton. This value was maintained at 0.27 MWh/ton in 2023 and 2024, showing that the balance was sustained despite production increases. Total energy consumption in 2024 was recorded at 372,265 GJ. Fossil fuel consumption at the Bursa TEKNOSAB facility decreased by 6.4% compared to 2023 due to the implementation of rooftop solar SPP systems and daylight utilization.

WARMHAUS

Energy performance is monitored by production type. In combi boiler manufacturing, energy intensity decreased from 0.24 GJ/unit in 2022 to 0.04 GJ/unit in 2023 and was maintained at 0.05 GJ/unit in 2024. In radiator production, the 2024 value was 0.088 GJ/mtül. Feasibility studies are ongoing for a heat recovery system in compressors and the paint shop, with the objective of further reducing energy consumption per product after implementation.

COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

ENERGY INTENSITY AND CONSUMPTION TRENDS

PRACTICES OF GROUP COMPANIES

GESBEY

Energy intensity is calculated per "equivalent tower." In 2024, a total of 14,105,930 kWh (approximately 50,781 GJ) was consumed to produce 275.6 equivalent towers. This corresponds to an intensity of 184.2 GJ/tower (2021: 96 GJ, 2022: 137 GJ, 2023: 124 GJ). The addition of transparent panels to the second factory's roof enhanced natural lighting, while the panel replacement at the first factory is planned for completion in 2025. The LED conversion has achieved annual energy savings of 80 kWh and 416,400. Production optimizations have also resulted in a savings of 25.1 tons of steel plates.

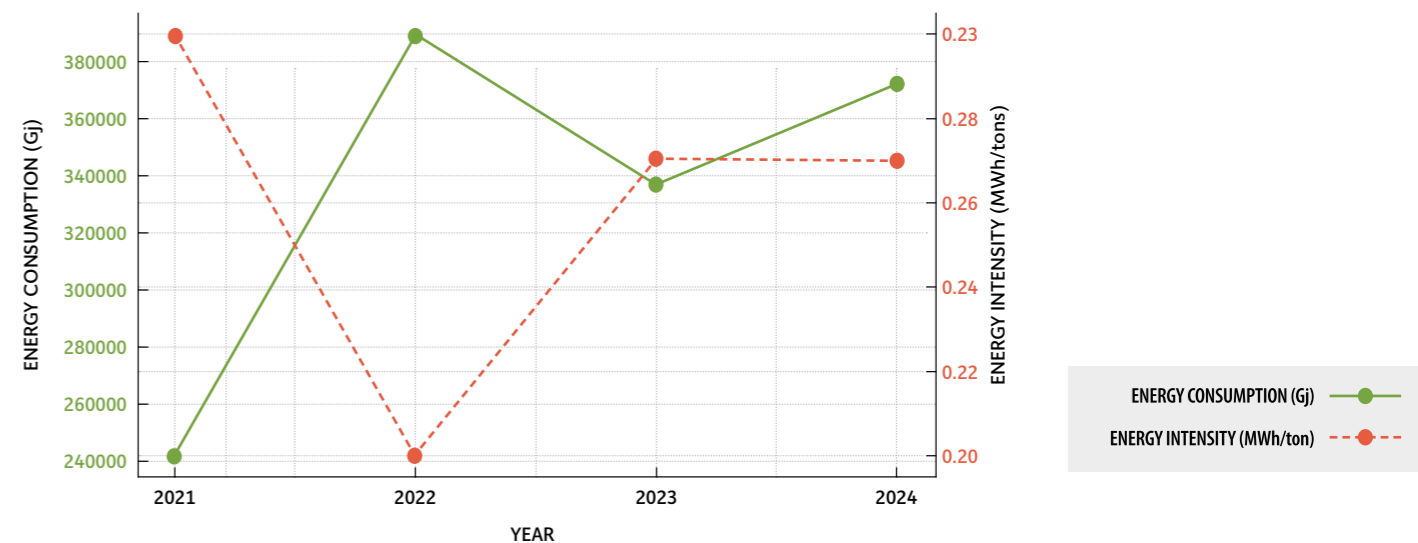
BEWEN ENERJİ

Total energy consumption decreased by 33% in 2024, reaching 3,388.7 GJ. Energy intensity was realized at 0.21% (2023: 0.38%), achieving higher output in production processes with lower energy use.

COMPANY	2024 ENERGY CONSUMPTION	ENERGY INTENSITY	NOTE
BEYÇELİK GESTAMP	372,265 GJ	0.27 MWh/ton	GES, daylight, 6.4% fossil fuel reduction
WARMHAUS	9,696,063 kWh	0.05 GJ/unit (combination boiler), 0.088 GJ/mtül	Heat recovery feasibility study
GESBEY	50,781 GJ (14.105.930 kWh)	(radiator)	LED conversion, transparent panels, plate savings
BEWEN ENERJİ	3,388.7 GJ	184.2 GJ/tower	33% total consumption reduction

“ Trends in energy consumption and energy intensity for Beyçelik Holding group companies during the 2021–2024 period are presented in the following charts. These data not only reflect changes in total consumption but also indicate the energy used per production unit, enabling systematic monitoring of efficiency performance.

BEYÇELİK GESTAMP - ENERGY CONSUMPTION AND INTENSITY (2021-2024)

