

STRONG FUTURE
FOR THE
ENVIRONMENT



STRONG FUTURE
FOR BUSINESS



SAYA
GRUP

SUSTAINABILITY REPORT

2 0 2 1 - 2 0 2 2

STRONG FUTURE
FOR SOCIETY





TABLE OF CONTENTS

STRONG FUTURE FOR MANAGEMENT

- 04 About the Report
- 06 Message from the Chairman
- 08 Message from the Group Director
- 10 About Saya Group
- 16 Strategic Setup and Goals
- 18 Sustainability at Saya

26 STRONG FUTURE FOR THE ENVIRONMENT

- 28 Circular Economy
- 30 Energy and Emissions Management
- 32 Water Management and Efficiency
- 34 Biodiversity

36 STRONG FUTURE FOR BUSINESS

- 38 Digital Transformation and Integrated Governance
- 40 Information Security
- 42 Product and Production Continuity
- 44 Entrepreneurship Projects
- 46 Audit and Risk Management
- 50 Ethics and Compliance

52 STRONG FUTURE FOR SOCIETY

- 54 Human Resources, Rights and the Future
- 58 Diversity, Equality and Inclusion
- 60 Talent Acquisition and Development
- 64 Performance and Compensation
- 66 Employee Satisfaction and Loyalty
- 68 Occupational Health and Safety
- 70 Corporate Social Responsibility

72 APPENDICES

- 74 Performance Indicators
- 76 Social Performance Indicators
- 77 Environmental Performance Indicators
- 78 United Nations Global Compact (UNGC)
- 80 GRI Content Index
- 86 Corporate Memberships



STRONG FUTURE
FOR BUSINESS

STRONG FUTURE
FOR SOCIETY

STRONG FUTURE
FOR THE
ENVIRONMENT

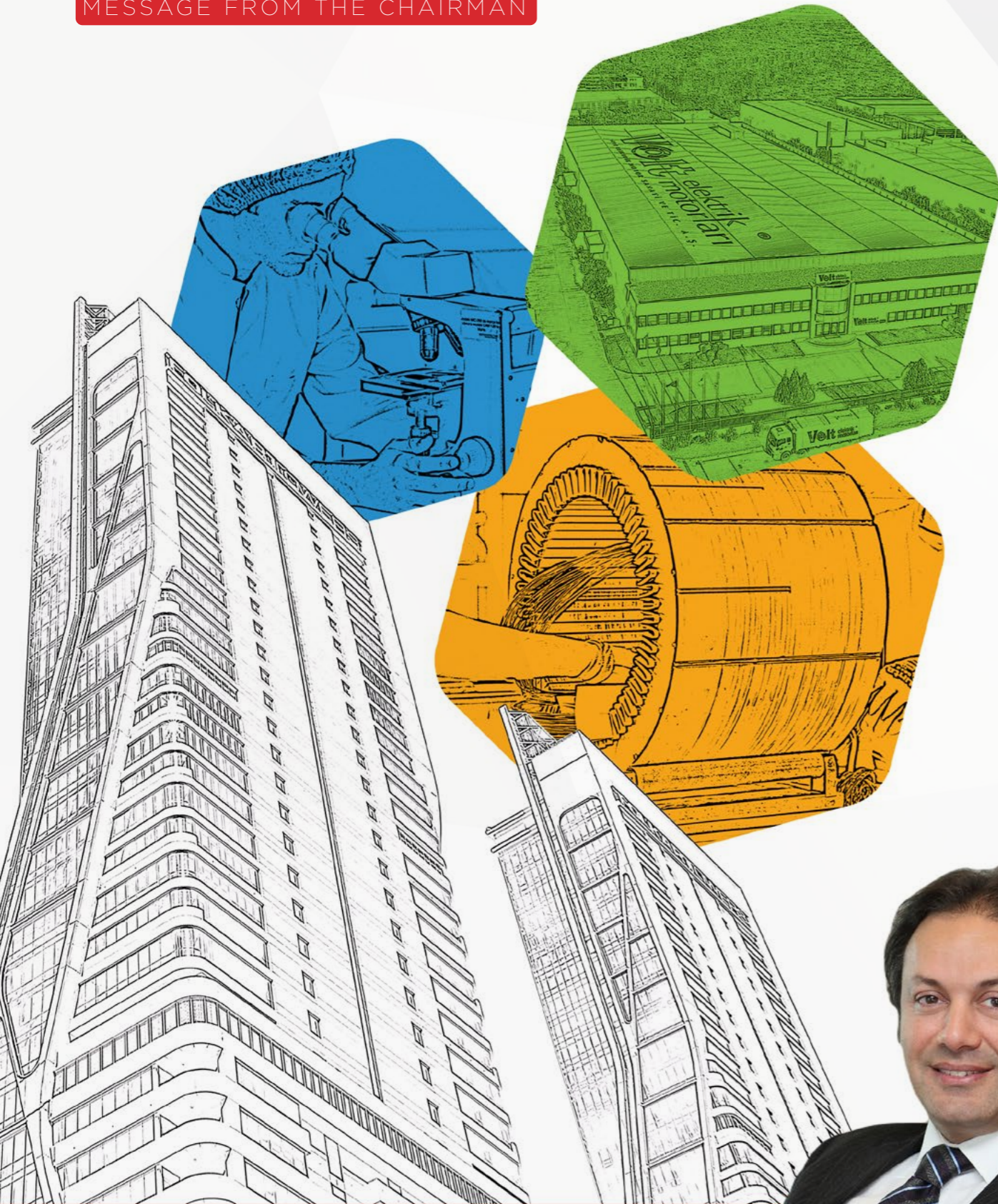
ABOUT THE REPORT

Founded in 2006, Saya Group invests in sectors that enhance education, promote social solidarity, and improve quality of life, while also prioritizing research and development, export growth, and employment to address the country's critical needs.

As we take firm steps towards our growth-oriented vision based on the motto **“Strong Values, Strong Future”** we adopt a people-focused management approach. Moving forward, we integrate environmental, social, and financial impacts into our sustainability strategy. As a signatory to the United Nations Global Compact, we present this first report to our stakeholders, demonstrating that all activities and outcomes align with the Sustainable Development Goals

This report has been prepared in accordance with Global Reporting Initiative (GRI) Standards. The priority issues forming the basis of the report content were identified through processes aligned with GRI reporting principles. The report covers all activities conducted by Saya Group and its Subsidiaries—Humanis, Folkart, and Volt Motor, which also publish Sustainability Reports—between January 1, 2021, and December 31, 2022.

With the support of our group and company leaders for these activities, our report will be published annually during the same period by each of our group companies. Please send any questions, comments, or suggestions regarding the report to guclu.gelecek@sayagrup.com.



Cem MENGI
Chairman of the Board of
Saya Group

Our Valued Stakeholders,

Believing that “Work” and “Discipline” are essential for achieving success, and “Humility” and “Saving” are crucial for maintaining it, Saya Group has pursued its business journey with a strategic perspective since its establishment. As we continue to achieve new milestones, we are pleased to share our pioneering efforts in our sustainability report, which covers our work from 2021-2022.

Our “Values Beyond Capital,” established at our foundation and embraced by all our group companies, guide our future plans and decision-making processes. These values encompass our honest and transparent communication with stakeholders, our commitment to corporate development, our support for projects that enhance social quality of life, our emphasis on innovative thinking, and the systems we have implemented.

We understand that the decisions we make and the steps we take today will affect the future like a butterfly effect. That is why Saya Group and its companies have embarked on a sustainability journey, guided by the idea of a “Sustainable Strong Future”.

We are facing complex challenges such as global warming, conflicts, and pandemics around the world. In this context, we recognize the need to intensify our focus on sustainability principles and our commitment to our planet. As Saya Group and its Subsidiaries, we are committed to our sustainability commitments to overcome these challenges and leave a better world for future generations.

On this journey, we are advancing by improving our group’s performance with a perspective that shapes the world of tomorrow, prioritizing our approach in the areas of “Environment,” “Society,” and “Finance”. Additionally, we integrate our sustainability perspective with the United Nations Sustainable Development Goals.

We aim for sustainable profitability in our operations by utilizing our resources efficiently. We shape our work through innovation and R&D, supported by employment and exports. Additionally, we take significant steps to promote diversity and inclusion and protect human rights across all our stakeholders, particularly within our company management.

We increase our financial size every year in line with our strategic goals through a sustainable finance perspective. Beyond financial growth, one of our long-term goals is the sustainable development of our companies under Saya Group and its Subsidiaries, adding value to our teammates and stakeholders in environmental, social, and cultural terms.

Sustainability is one of the most critical issues of both the present and future, and we have steadfastly maintained our commitment to this cause for years. We believe that our first sustainability report, shared as part of our confident progress on this journey, will enhance the success of our group subsidiaries. I wholeheartedly believe that the Saya Family—comprising our shareholders, employees, and all other stakeholders—will continue to execute many successful projects to create a greener, fairer, and more sustainable world. I extend my heartfelt thanks to all my colleagues who contributed to the preparation of this valuable report.

Best Regards

Cem MENGI
Chairman of the Board of
Saya Group



Caner ÖZSARAN
Saya Group Director of Strategy,
International Business Development
& Investments

Our Valued Stakeholders,

Inspired by our motto 'Strong Values, Strong Future,' our group, which includes strong and valuable brands in the construction, healthcare, mining, electric motors, and technology sectors, continues to shape its vision. We are also making important investments that provides additional sustainable value to our country and the world under the banner of 'Sustainable Strong Future.'

While Saya organizes all business processes with a "Sustainable Strong Future" perspective, we proceed within a framework aligned with the company's mission and policies. We operate on the principle of building a safe future, mitigating potential risks through strategic plans that encompass preventive activities.

Within the scope of our 2028 strategic plan, created with a future-to-present perspective, we prioritize "Sustainability" across each of our group subsidiaries. Our expert teams focus on macro issues such as the European Green Deal, Türkiye's 2053 net zero emission target, the Carbon Border Adjustment Mechanism, and sustainability reporting standards. Through these efforts, we contribute to all global goals necessary for a sustainable world.

As Saya Group and its Subsidiaries, we continue to grow with a people-centered approach, embracing the motto "People First". We reflect this commitment across all our group subsidiaries. Our aim is to ensure our colleagues are happy and to create an organization that fosters mutual learning and sharing. We constantly renew ourselves to build many successes and beautiful experiences together.

In the field of Sustainable Finance, we plan our investments according to medium- and long-term strategic goals, guided by current economic indicators and future forecasts. We direct our sustainability efforts towards investments aligned with the prioritized issues under the European Union Taxonomy, ensuring they are safeguarded from greenwashing.

Sustainability lies at the core of our corporate culture and business strategy. This report details our sustainability initiatives during the current reporting period, our medium-term commitments for the upcoming period, and how we plan to achieve these commitments. Here, you will discover our initial strides, accomplishments, and future objectives in sustainability.

I extend my heartfelt thanks to our team members who contributed to the preparation of this report. I am pleased to share our 2021-2022 sustainability report with both our internal and external stakeholders.

Warm Greetings

Caner ÖZSARAN
Saya Group Director of Strategy,
International Business Development & Investments

ABOUT SAYA GROUP

The Sancak Family, initiated their commercial journey in the 1950s under the leadership of Abdülkerim Sancak, and has since become one of the successful groups in our country, operating across diverse sectors today. Following their ventures in various fields, the family established Saya Group in 2006.

Saya Group builds its growth strategy on contributing to the national economy and fostering employment. The group aims to provide products and services with high added value by embracing innovative approaches within its operating sectors.

FOLKART

Folkart: The Inaugural Company

The inaugural company founded by Saya Group in 2006 was Folkart, specializing in the construction sector. Folkart's focus includes high-rise buildings, A+ residences, offices, shopping centers, and school projects. The company embarked on its journey with the motto "Life is Worth It".

Saya Group's Involvement in the Retail Sector

Saya Group ventured into the retail sector by acquiring the Alpark chain of grocery stores in 2007, shortly after establishing Folkart. The brand gained substantial success in the food retail sector under Saya Group's ownership. In response to demand, Saya Group transferred the brand to CarrefourSA in 2010.

Human-Inspired Health Philosophy

Reflecting its innovative approach, a key determinant of success in today's business world, Saya Group established Pharmactive İlaç in 2010 with the motto "Active for Your Health," following the conclusion of its partnership with Hedef Alliance. In 2022, Pharmactive İlaç was rebranded as Humanis, continuing its journey in the healthcare sector under this new name.

Humanis

Humanis, equipped with a factory boasting an annual production capacity of 330 million boxes, has been honored with prestigious certifications. These include the European GMP certificate issued by Germany's BfArM, renowned as one of Europe's most respected authorities. Additionally, Humanis has received the Russian GMP certificate from Russian authorities and the Canadian GMP certificate following examinations by the Canadian Ministry of Health.



The Livamine Brand is Introduced

Saya Group entered the mining sector in 2010 with the establishment of the "Livamine" brand. By early 2016, the brand was consolidated under the name "Liva Krom İşletmeciliği Sanayi ve Ticaret A.Ş." to advance its investments in this sector.

Volt Motor: Leading Türkiye's Electric Motor Manufacturing Industry

In 2011, Saya Group acquired Volt Electric Motors and Voltsan Kalıp, entering the electric motor production and mold industry sectors. By 2016, Volt Electric Motors and Voltsan Kalıp merged to form Volt Motor. With a sprawling 45,000 m² production area, significant investments in new technology, and extensive R&D efforts, Volt Motor has evolved into one of Türkiye's largest electric motor manufacturers. The company has expanded its product range from 63 to 315 types of housing and increased power capacity to 200 kW.



Design, Production, and Integration Services

In 2018, Volt Technology Development and Engineering was established as part of initiatives aimed at enhancing domestic production capabilities and strengthening the role of the Turkish industry in defense and security sectors. The company focuses on advancing technological competence in motors and powertrains, critical for Power Group Development Platforms and Systems, with a goal to achieve localization.



A Visionary Approach to the Gearbox Industry

Continuing its diversified investments, Saya Group acquired Öztefken Gearbox, established in 1964 and specializing in reducer production, in 2020, subsequently establishing the Volt Gearbox brand. This investment reaffirms Saya Group's influence across various sectors.



"How Fortunate it is to Serve as a Solution to a Problem"

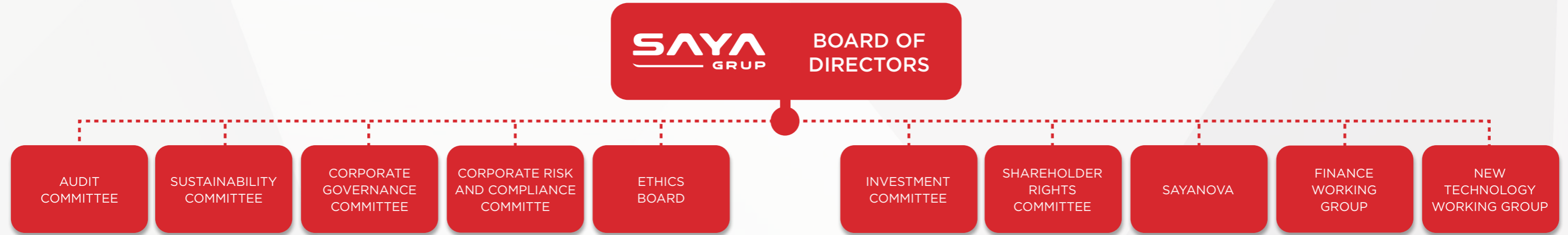
Following the loss of its founder, the late Abdülrezzak Sancak, in 2016, Saya Group perseveres with the strength derived from his principle: "How Fortunate It Is To Serve As A Solution To A Problem," which he articulated at the inception of Saya Group. The group remains committed to working for Türkiye and contributing globally across all sectors it invests in, unwavering in its dedication to production and innovation.



ABOUT SAYA GROUP

Saya Group and its Subsidiaries oversee corporate governance through an ethics committee, six committees, and three working groups, all under the leadership of the Saya Board of Directors. For detailed information about the members of the Saya Board of Directors, please visit <https://www.sayagrup.com.tr/en/board-of-directors>

These groups operate under internally defined working principles and are led by the Saya Board of Directors. Each team aligns with annual planning and targets, undergoing periodic reviews to enhance efficiency and effectiveness. Adjustments are made as needed to optimize processes.



VALUES BEYOND CAPITAL

“Values Beyond Capital”, form the foundational philosophy of our group, embraced across all our companies. These values illuminate the future of our group from an innovative and growth-oriented perspective.



RELIABILITY

Ethical values are paramount in all our business processes.

Honesty, transparency, and fairness form the bedrock of our operations.

Our reputation is our most valuable asset, and we safeguard it diligently.

We foster trust-based relationships and honor our commitments.

Hard work, modesty, thrift, and discipline are fundamental to our success.



ADDING VALUE

In our business, we strive to benefit society and all our stakeholders, creating meaningful value.

We align with stakeholders' expectations based on genuine needs.

We prioritize a sustainable future and act responsibly towards the environment and society, guided by the principle of “How Fortunate It Is To Serve As A Solution To A Problem”.

Through corporate citizenship, we prioritize corporate social responsibility projects, particularly in the fields of health, culture, arts, and education.



HUMAN VALUE, MERIT

People are our most precious asset. Our relationship with our team members is built on trust, love, and respect, valuing their presence and contributions deeply.

Our fundamental principle is to collaborate with competent, honest, and truthful individuals, continuously enhancing their professional development.

In our business, decisions concerning people are guided by principles of merit, respect for diversity, and justice. These principles form the basis of our actions, prioritizing fairness over personal preferences.

Employee satisfaction holds paramount importance to us, and we prioritize actions that reflect this commitment.



GLOBAL COMPETITION

Our approach to competition respects both people and nature, ensuring sustainability on a global scale.

We optimize our business operations effectively across the triad of ‘cost, quality, and time’.

We lead innovation in our sectors, embracing new ideas and supporting entrepreneurial initiatives with boldness.

Our communication and practices prioritize universal clarity and simplicity.

We maintain the highest standards of quality, meeting both national and international benchmarks.

Swift execution defines our operational ethos. With a flexible structure, we prioritize ‘business agility’ in our decision-making processes.

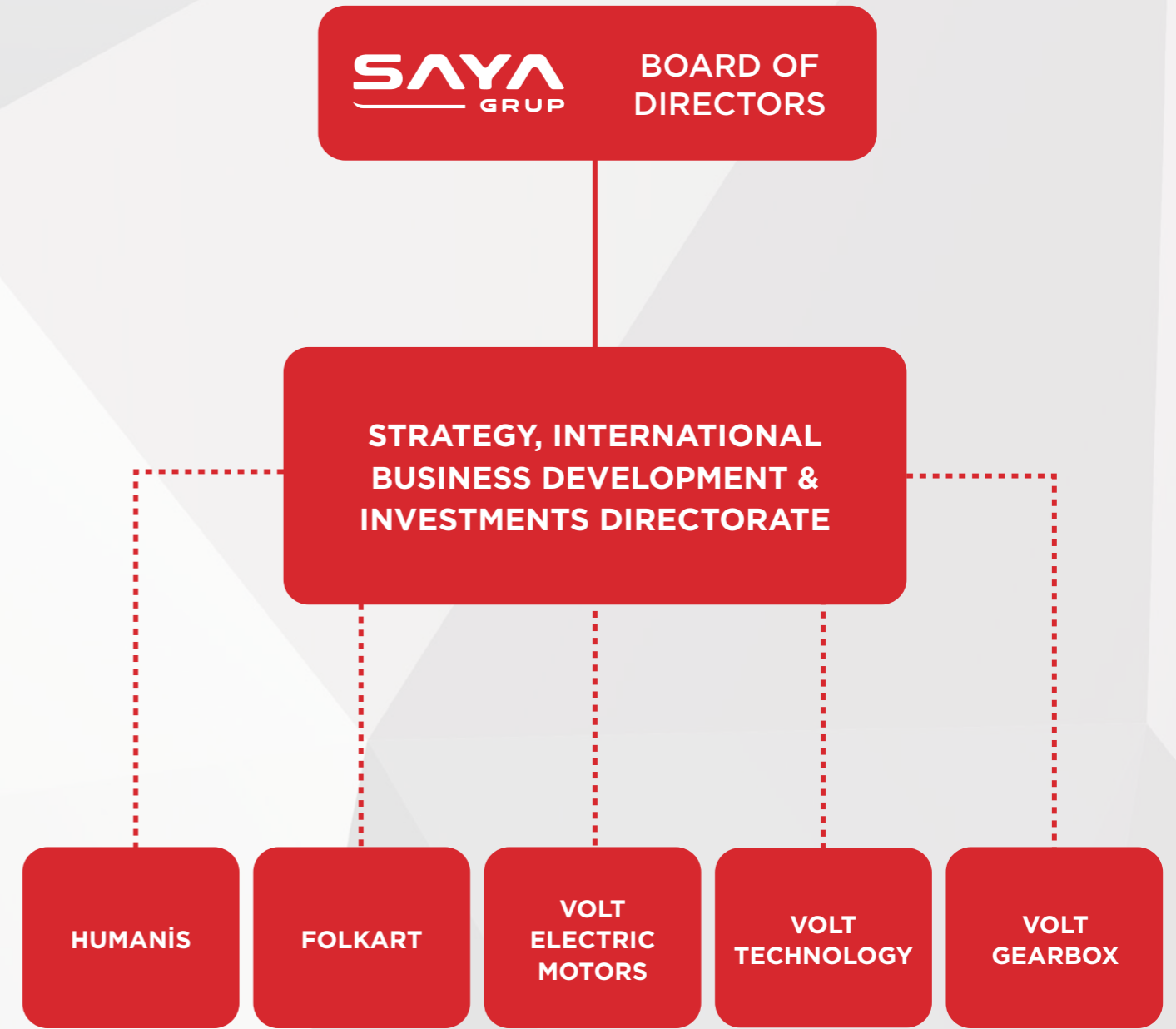
STRATEGIC STRUCTURE and GOALS

Under the motto “**Strong Values, Strong Future,**” Saya Group and its Subsidiaries adopt a strategic management approach. Since its inception, Saya Group has developed its perspective through medium and long-term strategic plans aimed at enhancing social, environmental, and financial performance.