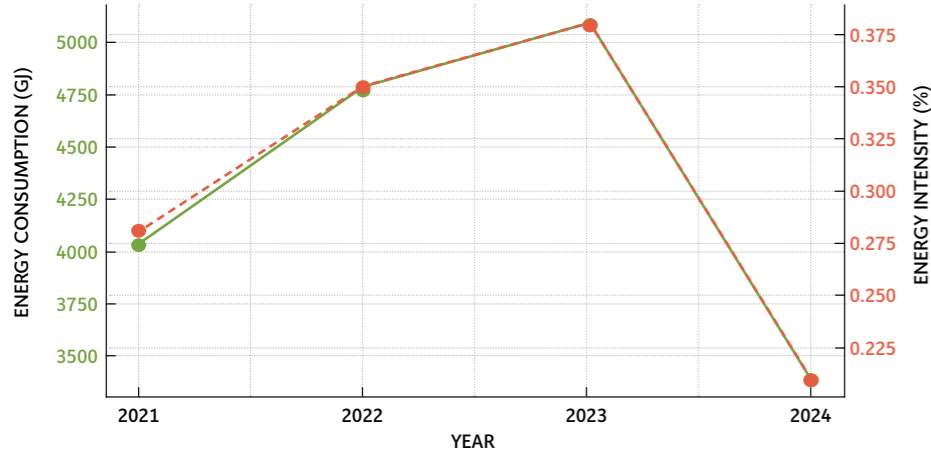


COMBATING CLIMATE CRISIS

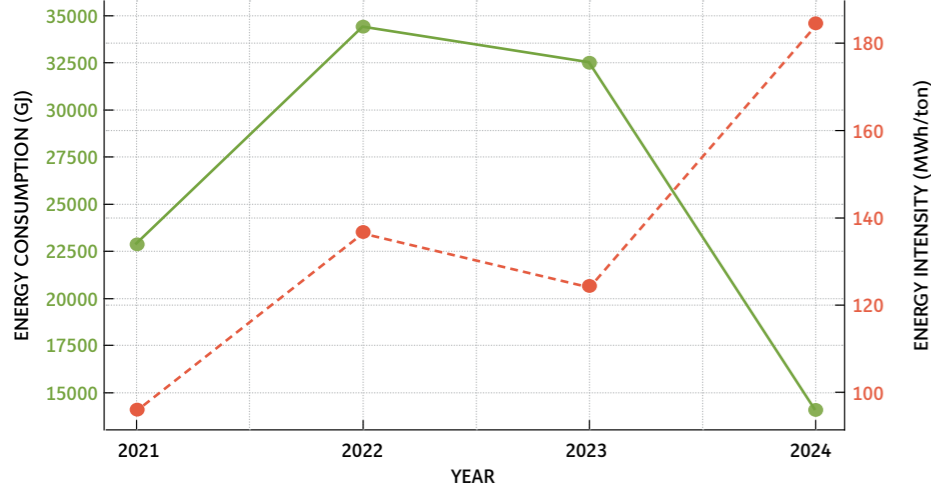
EMISSIONS AND ENERGY MANAGEMENT

ENERGY INTENSITY AND CONSUMPTION TRENDS

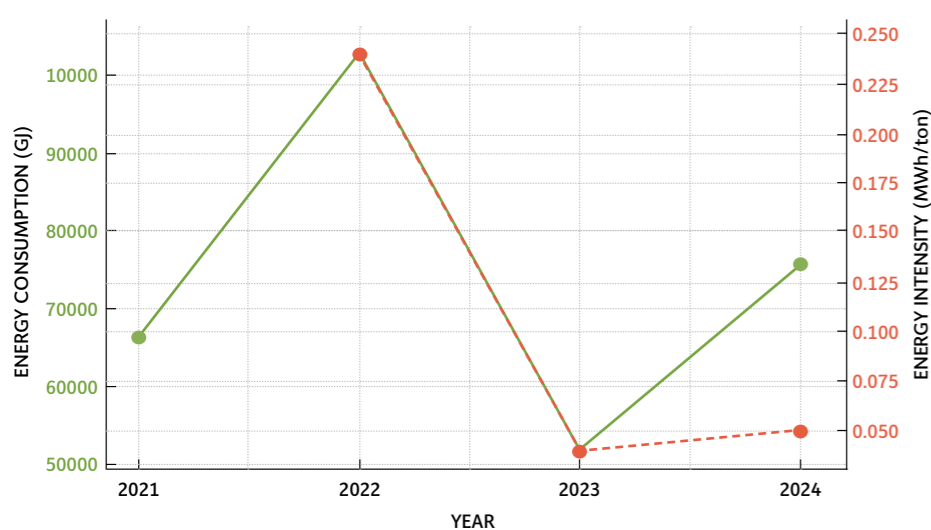
BEWEN ENERJİ - ENERGY CONSUMPTION AND INTENSITY (2021-2024)



GESBEY - ENERGY CONSUMPTION AND INTENSITY (2021-2024)



WARMHAUS - ENERGY CONSUMPTION AND INTENSITY (2021-2024)



COMBATING CLIMATE CRISIS

EMISSIONS AND ENERGY MANAGEMENT

CARBON BORDER ADJUSTMENT MECHANISM (CBAM) AND COMPLIANCE INITIATIVES

The Carbon Border Adjustment Mechanism (CBAM), implemented under the European Union's Green Deal strategy, demonstrates that carbon neutrality is no longer a voluntary target but a prerequisite for market access in trade. According to World Bank data, by 2024 more than 75 countries have implemented carbon pricing systems. These developments compel companies not only to measure emissions but also to manage data reliably, report accurately, and ensure transparency across the value chain.

“Beyçelik Holding views CBAM compliance not merely as a legal obligation but also as a tool for corporate risk management, safeguarding export capabilities, and creating competitive advantage.”

Within this scope:

- Investments in energy transition are being accelerated
- Carbon footprint monitoring and reporting are conducted through digital systems
- Management of carbon data in the supply chain is gradually expanded

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

Initiated CBAM-compliant data reporting and began monitoring and verifying carbon emissions through digital systems. By establishing the infrastructure for integration into the carbon market, the company prepared for the trading of surplus credits and announced its target to achieve carbon neutrality in Scope 1, 2, and 3 emissions by 2035.

WARMHAUS

Launched a scope analysis process in 2024 to identify potential CBAM obligations.

GESBEY

In a preliminary assessment conducted under European Parliament Regulation 2023/956, determined that it has no direct obligations, while continuously monitoring regulatory changes.

BEWEN ENERJİ

Although not directly covered by CBAM, the company has started generating revenue through certifications such as Gold Standard and has aligned with the environmental and social standards of international financial institutions.

COMBATING CLIMATE CRISIS



WATER CONSUMPTION AND MANAGEMENT

According to United Nations data, global water demand is expected to exceed current resources by 40% by 2030.

The industrial sector accounts for approximately one-fifth of global freshwater use, and this share is projected to grow as production volumes increase. Therefore, water management requires controlling the entire process, from resource acquisition to wastewater recovery.

“Beyçelik treats water not only as a production input but also as a critical element for production continuity and environmental performance. Group-wide initiatives focus on reducing consumption, increasing reuse rates, enhancing wastewater recovery, and developing site-specific solutions.”

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

In 2024, education on ISO 46001 (Water Efficiency Management System) and ISO 14046 (Water Footprint) was completed. The planned rainwater harvesting project, scheduled for 2026, aims to achieve an annual savings of 200 m³.

WARMHAUS

No new initiatives were implemented in 2024. The 2026 target is to reuse reverse osmosis wastewater from the painting line as process water. Water intensity in combi production decreased from 0,234 m³/unit in 2021 to 0,05 m³/unit in 2024. In radiator production, water intensity was 0,088 m³/mtül. The pre-treatment system has enabled the recovery of an average of 55 m³ of wastewater per day.

GESBEY

Process water is not used, and consumption is limited to domestic needs. All taps have been converted to sensor-operated, low-flow models. In the first factory, consumption decreased by 11,8%, reducing per capita use from 22,9 m³ to 20,2 m³. In the second factory, consumption remained stable at 3.738 m³, achieving approximately 350 m³ of water savings.

BEWEN ENERJİ

Site-based analyses for water efficiency have been initiated, with improvement projects planned for implementation in 2025.

2025 TARGETS

1. Establish digital water monitoring infrastructure across all facilities
2. Increase wastewater recovery rates
3. Achieve full compliance with GRI 303 indicators



“This approach enables a gradual transition toward a production model where water is not wasted and the resource is used efficiently and circularly.”

COMBATING CLIMATE CRISIS

WATER CONSUMPTION AND MANAGEMENT

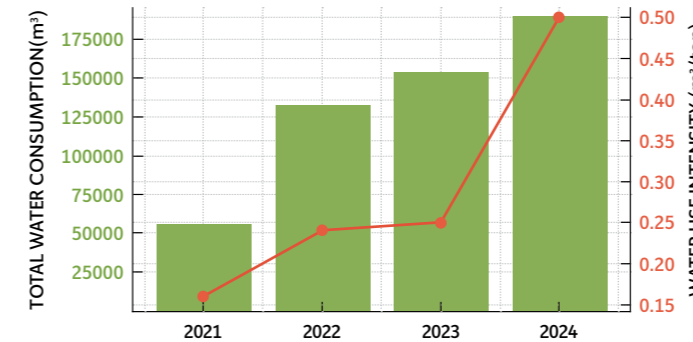
WATER CONSUMPTION (m³)

COMPANY	2021	2022	2023	2024
BEYÇELİK GESTAMP	56,238	132,798	153,947	188,923
WARMHAUS	18,349	49,349	31,508.75	43,478
BEWEN ENERJİ	310	327	335	448
GESBEY	10,095	5,997	7,256	10,137

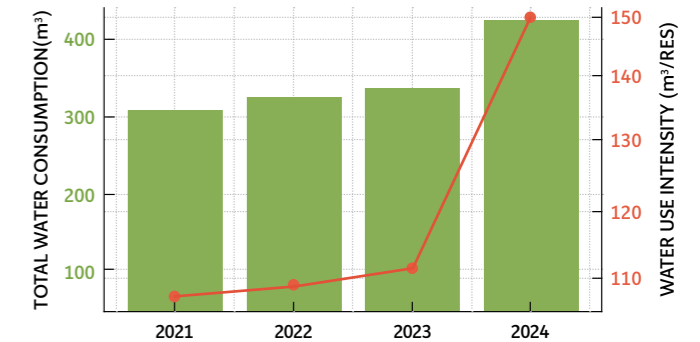
*Changes (increase or decrease) in companies' water consumption are directly related to shifts in production volume and operational activities during the relevant periods.

WATER CONSUMPTION AND WATER USE INTENSITY (2021-2024)

BEYÇELİK GESTAMP



BEWEN ENERJİ



WARMHAUS

WATER CONSUMPTION (m ³)	2021	2022	2023	2024
Mains Water	56,238	310	18,349	10,095
Groundwater	132,798	327	49,349	5,997
Total Water Consumption	189,036	637	67,698	16,092

WATER USE INTENSITY	
2021	0.088 m ³ /unit combi, 0.020 m ³ /mt radiator
2022	0.234 m ³ /unit combi, 0.025 m ³ /mt radiator
2023	0.195 m ³ /unit combi, 0.039 m ³ /mt radiator
2024	0.17 m ³ /unit combi boiler, 0.042 m ³ /unit radiator

GESBEY

WATER CONSUMPTION (m ³)	2021	2022	2023	2024
Mains Water	248	5,997	7,256	10,137
Total Water Consumption	248	5,997	7,256	10,137

WATER USE INTENSITY	
2021	1.31 m ³ /equivalent tower
2022	24.00 m ³ /equivalent tower
2023	27.71 m ³ /equivalent tower
2024	37.00 m ³ /equivalent tower

COMBATING CLIMATE CRISIS

WASTE MANAGEMENT AND CIRCULAR ECONOMY APPROACH

Scrap Metal Recycling Investment

Beyçelik Holding expanded its business areas in 2024 and entered the scrap metal recycling sector. By acquiring 50% of Gescrap Türkiye's shares, the company began playing an active role in the procurement, sorting, and recovery of metal and non-metal scrap. This investment supports resource efficiency and strengthens circular economy practices by reintegrating raw materials into industry.

The Holding approaches waste management not only as a disposal activity but also as an integral part of product and production design.

In 2024, the primary focus was on reducing environmental impacts while returning waste to the economy. Through Gesbey's slag recovery project, 400 tons of waste per year are utilized in the cement sector.

Education and Awareness

In 2024, zero-waste education programs were implemented across the Group to reinforce technical infrastructure improvements with employee awareness and to enhance the effectiveness of waste segregation processes.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

The company obtained the "Zero Waste Certificate" in 2023 and maintained its certifications in 2024. A total of 341 person x hours of education was delivered, a 60 m² temporary waste storage area was commissioned at the TEKNOSAB facility, and waste segregation processes on the production floor were restructured.

WARMHAUS

Short education sessions were provided to 191 employees, and the manual waste control practice before shipment was expanded.

GESBEY

Education hours increased to 326 person x hours in 2024. With the certification of the second plant in February 2024, all production sites were covered under the "Zero Waste Certificate". Projects for slag recovery, paint sludge utilization, and restructuring of waste segregation points were implemented.

BEWEN ENERJİ

21 person x hours of education were held, and the waste segregation process continued through an external service provider.

ZERO WASTE CERTIFICATION AND IMPLEMENTATION

“ Beyçelik Holding goes beyond regulatory requirements in waste management and continues to expand the "Zero Waste Certificate" across the Group. As of 2024, several facilities have completed the certification process, while efforts at other sites are ongoing.

COMBATING CLIMATE CRISIS

WASTE MANAGEMENT AND CIRCULAR ECONOMY APPROACH

ZERO WASTE CERTIFICATION AND IMPLEMENTATION

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

In 2024, the Beyçelik Gestamp Chassis-3 facility was certified. Applications were completed for the TEKNOSAB and TeknoCEF facilities, with certification targeted for 2025. Preparations for certification, including waste segregation, container layout and mandatory education processes, have been completed. Monthly data are submitted to the EÇBS system at already certified facilities.

WARMHAUS

The certificate is valid until February 2029. Data submissions have commenced, and the process is monitored through periodic reviews.

GESBEY

The second facility was certified in February 2024. The certificate of the first facility, obtained in 2021, remains valid until 2026. Both sites submit data through the EÇBS system, and waste segregation and recycling practices are reinforced through regular education programs.

GROUP COMPANIES WASTE MANAGEMENT

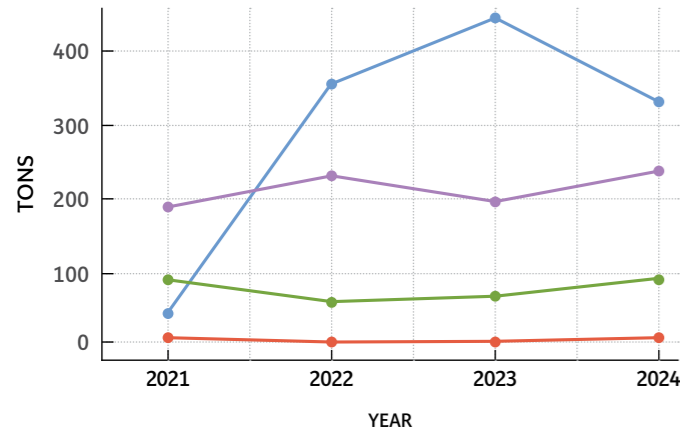
BEYÇELİK GESTAMP	
HAZARDOUS WASTE	It was recorded as 28.84 tons in 2021 and 329.16 tons in 2024.
NON-HAZARDOUS WASTE	The amount, which was 151,665 tons in 2021, decreased to 103,406 tons in 2024.
WARMHAUS	
HAZARDOUS WASTE	It was measured at 97.92 tons in 2021 and 97.30 tons in 2024.
NON-HAZARDOUS WASTE	It decreased from 2,373 tons in 2021 to 1,379 tons in 2024.
GESBEY	
HAZARDOUS WASTE	It was recorded as 194.05 tons in 2021 and 237 tons in 2024.
NON-HAZARDOUS WASTE	The amount, which was 41 tons in 2021, was measured as 3,825 tons in 2024.
BEWEN ENERJİ	
HAZARDOUS WASTE	It remained stable in the range of 4.25–4.75 tons during the 2021–2024 period.