Saya Group strategically directs the diverse business models and strategies of its subsidiary companies in alignment with overarching group objectives, ensuring coordinated efforts. Additionally, it identifies and supports the tactical and operational requirements of its affiliates. In this integrative role, Saya Group acts as a “**Strategic Architect and Supervisor,**” overseeing various business models across the organization.

Saya Group and its Subsidiaries actively contribute to the circular economy, both nationally and globally, through their investments, products, and services. They prioritize stakeholder satisfaction, adhere to principles of development and innovation, and consistently add value to society and the environment through their projects.



Saya Group’s medium and long-term strategic plan includes the integration of a sustainability strategy into all goals and activities, aligned with international regulations and developments. The “Sustainable Strong Future” strategy is considered a cornerstone strategy. For the upcoming period, the strategy is focused on four key areas: managerial, financial, environmental, and social. This framework has been incorporated into the plans of all group companies and departments, with decisions made to implement goals and plans under the guidance of Saya Group Headquarters.

SUSTAINABILITY at SAYA

Building on the concept of a sustainable “**STRONG FUTURE**”, Saya Group advances its sustainability initiatives by developing activities aimed at enhancing social, environmental, and financial efficiency, guided by its “Sustainability Manifesto”.

Saya Group and its Subsidiaries prioritize initiatives in environmental, social, and financial domains to foster a sustainable future. Aligned with national and international commitments like the United Nations Sustainable Development Goals and the European Green Deal, these efforts are guided by the Sustainability Manifesto. Saya Group is committed to transitioning to a low-carbon economy, emphasizing ‘net zero’ targets and implementing plans for efficient water use and recycling.

Additionally, Saya Group advances its sectoral activities under the banner of ‘biodiversity conservation’ by identifying and mitigating risks that could impact the ecosystem. To bolster these efforts, the Group conducts training and awareness programs, fosters innovation through technology-driven solutions, and invests in social responsibility projects. Moreover, the group’s decision-making processes prioritize governance principles centered on people, adopting an approach that is responsive to the needs of employees and society at large.

“Sustainability”, designated as a cornerstone of our strategy, illuminates our 2022-2027 initiatives through the following four macro focuses.

MACRO 1 | Defining sustainability approaches

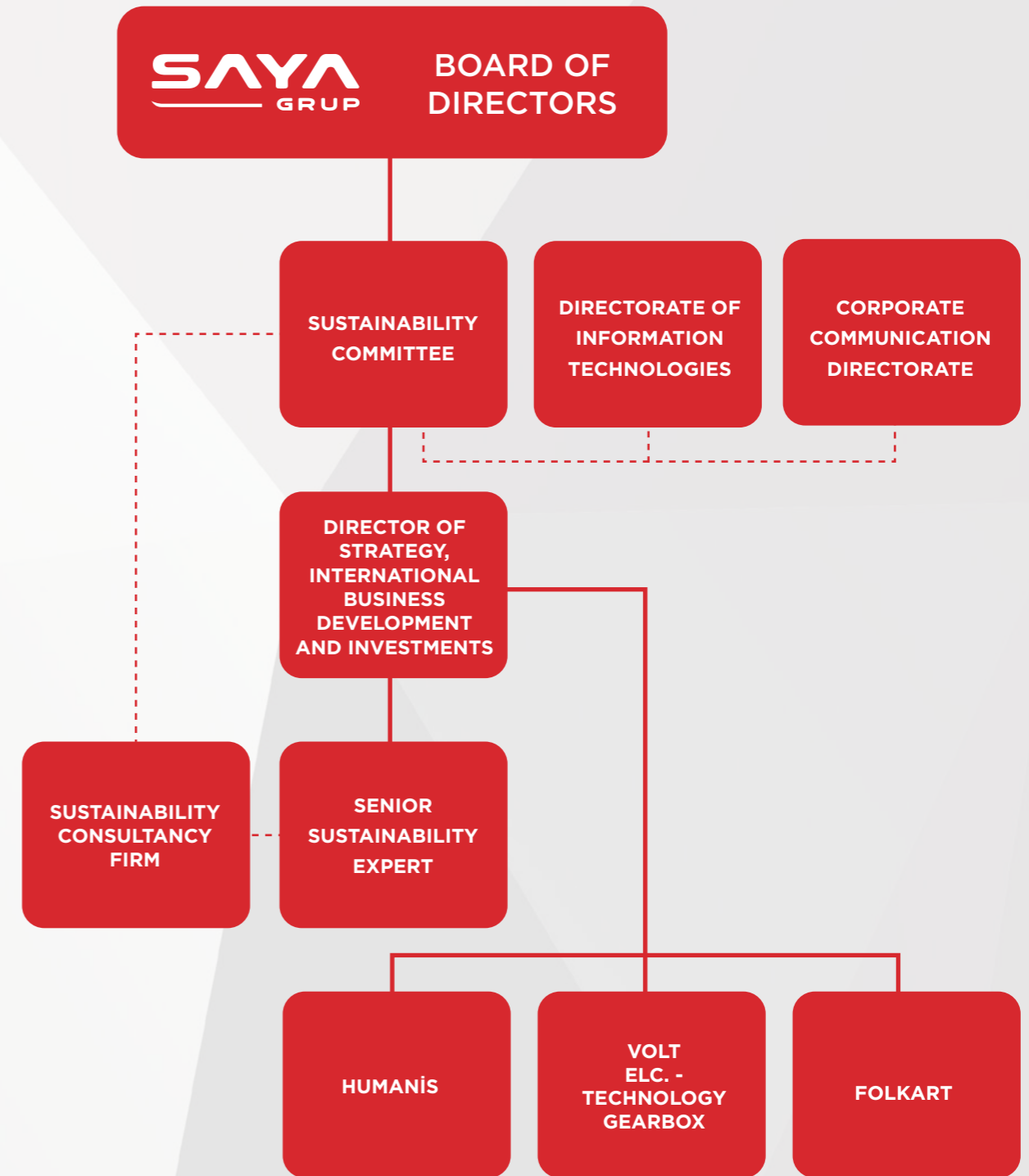
MACRO 2 | Stakeholder engagement

MACRO 3 | Access to green finance and carbon trading

MACRO 4 | Outreach and communication efforts

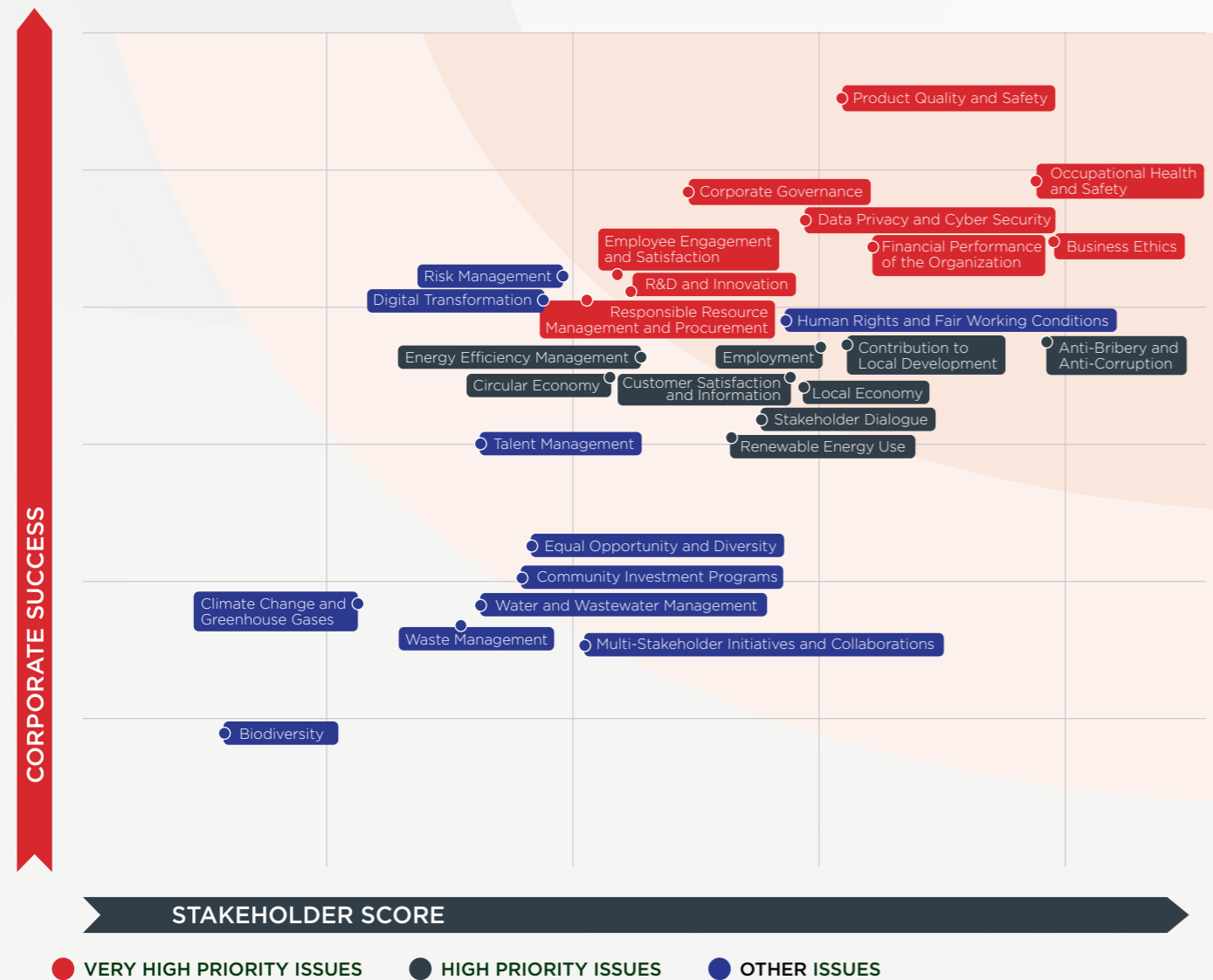
With a global sustainability strategy, we adapt to an evolving world, periodically reviewing and adjusting our trajectory as needed.