COMBATING CLIMATE CRISIS

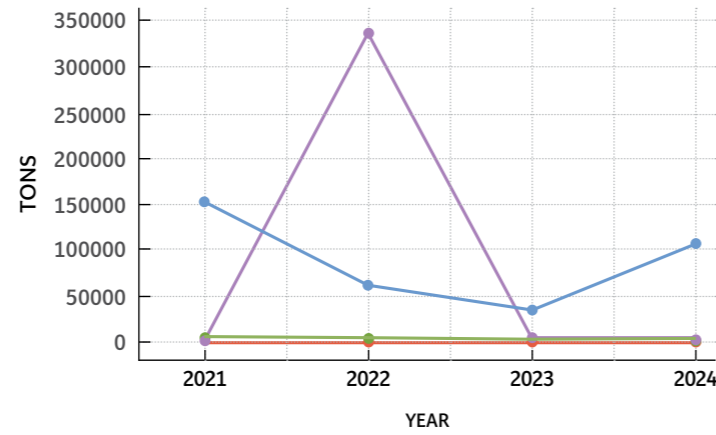
WASTE MANAGEMENT AND CIRCULAR ECONOMY APPROACH

BEYÇELİK GESTAMP BEWEN ENERJİ WARMHAUS GESBEY

AMOUNT OF HAZARDOUS WASTE (TONS) 2021 - 2024



AMOUNT OF NON-HAZARDOUS WASTE (TONS) 2021 - 2024



SEPARATION OF WASTE AT SOURCE AND EMPLOYEE EDUCATION

As a first step toward enhancing efficiency in waste management, Beyçelik prioritizes strengthening employee awareness. In 2024, Group companies delivered a total of 1,057 person x hours of education on waste separation at source. These education programs focused on practical content directly contributing to on-site implementation.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP: 341 person x hours of education were delivered.

WARMHAUS: Short (half-hour) sessions were conducted for 191 employees.

GESBEY: 326 person x hours of education were provided.

BEWEN ENERJİ: The education completed in 2023 was not repeated in 2024, as no changes occurred in waste sources or personnel.

“ This approach ensures that technical infrastructure investments are supported by employee knowledge and capability, enabling separation processes to operate seamlessly across facilities.

COMBATING CLIMATE CRISIS

OUR APPROACH TO BIODIVERSITY-ALIGNED LIVING AND PRODUCTIONZ

Globally, resource consumption, production methods, and waste management have reached critical thresholds.

WEF Global Risks Report 2024: Among the leading environmental risks of the next decade are extreme weather events, systemic changes within ecosystems, biodiversity loss, and natural resource scarcity.

Circularity Gap Report 2024: Only 7.2% of the global economy operates in a circular manner. This ratio has declined by 21% over the past five years, indicating a significant insufficiency in reintegrating extracted resources and generated waste into the circular system.

“ Beyçelik Holding regards the circular economy not merely as a technical concept but as one of the core components of its production strategy.

Objective:

- Preventing waste generation at its source
- Converting unavoidable waste into reusable inputs for the system

Recognizing that climate, water, and food security are directly linked to biodiversity, all production decisions are shaped in alignment with these criteria.

PRACTICES OF GROUP COMPANIES

BEYÇELİK GESTAMP

A Biodiversity Management Plan has been implemented. The plan covers habitat monitoring, interactions with local flora and fauna, the use of green infrastructure, and practices supporting ecosystem services.

WARMHAUS

There is currently no direct biodiversity program. However, the integration process into the environmental management strategy is ongoing.

BEWEN ENERJİ

For new turbine investments, Environmental Impact Assessment (EIA) processes are carried out not only as a legal requirement but through a comprehensive evaluation approach covering species habitats, water resources, and ecosystem impacts.

COMBATING CLIMATE CRISIS

ENVIRONMENTAL-CENTERED GOALS

ENVIRONMENTAL-CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Environmental Management Systems					
Increasing Environmental Certifications in Group Companies	Number of certifications		✓		In 2024, environmental management systems across the Group were further strengthened, the continuity of existing certifications was maintained, and the scope was expanded through new standards. While ISO 14001 certifications were retained, ISO 50001 Energy Management System certificates were obtained at Tekno BGO, TEKNOSAB, Yeniköy, and Gebze Chassis 3 facilities. Additionally, environmental awareness education programs were delivered for employees. These efforts enabled the environmental management approach within Group companies to evolve into a more integrated and sustainable structure.
Energy and Emissions Management					
Calculation of Scope 1-2-3 Emissions	Number of projects		✓		In 2024, efforts toward calculating Scope 1, 2, and 3 emissions across the Group continued. Carbon footprint verification data were collected at Gesbey, and verification was conducted by an independent audit firm. At Warmhaus, stack emission measurements are performed every two years in line with regulatory requirements, with the next assessment planned for 2025. At Bewen, electricity consumption is monitored under Scope 2, while emissions resulting from fuel consumption of service vehicles are tracked under Scope 3. At Beyçelik Gestamp, Scope 1, 2, and 3 emission calculation efforts are ongoing.
Promotion of Energy Efficiency Projects	Energy savings achieved through projects		✓		In 2024, Group companies continued to implement initiatives to enhance energy efficiency. At Warmhaus, automation-based control of machine heating and cooling systems was introduced, improving efficiency in energy use. In this context, energy consumption per product decreased from 12.50 kWh in 2023 to 11.67 kWh in 2024.
Increasing the Use of Renewable Energy	Increase in total energy consumption (%)			✓	In 2024, renewable energy use continued to increase across the Group. At Beyçelik Gestamp, with the commissioning of the Teknosab SPP, solar-based consumption increased by 51%. At Bewen, a 60 MW solar power project was implemented within the Yahyalı WPP, generating a total of 65,011 MWh. Gesbey continued to procure electricity from Bandırma OİZ, where the renewable energy share is high, while Warmhaus initiated feasibility studies for a 2.5 MW solar power project.
Reducing Energy Consumption	Energy reduction goals or measures	✓	✓	✓	In 2024, efforts to reduce energy consumption continued across the Group. Beyçelik Gestamp decreased its fossil fuel-based consumption by 6.4% and implemented transparent panels at its new facility to increase daylight utilization, supported by the commissioning of the Teknosab SPP. At Gesbey, the use of transparent panels was expanded, and process improvements resulted in a savings of 25.1 tons of plates. While feasibility studies for heat recovery projects continued at Warmhaus, Bewen commissioned 60 MW of the planned 71.4 MW auxiliary solar power capacity within the Yahyalı WPP project.

COMBATING CLIMATE CRISIS

ENVIRONMENTAL-CENTERED GOALS

ENVIRONMENTAL-CENTERED GOALS	PERFORMANCE INDICATORS	GOAL PERIOD			GOAL PROGRESS 2024
		Short-Term (<1 year)	Medium-Term (1-3 years)	Long-Term (>3 years)	
Water Management					
Increasing Water Efficiency	Reduction in water consumption (%)	✓	✓	✓	In 2024, Group companies implemented both technical and managerial practices to support efficient water use. Beyçelik Gestamp's Environment and Sustainability Department completed ISO 46001 Water Efficiency Management System and ISO 14046 Water Footprint education programs, constituting a foundational step toward institutionalizing water efficiency practices. The company's short- and medium-term plans include establishing the Water Efficiency Management System and performing water footprint calculations. Additionally, a rainwater harvesting project planned for 2026 is expected to generate an annual saving of approximately 200 m ³ of water. At Gesbey, water consumption is solely domestic, with no process water usage. In 2024, all water faucets in Factory 1 were replaced with sensor-equipped, water-saving models to minimize user-related losses. In the newly commissioned Factory 2, the same efficient and sensor-based systems were implemented from the outset to ensure minimized water consumption. At Warmhaus, long-term planning has been conducted for water reuse. One of the projects targeted for 2026 involves reclaiming wastewater from paint-shop reverse osmosis systems to be reused as process water. This initiative aims to reduce fresh water consumption and support wastewater reutilization. Throughout 2024, feasibility studies related to the project were carried out.
Waste Management					
Making Applications Requiring "Zero Waste" Certification Sustainable	Zero Waste Certificate rate	✓	✓	✓	In 2024, Zero Waste practices continued across the Group, with new certifications obtained and existing systems reinforced. Beyçelik Gestamp: A Zero Waste Certificate was obtained for the Chassis 3 plant. Certification applications were submitted for the BGP Teknosab and CEF Teknosab plants, with completion targeted by the end of 2025. Throughout the process, regulatory requirements were fulfilled, container placement was completed, education programs were conducted and periodic data entries were initiated through the "E-ÇBS" system. Warmhaus: The existing Zero Waste Certificate is valid until February 2029, and data entry processes have been initiated via the Integrated Environmental Information System. Gesbey: A Zero Waste Certificate was obtained for the second plant in February 2024. Both facilities have been registered in the Integrated Environmental Information System and data entries have commenced. Waste segregation, recycling and employee education activities have been embedded into operations, while the continuity of the system is maintained through regular audits and recurring education practices.
Organizing Education Programs on Source Separation of Waste	Education hours / person x hour	✓			In 2024, education programs continued across the Group to enhance employee awareness on waste segregation at source. At Beyçelik Gestamp, a total of 341 hours of education were delivered. At Gesbey, 326 person x hours of education were completed. At Warmhaus, education programs were carried out as planned, with a total of 191 employees each completing 0.5 hours of education.

CONTRIBUTION TO SOCIAL DEVELOPMENT

Social development is growing together in
the same garden, embracing our differences.

06



06 CONTRIBUTION TO SOCIAL DEVELOPMENT

“ Social development is growing together in the same garden, embracing our differences.

Society is like a garden that does not consist of a single species. Just as diverse flowers coexist, respecting each other's space while sharing sunlight and water to grow, we view social development as achievable through the unique contributions of every individual. At Beyçelik Holding, we consider diversity not only a fact but a core value, and we place strong emphasis on creating an equitable and respectful environment where everyone can participate with equal opportunities.

CONTRIBUTION TO SOCIAL DEVELOPMENT

According to the World Economic Forum (WEF) Global Risks Report 2024, investments in society generate not only social value but also have a critical impact on brand equity, employee engagement, and long-term corporate resilience.

UNDP data indicates that investments in education, healthcare, and social welfare create up to 6% additional social return in developing economies.

Based on UN Global Compact data, companies implementing employee volunteering programs observe a clear increase in the sense of belonging in 85% of cases.

CONTRIBUTION TO EDUCATION AND SUPPORT FOR YOUTH

“ Education is a fundamental driver of both individual development and broader societal progress. Beyçelik Holding adopts a comprehensive approach ranging from infrastructure investments to scholarship programs.

Faik Çelik Vocational and Technical Anatolian High School: Constructed in 2011, the “Rahime Çelik Sports and Conference Hall” has become a central venue for the school's cultural, sports, and education activities. Scholarship support for graduates continues.

Uludağ University – Faik Çelik Automotive Engineering Department: Established with structural support, the department aims to train qualified engineers for the sector, and students are encouraged through merit-based scholarships.

Uludağ University Faculty of Theology – Faik Çelik Campus: With the construction of a new earthquake-resistant building, student capacity has been expanded and a modern, secure education environment ensured.

CONTRIBUTIONS IN HEALTHCARE

“ Beyçelik Holding prioritizes the health and safety of its employees and the communities in which it operates, implementing various initiatives in occupational health, safety, and public health.

Nazlı Çelik Oncology and Chemotherapy Outpatient Clinic: Opened in 2018 within Uludağ University, the clinic has substantially facilitated treatment processes for cancer patients in the region.

Hacı Bulduk Çelik Nursing Home: Built to serve elderly individuals requiring intensive and specialized care, it has become a social responsibility facility currently operated by Bursa Metropolitan Municipality.

CONTRIBUTION TO SOCIAL DEVELOPMENT

SOCIAL PROJECTS SUPPORTING CREATIVITY AND PARTICIPATION

“The ‘‘With Beyçelik, My Mind is on Innovation’’ project was implemented for the third time in 2024. Designed for children aged 8–11, the program supported the development of creative thinking, problem-solving, and teamwork skills.



As part of the program, participants engaged in STEM workshops themed around automotive and renewable energy, pasta tower design activities, and creative drama sessions. Through these activities, children learned while enjoying the process and were introduced to a culture of innovation.

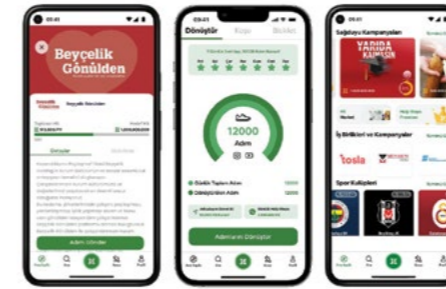
The project continues to be conducted annually as part of Beyçelik’s vision to create value for society.



CONTRIBUTION TO SOCIAL DEVELOPMENT

EMPLOYEE PARTICIPATION

Active engagement of Holding employees in social contribution initiatives was encouraged, with broad participation in programs that enhance organizational belonging and strengthen awareness of social responsibility.



Help Steps Collaboration

Between March 1 and May 31, employees registered on the mobile application using a dedicated access code and transferred the steps they walked as support to non-governmental organizations of their choice.

LÖSEV Support Activities

In December, stands were set up at Beyçelik Holding locations (Beyçelik Gestamp TEKNOSAB and NOSAB, Warmhaus TEKNOSAB, Gesbey), generating resources to support the education and healthcare needs of children diagnosed with leukemia and other blood disorders. Employee engagement in these efforts was significantly high.



Collaboration with Gülmek İyileştirir Derneği

On December 12, a charity stand was organized at the Beyçelik Gestamp Gebze Chassis Plant, where gift items were sold to support the association’s initiatives. Strong employee participation contributed to these efforts.

World Down Syndrome Day Event

On March 21, the Education Coordinator of Türkiye Down Syndrome Association met with employees in an online session, sharing insights on down syndrome and emphasizing the significance of early and continuous education.



Türk Kızılayı and Stem Cell Donation

Between January 13–15, donation campaigns were held at Beyçelik Gestamp Assembly, Beyçelik Gestamp TEKNOSAB, and Warmhaus facilities. Numerous employees donated blood and stem cells, offering hope to patients in need.