All these approaches and activities are overseen by the Saya Sustainability Committee, led by a focus on guidance and company values. The Committee’s structure and its integration within the Saya Group organization are illustrated below.



Priority Issues and Analysis

Under the leadership of Saya Group, a survey was conducted to identify priority issues with the participation of all stakeholders, considering the operational areas of the group's subsidiaries. The survey process included the following steps:



Based on the feedback received from stakeholders, issues have been categorized into 29 headings under very high priority, high priority, and other issues. Among the topics identified as very high priority are People Management and Operational Excellence.

As a result of the studies organized with the participation of all stakeholders under the leadership of the Saya Sustainability Committee, the Sustainable Development Goals (SDGs) to be addressed by Saya Group and its Subsidiaries were determined, taking into account the sectoral focus areas.

Saya Group and its Subsidiaries' 2022 focus Sustainable Development Goals and very high priority issues are as follows.

COMPANY	VERY HIGH PRIORITY ISSUES	FOCUSED SUSTAINABLE DEVELOPMENT GOALS
SAYA GRUP	<ol style="list-style-type: none"> Product Quality and Safety Occupational Health and Safety Corporate Governance Data Privacy and Cyber Security Business Ethics Financial Performance of the Organization Employee Engagement and Satisfaction R&D and Innovation Responsible Resource Management and Procurement 	
FOLKART	<ol style="list-style-type: none"> Financial Performance Corporate Governance Ethical Principles and Ethical Practices Risk Management Customer Satisfaction Local Public Relations Occupational Health and Safety Contribution to Society Local Procurement Policies Job Creation in Construction Zones Digitalization Sustainability in the Supply Chain Women's Participation Equal Opportunity and Diversity 	
Volt electric motors	<ol style="list-style-type: none"> Product Quality and Customer Satisfaction R&D, P&D, Innovation and Ecodesign Occupational Health and Safety Energy Management Raw Materials and Natural Resources Sustainable Procurement Business Ethics and Anti-Corruption Waste Management Stakeholder Engagement 	
Humanis	<ol style="list-style-type: none"> Financial Performance Contribution to Social Development Responsible Supply Chain Corporate Governance Occupational Health and Safety Product Affordability R&D Innovation Patient Health and Safety Product Responsibility 	

Stakeholder Management

Saya Group and its Subsidiaries adhere to the principle of “meeting the expectations of our stakeholders in proportion to the right needs”.

In communication with stakeholders, the frequency and tools used are determined by stakeholders’ expectations and needs, while the quality of communication significantly influences the structure within the affiliated group. The areas of influence, communication tools, and frequency of communication are as follows:

IMPACT	STAKEHOLDERS	MEANS OF COMMUNICATION	FREQUENCY OF CONTACT
Primary Economic Impact	Employees	E-Mail, Meetings, Trainings, Audits, Telephone, Organization Intranet, Dashboards, Common Sharing Areas	Periodic * Monthly, Quarterly, Semester or Annual
	Shareholders	Meeting, E-Mail, Telephone, Intranet of the Organization	Periodic * Monthly, Quarterly, Semester or Annual
	Investors	Meeting, E-Mail, Telephone, Intranet of the Organization	Periodic * Monthly, Quarterly, Semester or Annual
	Suppliers	E-mail, Visits, Meetings, Corporate Website, Social Media Communication Tools, Telephone	As often as Required
	Customers	E-mail, Visits, Meetings, Corporate Website, Social Media Communication Tools, Telephone	As often as Required
Economic Impact	Public Institutions and Natural Persons with Public Power	Written Statements, Petitions, Letters of Request, Physical Hearing Attendance, Physical Visits, Online Application, Physical Meeting	Periodic * Monthly, Quarterly, Semester or Annual
	NGO Organizations / Professional Chambers	E-Mail, Meeting, Telephone, Written Notices and Statements	Periodic * Monthly, Quarterly, Semester or Annual
	Audit and Consulting Organizations	Meeting, E-Mail	Subject Based Annual and Periodic
Development Impact	Universities	E-Mail, Meeting, Telephone, Written Notices and Statements	As often as Required
	Consultants	E-Mail, Meeting, Telephone, Written Notices and Statements	As often as Required
	Sectoral Communities	E-mail, Visits, Meetings, Corporate Website, Social Media Communication Tools, Telephone	Periodic * Monthly, Quarterly, Semester or Annual

In soliciting feedback, Saya Group considers stakeholder groups, impact, and communication frequency to enhance periodic business planning and reporting processes.

During the current reporting period, stakeholder inquiries were specifically targeted towards sustainability concerns. Insights and demands gathered from feedback were meticulously analyzed and incorporated into the business plan for the upcoming period, following approval by the Saya Sustainability Committee.



Our Sustainability Journey





STRONG
FUTURE  **FOR THE**
ENVIRONMENT

Circular Economy

The statement **“We strive to use our existing resources in the most efficient way for society, the environment, and our companies”** in the Saya Group Sustainability Manifesto underpins our efforts in circular economy practices, while environmental sustainability initiatives are managed and commitments are reported through our Environmental Policy framework.

Processes are designed to minimize waste by maximizing resource utilization efficiency and promoting the reuse of waste materials across different sectors.

Each company within the Saya Group continues to operate within their respective sectors, implementing targeted studies managed by responsible teams to achieve year-on-year improvements.

In the pharmaceutical sector, for instance, the paper/cardboard recycling rate increased by 50% from 2021 to 2022. Our 2023 target is to recover plastic bags made from raw materials.

In the building and construction sector, Saya Group has collaborated with the Ministry of Environment, Urbanization, and Climate Change on project-based waste recycling initiatives. Specifically, in 2021 and 2022, recyclable and hazardous wastes from the Folkart Nefes Istanbul and Folkart Country Urla projects were managed through these efforts.

Humanis, operating in compliance with the

Zero Waste Regulation, has become the first among Saya Group companies to receive this certification. Similarly, Folkart and Volt Electric Motors are actively engaged in project studies focused on achieving zero waste goals.

Within our Fleet Management department, we partner with certified companies for End-of-Life Tire Recycling Facilities and Waste Oil Management, as regulated by the Provincial Directorate of Environment and Urbanization. This collaboration ensures proper recycling during the processes of tire and engine oil change.

Waste declarations are meticulously submitted in accordance with legal regulations and recorded in the Ministry of Environment, Urbanization, and Climate Change's system. All production and operational processes adhere strictly to national legislation and international standards.



Energy and Emissions Management

Efficiently utilizing existing energy resources stands as a fundamental objective across all our group companies, integral to our business operations throughout their lifecycle.

Aligned with this objective, the 7th Sustainable Development Goal, Accessible and Clean Energy, was a primary focus area during the reporting period.

Since 2021, all efforts in Sustainable Energy Management have been channeled into renewable energy investments across our group companies. Here are the specific investments made by our companies:

Folkart, in the construction sector, achieved 17.39% energy savings in the Folkart Nefes Project and 22.39% in the Folkart Country Project through the installation of solar energy panels.

Volt Electric Motors, specializing in electric motors, saved 802 kW of energy by installing 1,783 solar panels in a roof-type SPP power plant. This setup allowed them to meet 30% of the energy needs of their Machining and Injection Department at the factory.

Humanis, operating in the health sector, installed 4,667 solar panels as part of the **“We will get sun stroke!”** project at their production facility. This initiative enabled them to generate 30% of their electrical energy from solar power, resulting in the elimination of 1,270 tons of CO2 emissions.



22,39%

Energy Savings in Folkart Country Project



802kW

Energy Savings with Volt Electric Motors SPP Power Plant



1270TONS

CO2 emission eliminated by Humanis “The Sun Will Go to Our Head!” Project

Energy management plays a crucial role in both environmental and financial sustainability, and moving forward, it will yield even greater benefits through sector-specific investments that consider unique industry dynamics. As part of our short-term goals for 2023-2025, we are committed to setting carbon reduction targets and scopes for 2030 and 2050. These targets will be determined and publicly disclosed following scientifically-based carbon measurements.



Volt Electric Motors



Humanis

Water Management and Efficiency

Given the importance of water as a vital natural resource and its finite availability, measuring and evaluating water consumption is a key priority for Saya Group.

Across different sectors, water traceability methods vary based on sector-specific needs. Oversight of water management is coordinated by the Environmental Leader of the Saya Sustainability Committee, in collaboration with the environmental officers of each subsidiary.

At Humanis, water consumption is closely monitored, focusing not only on total water use but also on specific metrics like water per product box, “blue water” (groundwater) used in production, and “gray water” (wastewater). In 2023, Humanis aims to achieve an average 5% reduction in these monitored indicators.

In the construction sector, Folkart has structured its approach to water consumption around five core principles, aiming to enhance resource efficiency and minimize environmental impact.

These are:



Based on these principles, Saya Group and its Subsidiaries conduct regular measurements and evaluations at their head office, construction sites, and sales offices.

The group places significant emphasis on sustainable resource management principles throughout its production and operational activities. Specifically, water management is a critical focus area where the group strives for optimal efficiency. Aligned with Article 12 of the United Nations Sustainable Development Goals, which promotes ‘Responsible Production and Consumption’, Saya Group

promotes the sustainable utilization of water resources. This approach not only minimizes environmental impacts associated with water usage but also ensures these essential resources are preserved for future generations. By integrating sustainability into all aspects of its operations, Saya Group aims to contribute actively to the conservation and responsible management of water resources.