CONTRIBUTION TO SOCIAL DEVELOPMENT

CULTURE, ART, SPORTS, AND SECTORAL COLLABORATIONS

CONTRIBUTIONS FROM GROUP COMPANIES

BEYÇELİK GESTAMP

Sports

Castrol Ford Team Türkiye: The team, for which co-sponsorship has been provided since the 2016–2017 season, delivered Türkiye’s first European Championship title in rally racing in 2017. Support continued in 2024.

Bursaspor Basketball Team: Shorts sponsorship was provided for the 2023–2024 season.

Industry Contributions

Bursa Quality and Success Symposium: Continuous support has been provided to this symposium, organized by KalDer Bursa Branch in collaboration with BUSİAD since 2003. The event offers an annual platform for knowledge exchange around a dedicated theme and aims to guide the strategies of institutions in the region. Beyçelik Gestamp was among the sponsors of the 2024 event held under the theme “Sular Çekildiğinde”.

WARMHAUS

Warmhaus contributed to societal awareness in culture and arts by supporting the concert of **Bursa Regional State Symphony Orchestra**, organized as part of the May 19 Commemoration of Atatürk, Youth and Sports Day.

APPENDICES

07

APPENDICES

ENVIRONMENTAL INDICATORS

TYPE	INDICATOR	SCOPE
Energy Consumption	Total Energy Consumption (MWh)	Represents the total amount of energy consumed in Beyçelik Holding facilities during the reporting period to carry out production activities. Includes electricity, natural gas, coal, and other fuel types.
	Purchased Heat/Steam/Cooling (kg)	Shows the amount of heat, steam, and cooling energy used in processes or purchased from external sources.
Renewable Energy	Renewable Energy Consumption (MWh)	Represents the amount of electricity and energy sourced from renewable resources during the reporting period (e.g., solar, wind, biomass).
	Share of Renewable Energy (%)	Indicates the proportion of renewable energy consumption within total energy consumption.
Intensity Indicators	Energy Intensity (MWh/Million TRY)	Represents energy consumption per unit of revenue. Calculated on a consolidated basis in MWh/Million TRY.
	GHG Emission Intensity (ton CO ₂ e/Million TRY)	Represents greenhouse gas emissions per unit of revenue. Calculated on a consolidated basis in ton CO ₂ e/Million TRY.
Greenhouse Gas Emissions	Scope 1 Emissions (ton CO ₂ e)	Represents emissions from direct energy consumption (natural gas, coal, fuel) and production processes (steel melting, rolling, process gases).
	Scope 2 Emissions (ton CO ₂ e)	Represents indirect greenhouse gas emissions resulting from purchased electricity.
	Scope 3 Emissions (ton CO ₂ e)	Represents other indirect emissions from the supply chain, logistics, raw material transportation, and employee travel.
Water Consumption	Water Withdrawal by Source (m ³)	Represents the total amount of water withdrawn from various sources such as municipal water, groundwater, rainwater, or third-party suppliers.
	Water Consumption (m ³)	Represents the total amount of water used during production processes.
	Discharged Water (m ³)	Represents the total amount of water discharged, either treated or directly released, after production processes.
	Recovered and Reused Water (%)	Indicates the share of water reused, treated, recycled, or re-evaluated in processes within total water consumption.
Waste Management	Recycled Waste Ratio (%)	Represents the ratio of total waste recycled (hazardous and non-hazardous) during the reporting period.
	Hazardous Waste (tons)	Total amount of waste generated in production processes that is classified as "hazardous waste" under regulations (e.g., oily waste, solvents, chemicals).
	Non-Hazardous Waste (tons)	Total amount of recyclable or disposable non-hazardous waste generated in production processes (e.g., scrap metal, packaging materials, slag).
	Scrap Metal and Slag Recovery (tons)	Total amount of scrap and slag generated during steel production that is recovered and returned to production.
	Plastic Consumption (tons)	Represents the total amount of plastic materials used in production and logistics processes (e.g., packaging, pallets, bags).

APPENDICES

ECONOMIC INDICATORS

TYPE	INDICATOR	SCOPE
Sustainable Business Model	Number of Low-Carbon Products (#)	Represents the total number of products developed during the reporting period that reduce the carbon footprint (e.g., low-carbon steel, components produced from recycled materials).
	Revenue from Sustainable Products and Services (TRY)	Shows the total revenue generated from products and services that provide environmental or social benefits. Reported in consolidated TRY.
	R&D Investments (TRY)	Represents total R&D expenditures directed toward carbon reduction, energy efficiency, and circular economy initiatives.
	Share of R&D and Innovation Activities (%)	Indicates the proportion of sustainability-focused R&D and innovation projects within the total investment budget.
Environmental Investments and Expenditures	Environmental Investments (TRY)	Represents the total investment amount allocated to reducing environmental impacts in production processes, improving energy efficiency, and implementing emission-reduction projects.
	Environmental Expenditures (TRY)	Represents total operational expenditures for regulatory compliance, waste disposal, water treatment, and environmental management systems.
	CBAM Compliance Investments (TRY)	Represents investments in technology and processes made to ensure reporting and reduction of carbon emissions within the scope of the EU Carbon Border Adjustment Mechanism (CBAM).
	Savings and Reductions from Environmental Investments (MWh / tonCO ₂ e)	Indicates the energy savings (MWh) and emission reductions (tonCO ₂ e) achieved through environmental projects.

APPENDICES

GLOSSARY OF TERMS

TYPE	SCOPE
Just Transition	An inclusive transformation approach aimed at protecting the social and economic rights of employees, local communities, and vulnerable groups during the transition to a carbon-neutral economy.
R&D (Research and Development)	Activities carried out to develop new products, processes, and services. Includes topics such as energy efficiency, carbon reduction, and innovative production methods.
CBAM (Carbon Border Adjustment Mechanism)	An EU regulation requiring companies importing goods from carbon-intensive sectors (e.g., steel) to report product-based emissions and assume related financial obligations.
Diversity & Inclusion (D&I)	An approach ensuring the representation of different identities, experiences, and perspectives in the workplace, and equal opportunities for all employees.
Double Materiality	A reporting approach that considers both the company's impacts on the environment and society, and how these factors influence the company's financial performance.
ESG (Environmental, Social, Governance)	Criteria used by investors and stakeholders to assess a company's sustainability performance across environmental, social, and governance areas.
GRI Standards	Internationally recognized standards developed by the Global Reporting Initiative for sustainability reporting.
Climate Action	Company policies, strategies, and projects aimed at reducing climate change impacts and supporting climate adaptation.
Climate Risk	Risks arising from physical impacts of climate change (e.g., extreme weather events) and transition risks (e.g., new regulations, market changes) that may affect company operations and financial outcomes.
OHS (Occupational Health and Safety)	All policies, practices, and training activities aimed at ensuring safe and healthy working conditions for employees.
ISO 14001	An internationally recognized environmental management standard that guides companies in effectively managing their environmental impacts.
ISO 50001	An international standard for energy management systems that supports companies in improving their energy performance and efficiency.
Carbon Footprint	The total amount of greenhouse gases emitted directly or indirectly as a result of a company's activities, expressed in carbon dioxide equivalent (CO ₂ e).
Carbon Leakage	The risk of shifting production to countries with less stringent carbon regulations due to increased costs in countries with stricter carbon policies.
Carbon Intensity	The amount of greenhouse gas emissions per unit of revenue or production. Used to measure carbon efficiency.
Scope 1 Emissions	Greenhouse gas emissions from sources owned or controlled directly by the company (e.g., fuel combustion, process emissions).
Scope 2 Emissions	Indirect greenhouse gas emissions from purchased electricity, heat, or steam.
Scope 3 Emissions	Other indirect emissions occurring along the value chain, including logistics, supply chain, and employee travel.
Quality	The level of compliance of products and services with national and international standards, customer expectations, and sector requirements.