Biodiversity

We understand that ensuring a sustainable **“Strong Future”** hinges on preserving nature in its entirety, and we are steadfastly advancing our planned activities in this direction.

Aligned with the 15th Sustainable Development Goal, Life on Land, our commitment to environmental sustainability is paramount and guided by our manifesto. Through our Biodiversity Policy, we communicate our fundamental principles and commitments to society, driving our activities accordingly.

Under the initiative “Strong Future for the Environment,” our goal is to minimize the environmental impact of our Group’s operations. We actively engage in biodiversity protection through dedicated environmental activities and projects.

Our factory installations in the ÇOSB area adhere strictly to Environmental Impact Assessment (EIA) studies, ensuring compliance with environmental regulations. Additionally, our construction projects incorporate a pledge to plant 1 tree for every 15m² developed.

Efforts to reduce greenhouse gas emissions, optimize water usage, and promote circular economy initiatives are integral to our strategy to safeguard biodiversity.

As a member of SDA, Saya Group and its Subsidiaries actively participate in Sustainable Agriculture and Access to Food training programs. Embracing global research and best practices, we are accelerating our efforts to commit to biodiversity conservation as a short-term goal for 2023-2025.

Environment-focused audits have confirmed that our group companies are in full compliance with environmental standards. No nonconformities were identified during these audits. As part of our comprehensive risk assessment studies, we have identified potential risks related to biodiversity conservation under our sustainable environment initiatives. These findings have prompted us to implement proactive measures to safeguard biodiversity, reinforcing our commitment to environmental stewardship.





STRONG
FUTURE



FOR
BUSINESS

Digital Transformation and Integrated Governance

Embracing a people-centered approach, Saya Group and its Subsidiaries work with a focus on digital transformation and innovation on the basis of information security based on the perspective of “Development and Innovation” in all sectors in which it operates within the framework of this understanding.

In the fast-evolving landscape of technological advancements, the significance of digital innovations in business operations is increasing daily. These innovations prioritize transformations that enhance efficiency and minimize environmental footprints. Under the guidance of the Saya Group Information Technologies Directorate, all affiliated companies engage in these activities. To stay competitive and agile amidst rapid change, the New Technologies Committee was founded in 2022. Comprising employees with a penchant for development,

robust research skills, and a project-oriented mindset, the committee closely monitors technological advancements and spearheads innovative initiatives across the group.

In this committee, 10 different project ideas were evaluated, and ultimately, 4 of these ideas were consolidated into 2 projects and presented to the Saya Board of Directors for evaluation. These projects focused on innovations related to the metaverse and energy investments.



In 2022, the projects undertaken by Saya Group and its Subsidiaries primarily bolster the group’s integrated management structure, with a focused aim on minimizing environmental impact through digitalization. Below are the digitalization initiatives executed across the group in 2022:

- Enterprise Resource Planning Program (SAP Hana)
- Business Intelligence Program
- Robotic Process Automation Application
- Paperwork (Paperless Office Automation Application) Process Digitalization
- E-signature Application
- Performance Management System (OKR)

The 2022 digitalization projects implemented for companies are as follows:

- BEAM Integration with Volt PMI (Volt Motor)
- Kanban System Barcode Application (Volt Motor)
- Digitalization of Time Studies (Volt Motor)
- HRWeb (All Companies)
- Minitab software program (Humanis)
- RPA (Robotic Process Automation)
- Promanage System Implementation - Integration of 11 Production Lines (Humanis)

Based on Industry 4.0 principles, the group transitioned its cloud architecture infrastructure to establish a backup system and a disaster recovery center. Additionally,

to enhance operational efficiency across its companies, the group initiated the use of robotic process automation (RPA) applications and AI-supported robots.

Information Security

At Saya Group and its Subsidiaries, corporate information is treated holistically, managing its use and confidentiality according to guidelines outlined in the Information Security Regulation.

Since 2021 and continuing into 2022, alongside face-to-face training sessions on Information Security, informational emails are regularly dispatched to all employees. Periodically, employees' awareness of phishing attacks is

tested, and penetration tests are conducted to assess the effectiveness of current security measures and implement proactive improvements.

The tools employed for information security in the current period include:

- CheckPoint Firewall,
- Symantec EndPoint Management, Mail
- Gateway, EndPoint Encryption, DLP
- SIEM system (Security Information and Event)
- VPN 2FA (Two-Factor Authentication)
- Information Security Consulting Services,
- Penetration Tests and Result Analysis
- SIEM project go-live (launched in 2022)



Projects planned for the next period within the scope of information security include:

- Adaptation of data loss prevention software
- Monitoring end-user security incidents and identifying threats
- Creating systems that monitor, detect, analyze, and respond quickly to cyber threats
- Privileged access management data and compliance breach protection



Product and Production Continuity

Saya Group integrates diverse teams and operational strategies across sectors, guided by a structured plan that adheres rigorously to national and international standards at every phase.

Saya Group oversees product content, financial transactions, and data processes from initial procurement of raw materials or semi-finished goods through to final product delivery, ensuring operational continuity through a sustainable supply chain system.

In the pharmaceutical sector, Saya Group focuses on manufacturing effective, high-quality pharmaceuticals while meticulously managing local regulations and global certification requirements, emphasizing reliability, scientific rigor, and precision.

In the industrial domain, the group employs effective supply chain management practices to meet demand for products in terms of quantity, quality, and timeliness. It upholds responsible purchasing practices within defined guidelines and

objectives, implementing measures to ensure seamless cycle continuity. Across sectors such as defense, technology, electric motors, and gearboxes, Saya Group pioneers sustainable product management practices. To guarantee alignment with global standards, the companies within the group conduct rigorous certification processes.



Company	ISO9001 Quality Management System	ISO14001 Environmental Management System	ISO45001 Occupational Health and Management System	ISO50001 Energy Management System
Humanis	✓	✓	✓	✓
FOLKART	✓		✓	
Volt electric motors	✓	✓	✓	
Volt TECHNOLOGY	✓	✓	✓	

Folkart and Volt Technology, subsidiaries of Saya Group, prioritize customer satisfaction and quality management with adherence to international standards. Folkart implements the ISO 10002: Customer Satisfaction Management System, ensuring excellence in processes extending from customer interactions to final product delivery. Sector-specific Volt Technology is certified under ISO/IEC 27001: Information Security Management and AS9100D for the aviation sector, ensuring robust quality assurance. Humanis also adheres to ISO 27001:2013 standards for Information Security Management System.



Saya Group and its Subsidiaries uphold international standards and prioritize effective supply chain management for sustainable products and production continuity in the future.

- Folkart aims to achieve ISO/IEC 27001 certification for Information Security Management by 2024.
- Volt Electric Motors is pursuing ISO 50001 certification for Energy Management System as part of its short-term goals for 2023-2025.

Entrepreneurship Projects

Innovative and development-oriented ideas from internal stakeholders are actively encouraged at Saya Group and its Subsidiaries. Business development teams, led by senior management, focus on investment initiatives. Employees also engage in this process through the **SayaNova** platform.

SayaNova is designed to explore new business opportunities, embrace change, and promote an innovative and sustainable perspective. Projects at SayaNova undergo systematic evaluation and implementation following structured procedures.



With the SayaNova platform and the motto **“We are One With You”**, Saya Group fosters the development of the company and its stakeholders by nurturing the innovative and entrepreneurial spirit of its employees.

Projects implemented since 2020 include:



Project Name:
Active Support Movement
Humanis



Project Name:
Environmentally Friendly Houses
Folkart



Project Name:
Bioplastic Production Facilities
Folkart



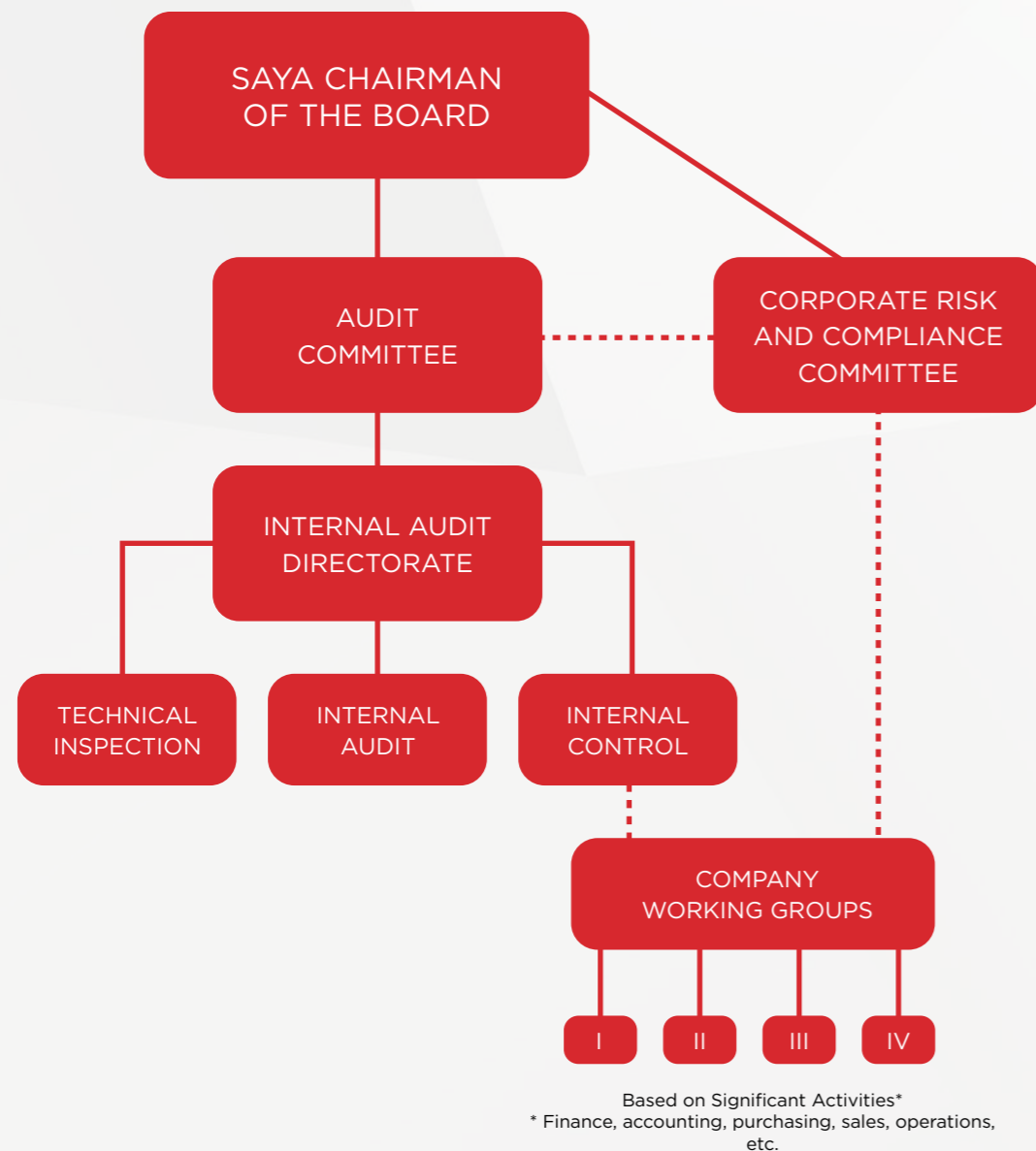
Project Name:
Active Card Project
Humanis

Audit and Risk Management

The risk management activities of Saya Group and its Subsidiaries are structured in line with COSO Corporate Risk Management standards and are overseen by the **“Corporate Risk and Compliance Committee”** established within Saya Group, which convenes periodically.