APPENDICES

GLOSSARY OF TERMS

TYPE	SCOPE
Decarbonization	Technological, operational, and strategic processes that aim to reduce or eliminate greenhouse gas emissions.
KPI (Key Performance Indicator)	Quantitative or qualitative indicators used to measure progress toward company objectives.
Corporate	A high-level term describing a company's organizational structure, business processes, and management principles.
Corporate Citizenship	A company's commitment to fulfilling its responsibilities toward society and the environment, including socially beneficial projects and initiatives.
Net Zero	A long-term climate target committing the company to reduce greenhouse gas emissions to zero by a specified year, including the use of carbon offset mechanisms when necessary.
Stakeholder	Any party directly or indirectly affected by the company's operations (e.g., employees, customers, suppliers, government agencies, NGOs).
Stakeholder Engagement	Processes for regularly collecting stakeholder expectations and feedback and incorporating them into company decision-making.
SDGs (Sustainable Development Goals)	The 17 global goals defined by the United Nations to support sustainable development worldwide.
Social Impact	The measurable and positive changes created in society as a result of company projects and investments.
Compliance	The company's adherence to national and international regulations, laws, and standards.
Green Energy Certificate (I-REC, YEK-G)	Internationally recognized certificates that verify electricity consumption from renewable energy sources.

APPENDICES

GLOSSARY OF ABBREVIATIONS

INTERNATIONAL STANDARDS AND CERTIFICATIONS		
ABBREVIATION	FULL FORM	DESCRIPTION
ISO	International Organization for Standardization	International standardization body that publishes standards in areas such as environmental, energy, and quality management.
ISO 14001	Environmental Management Systems Standard	An international standard for environmental management systems; guides companies in controlling and reducing their environmental impacts.
ISO 50001	Energy Management Systems Standard	An international standard for energy management systems; focuses on improving energy efficiency and energy performance.
EPD	Environmental Product Declaration	An international system that documents and verifies the environmental impacts of products throughout their life cycle.
GRI	Global Reporting Initiative	The most widely used international framework for sustainability reporting.
ESG	Environmental, Social, Governance	Investor criteria used to evaluate a company's environmental, social, and governance performance.
CBAM	Carbon Border Adjustment Mechanism	An EU regulation requiring companies importing from carbon-intensive sectors to report emissions and comply with related financial obligations.
GLOBAL ORGANIZATIONS AND INITIATIVES		
ABBREVIATION	FULL FORM	DESCRIPTION
UN	United Nations	An international organization that defines the global Sustainable Development Goals (SDGs).
OECD	Organisation for Economic Co-operation and Development	An international organization that develops policies on economic development, trade, and sustainability.
WEF	World Economic Forum	A global platform where topics related to the economy, environment, and governance are discussed.
CDP	Carbon Disclosure Project	A system enabling companies to transparently report their performance on carbon, water, and forest management.
ILO	International Labour Organization	A global reference institution for labor rights, decent work, and international labor standards.
INSTITUTIONS AND ORGANIZATIONS IN TÜRKİYE		
ABBREVIATION	FULL FORM	DESCRIPTION
TÜBİTAK	The Scientific and Technological Research Council of Türkiye	Provides national-level support for scientific research and technological projects.
TEYDEB	Technology and Innovation Funding Programs Directorate	A unit within TÜBİTAK that supports companies' innovative R&D projects.
TEİAŞ	Turkish Electricity Transmission Corporation	The public authority responsible for operating Türkiye's electricity transmission system.
YEKA	Renewable Energy Resource Zone	Designated large-scale investment zones in Türkiye for renewable energy projects.
BTSO	Bursa Chamber of Commerce and Industry	The largest representative institution of the business community in Bursa.
BOSİAD	Bursa Organized Industrial Zone Businesspeople Association	A regional platform that brings together businesspeople operating within Bursa's organized industrial zones.
OİB	Uludağ Automotive Industry Exporters' Association	The sectoral association that leads and coordinates Türkiye's automotive export activities.

APPENDICES

GLOSSARY OF ABBREVIATIONS

INTERNAL PROGRAMS AND PRACTICES		
ABBREVIATION	FULL FORM	DESCRIPTION
OHS	Occupational Health and Safety	Policies, practices, and training programs that ensure employees work in a safe and healthy environment.
BİP	Beyçelik Improvement Program	An internal program that conducts continuous improvement, efficiency, and quality enhancement initiatives.
BPM	Business Process Management	An approach for managing business processes based on principles of efficiency and effectiveness.
YGT	Lean Development Team	An internal team established to implement lean production and continuous improvement practices.
TECHNOLOGY AND DIGITALIZATION		
ABBREVIATION	FULL FORM	DESCRIPTION
SAP	Systems, Applications & Products	An enterprise resource planning (ERP) software that enables the digital management of finance, logistics, HR, and production processes.
RPA	Robotic Process Automation	A digital technology that automates repetitive business processes using software robots.
ENERGY AND ENVIRONMENTAL TERMINOLOGY		
ABBREVIATION	FULL FORM	DESCRIPTION
SPP	Solar Power Plant	Facilities that generate electricity from solar energy.
VOC	Volatile Organic Compounds	Chemical emissions that evaporate easily and must be controlled due to their environmental and human health impacts.
CO / NO / TOC	Carbon Monoxide / Nitrogen Oxides / Total Organic Carbon	Key measurement indicators used for monitoring air emissions.
WPP	Wind Power Plant	Systems that convert kinetic energy from the wind into electrical energy.
CIVIL SOCIETY AND SOCIAL ORGANIZATIONS		
ABBREVIATION	FULL FORM	DESCRIPTION
NGO	Non-Governmental Organization	Independent organizations that operate for public benefit and collaborate with companies in social contribution projects.
LÖSEV	Foundation for Children with Leukemia	Türkiye-based NGO providing support to children with leukemia and their families.
KalDer	Türkiye Society for Quality	An organization promoting quality awareness and sustainable management practices in Türkiye.