This structure is further supported by working groups within the group companies, who receive training.

Corporate Risk and Compliance Committee Structure











The fundamental working principle of the Committee revolves around;

- Implementation of strategic plans aligned with stakeholder expectations: Ensuring the execution of strategic plans for the upcoming period while carefully considering and meeting the expectations of stakeholders.
- Early identification, management, and mitigation of risks: Proactively identifying, managing, and mitigating risks that could hinder the achievement of corporate goals, while also identifying and leveraging potential opportunities.

In this context;

- An inventory of potential risks threatening business continuity and operational activities is compiled.
- Each risk’s likelihood of occurrence and its potential impacts are assessed, resulting in a residual risk score after factoring in existing controls. Risks are then categorized based on their severity.
- Actions are formulated aligning with strategic objectives to mitigate risks. The risk management team oversees action implementation, while the internal control team tests the effectiveness of these measures.

Duties and Responsibilities				
	 Objective and Policy	 Corporate Culture	 Measuring Risks	 Residual Risk & Action Tracking
Committee Tasks	Establishing a risk appetite framework and developing risk management policies and strategies.	Ensuring that the risk management process is integrated into decision-making mechanisms by embedding risk awareness and culture in all Group activities.	Establishing, maintaining, monitoring, and controlling the risk measurement system.	Evaluating the value of the residual risk after actions are taken and monitoring the completion of these actions.
Tasks of Working Groups	Identifying risks and opportunities that may affect the company's objectives with the participation of the entire organization, in a coordinated manner, and within a common framework.	Assessing the likelihood of risks materializing and their potential impact on the company.	Identifying control activities and implementing measures to mitigate the impact and/or probability of risks, thereby reducing risks to an acceptable level.	Prioritizing, measuring, and reporting all risks by considering control points.
	Risk Identification 	Creation of Risk Maps 	Identification of Actions 	Reporting and Sharing Risks 

Audit and Risk Management

The risk groups managed by the Committee's working groups include:



The Company's sustainability risks are overseen by the Sustainability Committee in coordination with the Corporate Risk and Compliance Committee. These risks, associated with corporate governance and non-financial performance indicators, are monitored under the categories of Environmental, Social, and Governance. The key sustainability risks for Saya Group and its Subsidiaries in 2022 are as follows:

RISK DESCRIPTION	SIZE	ACTION
Failure to achieve the expected level (Scope 1-2-3) in carbon emission measurements at headquarters and project locations, resulting in non-compliance with commitments, loss of customers, and issues in the export process	Environmental - Financial	To mitigate this risk, consultancy services were obtained from specialized firms, targeted efforts were conducted for project locations, and detailed project-based reporting was implemented.
Failure to meet climate target commitments due to delays in commissioning renewable energy resources, challenges in cooperation processes, and rapid consumption of natural resources	Environmental	A contract was signed with the Energy Company, and work was conducted on a project management basis. Energy investments in each sector were supported by detailed reports.
Difficulties in harmonizing with new substances outlined in the Green Consensus, leading to potential export and import problems	Financial	With the establishment of a dedicated sustainability team, we ensure periodic monitoring of laws, regulations, and related matters. We also collaborate with specialized consultants to manage these processes effectively.
Failure to achieve the targeted level of stakeholder engagement in sustainability awareness activities and disruption in implementing sustainable supply chain processes in the upcoming period.	Social	Sector-specific activities are strategically planned to support foundational policies and training contents. These initiatives are integrated into evaluation systems, contractual agreements, and collaborations, and are closely monitored by subject matter experts.
Lagging behind in areas requiring adaptation in business processes due to insufficient dissemination of sustainability knowledge and awareness from management to employees within the organization	Managerial	Saya and its Group Subsidiaries oversee alignment efforts through a dedicated team at headquarters, the Sustainability Committee, and senior management, who develop specific plans for addressing these issues. Group companies receive support through regular and topic-specific training sessions.

The effectiveness and reliability of our entire risk management process across Group companies are audited by independent organizations. Our risk management processes adhere to policies and procedures that comply with national and international standards, incorporating global best practices. This approach aims to ensure that our group companies meet their targets and maintain stakeholder trust.



Ethics and Compliance

In every activity conducted by Saya Group and its Subsidiaries, Ethical Principles serve as the foundational guide governing interactions with employees, shareholders, suppliers, competitors, and society at large. These principles, rooted in Saya Group's core values, dictate the manner in which Saya Group and its Subsidiaries conduct business and are outlined in five key articles.



Ethical Principles are deeply embedded within our company's framework and are publicly shared to enhance awareness among all stakeholders. These principles are articulated in our Ethical Principles Booklet, guiding the creation of company policies that align with ethical standards and compliance regulations. We foster a workplace environment that is fair, transparent, comprehensible, and respectful. Our policies undergo regular review and updates to ensure their continued relevance and effectiveness. For more information, you can access our Ethical Principles and Principles booklet at: <https://www.sayagrup.com.tr/assets/katalog/etik-ilkeler-en.pdf>

In addition, we have established an "Ethics Line Notification Platform" to detect situations that contravene ethical principles and laws. This platform allows all stakeholders, including employees, suppliers, and customers, to submit notifications. All notifications received are promptly forwarded to the Saya Ethics Committee. This committee operates independently, adhering strictly to confidentiality principles, to review and assess ethical notifications. Upon evaluation, appropriate actions and measures are swiftly implemented to address the reported issues.

While we adhere to all international requirements concerning working conditions, we maintain a zero-tolerance policy towards unethical practices such as child labor, bribery, corruption, and forced labor. Any instances of these practices result in immediate application of necessary sanctions. Our audit processes are continuously enhanced and rigorously monitored to ensure compliance. We are committed to creating a workplace free from bullying and discrimination based on gender, religion, language, race, or religious views. These principles are incorporated into our supplier contracts, and each employee has a specific employment contract and job description aimed at safeguarding their rights.

The designated notification channels for stakeholders to reach the Ethics Committee are as follows;

Saya Group and Subsidiaries Ethics Line

 <https://www.sayagrup.com.tr/en/ethical-principles> and Ethics Form

 etik@sayagrup.com.tr e-mail address

 0531 101 15 55 phone number

 Written or verbal notification to the Company Ethics Representative

Notification Platform:

All stakeholders in Saya Group and its Subsidiaries can complete the "Ethics Form" to report ethical violations.



STRONG  FOR
FUTURE SOCIETY

Human Resources and its Future

Saya Group and its Subsidiaries prioritize a **“People First”** approach, recognizing that employees are the most valuable asset of the organization. They protect the rights of their employees, which are foundational to their strong organizational structure.

Human resources management is approached strategically, focusing on recruiting candidates who align with corporate culture, core values, and exhibit proactive and strategic thinking. This approach aims to foster sustainable growth by integrating individual talents with corporate objectives.

Business targets are set in accordance with strategic plans, prioritizing employee talents and competencies. Upholding equality in management, every employee is given a voice and the opportunity to participate in evaluating all processes. This inclusive approach fosters continuous improvement and enhances corporate success through collective contributions.

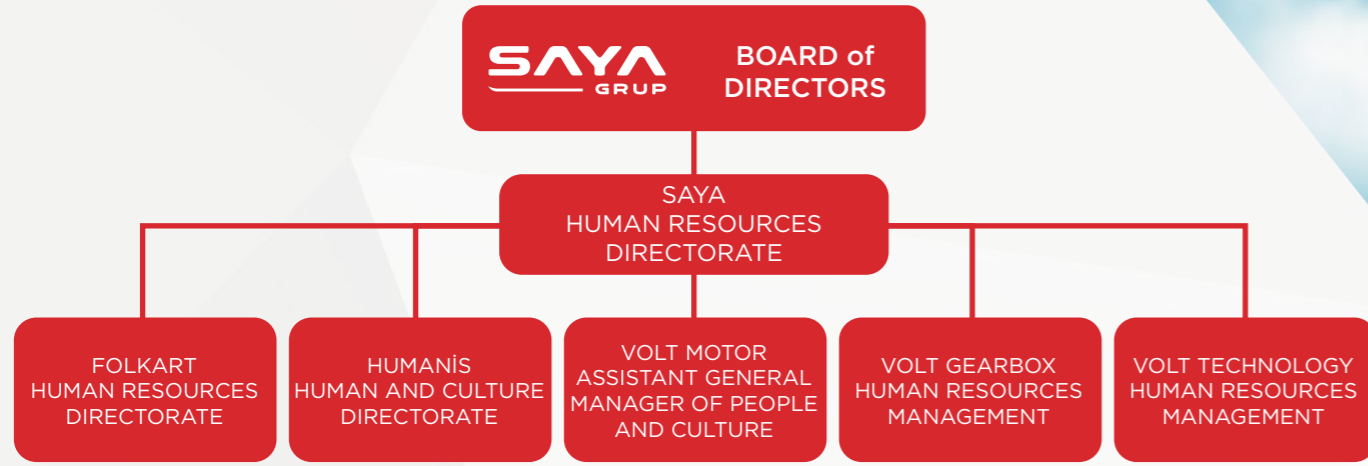
The organization’s goal-oriented management style includes providing comprehensive training and development support to employees, facilitated through the Saya Campus application. Additionally, the **“We are One with You”** Future-Mentee Program contributes to employee development. Saya Group ensures a fair, transparent, equal, efficient, healthy, and development-oriented work environment that promotes gender equality. All practices are managed in line with the Human Rights Policy to protect employee rights effectively.



In addition to state-provided basic employee rights, **“We are One with You”** offers comprehensive fringe benefits that extend to employees and their families as part of its employee brand. The company upholds these practices under the principles of Diversity, Equality, and Inclusion, and strives to excel in employee health and safety within its sectors.

Future plans are strategically shaped with a strong emphasis on protecting human rights and ensuring the sustainability of these efforts. Accordingly, sustainable development goals are structured around four main pillars.





The development of employees within Saya Group is strategically aligned with corporate vision and shaped by global trends. Sustainable human resources activities are led by professional teams within each group company, operating under effective management principles and unified under the Saya Group Human Resources Directorate.

Activities within the Saya Human Resources Directorate are meticulously managed and evaluated according to a structured process. Evaluation in sustainability matters is guided through interactive engagement with the Saya Sustainability Committee, specifically through the People Leader role. Practices developed by the Human Resources teams are presented to the Sustainability Committee for evaluation, ensuring alignment with sustainability objectives and strategic goals across the organization.



In 2022, following a decision by the Saya Sustainability Committee in January, the Human Leader of the committee was tasked with focusing on the topic of Society in Sustainability. To advance this initiative, leaders from Human Resources and Sustainability across Saya Group and its Subsidiaries convened and established a voluntary working group.

The primary goal of this working group was to identify exemplary studies that would position

the organization as a leader in promoting a Sustainable Society in the upcoming period. These studies were to be developed on a project basis and subsequently presented to the broader group for evaluation. A total of 21 projects were submitted for evaluation, originating from the project ideas put forth by 13 participants representing the Sustainability, Business Development, Human Resources, and Environmental Management departments of each company.



Diversity, Equality and Inclusion

Saya Group and its Subsidiaries are committed to reducing inequalities and enhancing societal value with the aim of creating a more livable world, guided by the perspective that employees are invaluable assets. Central to this commitment is the implementation of fair policies grounded in diversity and inclusion principles.

The company strives to view the individual differences among its employees as a source of human resource wealth, ensuring that equality is upheld in all practices, regardless of job title or function. Saya Group actively encourages participation in organized activities that harness the richness of diverse ideas and perspectives

to drive business innovation and value creation. These principles are articulated to employees and society through the company's Human Rights Policy and Diversity, Equality, and Inclusion Policies, which serve as foundational frameworks guiding all practices across Saya Group and its Subsidiaries.

The workplace and all business processes at Saya Group and its Subsidiaries are firmly anchored in the three sustainable development goals outlined by the UN Global Compact:



Saya Group actively participated in the Diversity and Inclusion in Business Program organized by the UN Global Compact in 2022. During this program, Saya Group conducted a thorough self-assessment of its diversity and inclusion practices within its own work environment. It also engaged in workshops where it learned from the practices of other companies and contributed to roundtable meetings aimed at advancing diversity and inclusion initiatives.

As part of the CEO Meeting on Diversity and Inclusion in the Business World, Cem Mengi, Chairman of the Board of Directors of Saya Group, played a pivotal role by sharing Saya Group's exemplary practices in diversity and inclusion. He also articulated the company's future goals in this critical area.

Furthermore, Saya Group established a Sustainable Society Working Group, which includes voluntary participation from employees across Saya Group and its Subsidiaries. This working group is focused on developing projects aimed at fostering people-oriented sustainability initiatives. In addition to company targets for diversity, equality, and inclusion, the group has set ambitious 2025 goals to further advance these initiatives within the organization.



Talent Acquisition and Development

The cornerstone of sustainable human resources at Saya Group and its Subsidiaries is the talent acquisition process. Their primary focus is on identifying and hiring individuals whose values align with the corporate culture and strategic priorities.

Following talent acquisition, Saya Group places significant emphasis on employee engagement and retention processes. These initiatives are crucial for maintaining business continuity and reflect a commitment to valuing employees across all levels of the organization.

Since its inception, Saya Group has been proactive in implementing projects and programs aimed at employee development. They continually integrate best practices aligned with global benchmarks to enhance company dynamics and foster a supportive workplace environment.

PROJECT NAME	TARGET	DETAIL
Great Place to Work-2021	Great Workplace with a High Trust Culture	It involves assessing employees' internal opinions and suggestions across key dimensions such as reliability, respect, fairness, pride, and team spirit through comprehensive global assessments and analysis.
Mentor-Mentee Program	Developing Managerial Skills of Employees	The program, initially focused on women engineers, continues to expand its inclusivity to include all employees. It operates over a 6-month period with a structured training curriculum developed by mentors for mentees.
OKR Project	Employee Performance Development and Tracking System	The new generation performance development program integrates company goals with employee objectives, focusing on short-term performance measurement through one-on-one sessions with leaders.
Sayanova	New Investment Channels and Reward Process with Employee Engagement	It is a practice where investment and business development ideas are discussed and proposed by all employees, excluding senior management and relevant teams.
Internal Instructor Program	Employee Development Support through Training of Instructors	It is a training program designed for volunteer employees who will act as both instructors and students, focusing on continuous learning and development.
Privilege Cards (Discount and Gift Cards)	Employee Financial Support System	It is a discount or gift system offered to employees of Saya Group and its Subsidiaries through contracted brands.
Developing Together Program	Employee Development Program	It is a specialized development program designed for employees in Specialist and Above positions who have achieved or exceeded performance expectations in their report cards.
Scholarship content	Employee Financial Support System	It is a financial support program offered to the children of employees who are in high school or university.

Technical and managerial training plans are developed annually to foster equal opportunity in employee development and career planning. Training needs identified during interim performance evaluations are also integrated into these plans. In the reporting period, Saya Group organized a total of 781.5 hours of training sessions, benefiting 32 individuals.

Year	Region	Number of Employees Attending Trainings	Total Training Hours (Employee*Hour)
2022	Female	19	390,5
	Male	13	391
	Total	32	781,5

The data from Saya Headquarters is included in the social performance indicators section, which provides consolidated information.



Within the scope of strategic sustainability in 2022, Saya Group organized two trainings and one webinar. The first training focused on Strategic Management, while the second training was the Green HR Training specifically tailored for the Human Leaders of Saya Group and its Subsidiaries.

The Sustainability Webinar is one of the activities organized to raise awareness among internal stakeholders under the motto of "Strong Future" in sustainability. Prof. Dr. Çisil Sohodol participated in the webinar as a guest speaker.



At the end of the webinar, participants were quizzed on the topics covered, and prizes were awarded to the first three individuals who answered correctly.



Promotion and appointment processes at Saya Group and its Subsidiaries strictly adhere to the Career Regulation and Performance Development Plan.

In line with this commitment, all eligible employees underwent a thorough and objective evaluation process, resulting in promotions for all qualifying individuals in the year 2022.

Promotion Distribution by Gender	2022		2021		2020	
	Female	Male	Female	Male	Female	Male
Number of Promotions	3	5	1	2	1	2
Total Promotions	8		3		3	
Gender by Promotions %	37,50%	62,50%	33%	66%	33%	66%

Incorporating data from Saya Headquarters, consolidated information is featured in the social performance indicators section.

Training plans are meticulously crafted, with training categories tailored to the organizational structure of group companies. Human Resources Directorates oversee both employee-specific and general training initiatives. This entire process is spearheaded by Saya Group, adhering to the Training and Development Regulation and utilizing the Saya Campus platform.

ALL TRAININGS

- FUNCTIONAL COMPETENCE
- INTERNAL TRAININGS
- EXCELLENCE IN BUSINESS
- PERSONAL AWARENESS
- PERSONAL EXCELLENCE
- LEADERSHIP COMPETENCIES
- CORE COMPETENCE
- NEW WORLD SKILLS
- EXCELLENCE IN MANAGEMENT
- OTHER

Performance and Compensation

At Saya Group and its Subsidiaries, the achievement of departmental targets aligned with strategic goals is meticulously tracked. This process is part of a comprehensive Performance Management System Regulation that integrates individual employee goals and competencies.

In 2022, Saya Group underwent a significant transformation in its performance management approach by adopting the OKR (Objectives and Key Results) system alongside a robust digital infrastructure, piloted initially in one group company. This marked a departure from the previous biannual evaluations to more frequent interim and end-of-period assessments, aimed at fostering dynamic alignment with employee performance targets.

The objective of this restructuring was to enhance the monitoring and development of employees through more frequent, personalized evaluations and targeted feedback. Throughout the year, Saya Group assigned an average of 4 targets per period to 36 employees, facilitating over 70 feedback meetings. These efforts culminated in the full implementation and approval of the OKR system, signifying a commitment to continuous improvement and agility in managing employee performance across all subsidiaries.



Sharing Company OKRs

Company goals are established and communicated to all employees.



Determining Department OKRs

Goals are set in alignment with company objectives. Managers and teams assess prioritization and focus.



Determining Individual and Team OKRs

OKRs are established to reflect priorities aligned with company and departmental goals.



Reviewing OKRs

Following evaluations by managers, employees, and teams, goals are either continued, discontinued, or revised to set new objectives.

At Saya Group and its Subsidiaries, salary and fringe benefit processes adhere to industry-specific methodologies on a global scale. These practices are subject to annual review and implemented using a Wage Increase Matrix designed to ensure fairness and objectivity, free from discrimination. Furthermore, all employees, including senior management, are treated with equitable consideration, providing inclusive fringe benefits that extend to their families.

The bonus system undergoes annual review and updates within the framework of wages and fringe benefits. This initiative aims to pioneer sector-specific practices, leveraging external market analysis and national economic indicators for formulation. Bonuses are categorized and calculated based on business line and organizational size, with all processes receiving

approval from the Board of Directors, reflecting a commitment to employee satisfaction.

At Saya Group and its Subsidiaries, all employees participate in a bonus system that integrates performance evaluation with wage allocation, ensuring non-discriminatory practices. Volt Electric Motors, a Group company, exemplified this commitment to equality by updating its system in 2022. Notably, Volt Electric Motors extended this initiative to include blue-collar employees, marking a pioneering move within the sector. Under this system, employees exceeding a specified performance threshold are eligible for bonuses. Conversely, employees whose performance falls below expectations and do not qualify for bonuses receive support through tailored training plans and personalized competency enhancement initiatives.

Employee Satisfaction and Loyalty

At Saya Group, each employee is regarded as a ‘value’ based on the principle of **“Value for People, Merit,”** which is a core component of the Group’s philosophy encapsulated in **“Values Beyond Capital”**.