GRI CONTENT INDEX

GRI Standard	Disclosure	Explanations	Page Numbers
Statement of Use	Beyçelik Holding has reported in accordance with the GRI Standards for the period of January 1–December 31, 2024.		
Use of GRI 1	GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021	2-1 Organizational Profile	About Beyçelik Holding	pp. 6–11
		Summary Information Card	p. 4
	2-2 Entities Included in Sustainability Reporting	Summary Information Card	p. 4
		Group Companies Included in the Report	pp. 10–11
	2-3 Reporting Period, Frequency, and Contact Information	About the Report	p. 4
		Summary Information Card	p. 4
	2-4 Restatements of Information Provided in Previous Reports	About the Report	p. 4
	2-5 External Assurance	Summary Information Card	p. 4
	2-6 Activities, Value Chain, and Other Business Relationships	About Beyçelik Holding	pp. 6–11
		Value Chain	p. 7
		Group Companies Included in the Report	pp. 10–11
	2-7 Employees	Working Life	pp. 28–45
	2-8 Workers Who Are Not Employees	Beyçelik Holding's human resources data for 2024 includes only directly employed personnel. Information on subcontracted/third-party workers is not included in the reporting scope for this period.	
	2-9 Governance Structure	Corporate Governance	p. 15
	2-10 Process to Determine the Competence and Qualifications of the Highest Governance Body and Its Members	Corporate Governance	p. 15
		Sustainability Governance Structure	p. 19
	2-11 Chair of the Highest Governance Body	Corporate Governance	p. 15
		Sustainability Governance Structure	p. 19
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Risk Management	p. 15
		Internal Audit and Control	p. 16
	2-13 Delegation of Responsibility for Managing Impacts	Risk Management	p. 15
		Internal Audit and Control	p. 16
2-14 Role of the Highest Governance Body in Sustainability Reporting	Sustainability Governance Structure	p. 19	
2-15 Processes to Avoid Conflicts of Interest	Business Ethics and Anti-Corruption	p. 16	
2-16 Process for Communicating Critical Concerns to the Highest Governance Body	Risk Management	p. 15	
2-17 Collective Knowledge of the Highest Governance Body	No information regarding the competence or qualifications of the Board of Directors was provided in the 2024 reporting period.		
2-18 Evaluation of the Performance of the Highest Governance Body	A formal evaluation process for the performance of the highest governance body was not conducted during the 2024 reporting period.		
2-19 Remuneration Policies	Talent Management and Employee Development	p. 29	
2-20 Process to Determine Remuneration	Talent Management and Employee Development	p. 29	
2-21 Annual Total Remuneration Ratio	Working Life and Human Resources	p. 29	
2-22 Statement on Sustainable Development Strategy	About the Report	p. 4	
	Sustainability Priorities	p. 20	
	Sustainability Policy and Strategy	p. 22	

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GRI Standard	Disclosure	Explanations	Page Numbers
GRI 2: General Disclosures 2021	2-23 Policy Commitments	Internal Audit and Control	p. 16
		Sustainability Policy and Strategy	p. 22
		Human Resources Policy and Inclusive Culture	p. 29
		Diversity and Inclusion	p. 32
		Employee-centered Goals	p. 45
	2-24 Embedding Policy Commitments	Business Ethics and Anti-Corruption	p. 16
		Internal Audit and Control	p. 16
		Corporate Governance	p. 22
	2-25 Processes to Remedy Negative Impacts	Business Ethics and Anti-Corruption	p. 16
		Internal Audit and Control	p. 16
	2-26 Mechanisms for Seeking Advice and Raising Concerns About Ethical and Lawful Behavior	Business Ethics and Anti-Corruption	p. 16
	2-27 Compliance with Laws and Regulations	Internal Audit and Control	p. 16
	2-28 Membership Associations	Corporate Memberships	p. 18
2-29 Stakeholder Engagement	Stakeholder Communication and Engagement	p. 17	
GRI 3: Material Topics 2021			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Sustainability Priorities	pp. 20–21
	3-2 List of Material Topics	Sustainability Priorities	p. 21
OHS			
GRI 3: Öncelikli Konular 2021	3-3 Management of the Material Topic	Sustainability Priorities	p. 21
	403-1 Occupational Health and Safety Management System	Occupational Health and Safety (OHS)	p. 43
	403-2 Types of Injuries and Rates of Injury, Occupational Diseases, Lost Days and Absenteeism, and Number of Work-Related Fatalities	Occupational Health and Safety (OHS)	pp. 41–43
	403-3 Occupational Health Services	Employee-centered Goals	pp. 44–45
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	Occupational Health and Safety (OHS)	pp. 41,43
	403-5 Worker Training on Occupational Health and Safety	OHS Training Performance	p. 43
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	Employee-centered Goals	p. 44
GRI 403: Occupational Health and Safety 2018	403-9 Work-Related Injuries	Occupational Health and Safety (OHS)	pp. 41–43
Energy			
GRI 3: Material Topics 2021	3-3 Management of the Material Topic	Sustainability Priorities	p. 21
	103-1 Energy Policies and Commitments	Energy and Emissions Management	pp. 78–85


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GRI Standard	Disclosure	Explanations	Page Numbers
Energy			
GRI 103: Energy 2025	103-2 Energy Consumption Within the Organization and Self-Generation	Energy and Emissions Management	p. 80
		Group Company Practices in R&D and Innovation	p. 49
		Innovation, R&D, and Open Innovation	pp. 50-51
		Digital Transformation	pp. 53-54
		Innovation-Focused Goals	p. 56
		Digital and Sustainable Transformation in the Supply Chain	p. 63
Emissions Management			
GRI 3: Material Topics 2021	3-3 Management of the Material Topic	Double Materiality Analysis	p. 21
	305-1 Direct (Scope 1) Greenhouse Gas Emissions	Energy and Emissions Management	pp. 78-80
	305-2 Energy Indirect (Scope 2) Greenhouse Gas Emissions	Energy and Emissions Management	pp. 78-80
GRI 305: Emissions 2016	305-5 Reduction of Greenhouse Gas Emissions	Energy and Emissions Management	pp. 78-85
R&D and Innovation			
GRI 3: Material Topics 2021	3-3 Management of the Material Topic	Continuous Development and Improvement	pp. 47-52



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Layer by Layer into the Future: Beyçelik's Journey

Since our founding, our objective has not only been to manufacture, but also to regard people, technology, and nature as interconnected components of a unified ecosystem.

Today, with an operational structure that extends from automotive to energy and digital production technologies, the organization contributes to transformation across all fields in which it operates and advances by assuming responsibility within an increasingly dynamic global environment.

“ This approach reflects a clear understanding that the future is shaped through knowledge, insight, and collaborative engagement.

Layer by Layer Value: Beyçelik's Approach

Sustainability functions not as a standalone objective but as the inherent outcome of our accumulated expertise and corporate learning culture. Continuity, curiosity, and consistency constitute the core of this culture.

This perspective positions us beyond a conventional production facility and defines a learning and adaptive organization that advances by disseminating knowledge.

“ We emphasize intuition in engineering, nature's mechanisms in process design, and human-centered principles in technological development.

The Path to Transformation: Learning and Adapting

We view the path to the future as a process that necessitates continuous learning and adaptation, and we regard innovations as progressive steps that build on our accumulated experience.

In all activities, priority is placed on efficiency, innovation, and circularity, and resilient as well as flexible systems are established by converting data into insights.

“ Because transformation begins with a change in perspective.

Our Commitment: Maintaining Balance, Sharing Value

For us, sustainability extends beyond the protection of nature and signifies preserving the equilibrium of humanity and life. We utilize resources responsibly, adopting a renewable perspective on energy and a circular approach to waste.

We will continue to strengthen efficiency and digitalization across all processes, from production to governance.

“ Because we know that the future is built not with speed, but with care and balance, **layer by layer.**

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