Since its inception, Saya Group has prioritized employee satisfaction through initiatives such as the ‘Employee Satisfaction Survey,’ which has evolved to adhere to global standards like the ‘Great Place to Work’ methodology across Saya and its Subsidiaries starting from 2021.

Achieving an impressive 87% participation rate in its inaugural year, Saya Group was honored with the prestigious ‘Great Place to Work Award’.



Following the 2022 evaluation under the ‘Great Place to Work’ framework, Saya Group implemented an action plan aimed at enhancing processes in alignment with its strategic cultural transformation initiatives.

Continuing its commitment to setting industry benchmarks, Saya Group strives to boost employee motivation and loyalty across its Subsidiaries. This effort is supported by a comprehensive Employee Experience Procedure designed to transform every employee’s tenure into a meaningful and enriching journey within the organization.

New Hires (Gender and Location Breakdown)	Male		Female	
	Number	Rate (%)	Number	Rate (%)
2022	8	28%	7	24%
2021	4	14%	6	21%
2020	3	12%	1	4%
TOTAL	12	41,38%	13	44,83%

Total Employee Turnover Rate (Gender and Location Breakdown)	Number of Leavers	Rate (%)
Female	7	14,6%
Male	8	16,7%
Average Number of Employees	48	

Saya Group and its Subsidiaries enhance employee loyalty and satisfaction through tailored practices on special occasions like Mother’s Day, birthdays, Father’s Day, and Working Women’s Day. Additionally, they provide specialized leave benefits to support employees preparing for parenthood.

The data from Saya Headquarters is incorporated into the consolidated social performance indicators.



Occupational Health and Safety

Saya Group and its Subsidiaries rigorously implement occupational health and safety practices in adherence to both national and international sector-specific standards. These efforts are grounded in the core values of the organization, emphasizing **“Value for People”** alongside broader considerations beyond financial capital.

Saya Group and its Subsidiaries adopt the ISO 45001:2018 Occupational Health and Safety Management System as the foundation for their occupational health and safety activities across diverse sectors within their extensive portfolio. These activities are managed by specialized teams and overseen by Occupational Health and Safety (OHS) Boards at each subsidiary. Regular reporting to senior management ensures transparency and accountability in safety management practices.

We prioritize comprehensive training for all employees on these matters, continually enhancing awareness and fostering development through targeted programs. Moreover, we augment these efforts with supportive projects and initiatives aimed at improving occupational health and safety (OHS) practices. Below are the specific OHS training details for three selected companies across different sectors.

Average OHS Training Hours per Person	2022	2021	2020	2019	2018
SAYA	8	-	-	-	-
Humanis	14,77	5,18	9,02	5,14	3,10
Volt Electric Motor	4,27	9,14	9,15	7,35	8,47
Folkart	3,81	4,21	4,05	4,72	3,12



We provide necessary equipment to ensure employee health and safety, setting annual targets for accident frequency and severity rates that are monitored through monthly reports. To mitigate accidents, we actively encourage “Near Miss Notifications” from employees. Each notification is thoroughly examined by dedicated teams, leading to investments and adjustments aimed at preventive measures.

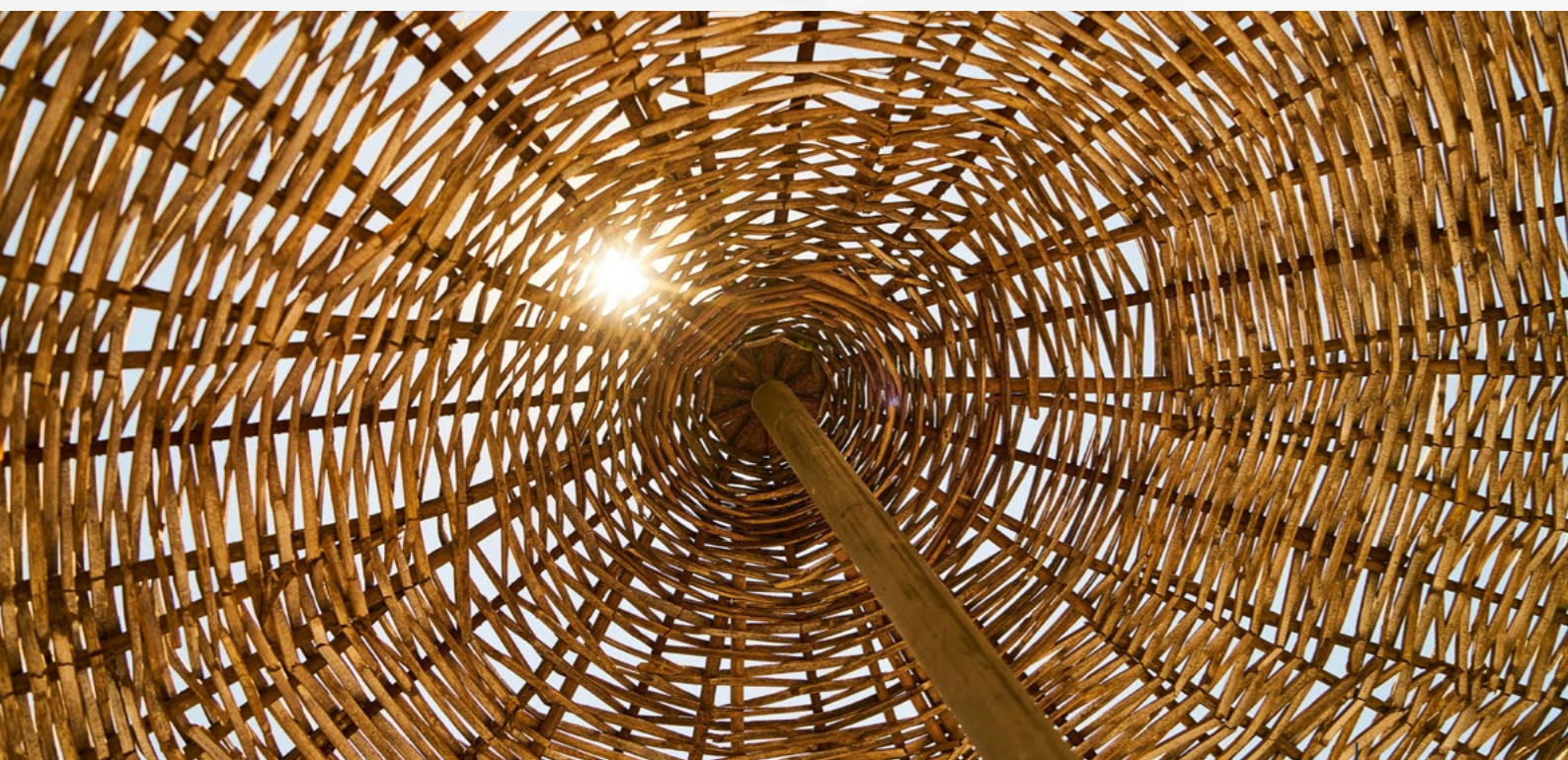
Accident frequency rates, severity rates, and the number of near misses are meticulously documented in separate tables, guiding our continuous efforts to minimize incidents through ongoing improvements each year.

Accident Frequency Rate	2022	2021	2020
Humanis	7,9	19,2	6,8
Volt Electric Motor	61,18	56,84	17,46
Folkart	21,96	11,07	5,08

Accident Weight Ratio	2022	2021	2020
Humanis	0,23	0,57	0,12
Volt Electric Motor	0,43	0,49	0,19
Folkart	0,09	0,09	0,09

Number of Near Misses	2022	2021	2020
Humanis	58	22	2
Volt Electric Motor	120	112	-
Folkart	288	355	191

While ongoing ‘near-miss’ scenario investigations and detection studies are conducted for preventive measures, drills are organized periodically throughout the year to simulate emergency scenarios and response actions. Teams comprising employees are trained in emergency protocols relevant to these scenarios.



Corporate Social Responsibility

The core of Saya Group and its Subsidiaries' social responsibility approach is grounded in the sincere belief in being a "good person" and a "good citizen," with a commitment to adding value to the future through every social responsibility initiative. Consequently, it is crucial that these projects are sustainable and make a significant impact on large communities in the medium and long term.

Saya Group and its Subsidiaries operate across diverse sectors including construction, pharmaceuticals, electric motors, defense, reducers, and mining, with activities spanning multiple cities.

In this context, Saya Group and its Subsidiaries undertake initiatives that add value to society in the fields of education, arts, and sports, alongside their economic contributions. These initiatives are implemented in their operational regions, including Istanbul, Çerkezköy, Izmir, Konya, and Bursa.

The main social responsibility projects for 2022 within this scope are as follows.

Target Audience	Project Name	Objective	Location
Children	Fairy Tale House	Fairy tale houses function as centers that create optimal conditions for the physical, cognitive, spiritual, and social development of children aged 36-53 months, tailored to their needs and developmental characteristics.	İzmir
Children	Golden Wing	"Golden Wing Supporter" of the UNICEF Turkish National Committee, contributing to UNICEF's initiatives for children.	Türkiye
Children	Every Child Has the Right to Be Happy	Gifts were distributed to children aged 7-11 undergoing treatment at Ege University Hospital.	Türkiye
Youth	Kocaeli University KOU Racing Team	We became the main sponsors of the Kocaeli University KOU Racing Team, supporting their participation in the Formula Student competition, which attracts hundreds of students from around the world.	Global
Adult	Contribution to the Environment	Donation of saplings to the Foundation for the Protection and Promotion of Environmental and Cultural Values in honor of employees' birthdays.	Türkiye
Society	Folkart Gallery	In 2022, we hosted exhibitions featuring works by Turkish Impressionist painter İbrahim Çallı and world-renowned photographer Çerkes Karadağ.	İzmir
Society	Izmir International Fair	Folkart contributed to the Mogambo Jazz Nights by sponsoring street performances, theater plays, and stage shows at the İsmet İnönü Stage and the Fair Open Air Theater.	İzmir
Society	Active Support Movement	It was accomplished through the voluntary support of 12 leading brands in Türkiye, aimed at creating a comfortable and motivational atmosphere for doctors in emergency clinics.	Türkiye



Fairy Tale House - İzmir



Folkart Gallery - İzmir



Izmir International Fair - İzmir



Contribution to the Environment - Türkiye



KOU Racing Team - Global



Folkart Gallery "Painting Education for Children" - Izmir

Appendices

Performance Indicators

Social Performance Indicators

Environmental Performance Indicators

United Nations Global Compact (UNGC)

GRI Content Index

Corporate Memberships



Social Performance Indicators

EMPLOYEE DEMOGRAPHICS				
		2020	2021	2022
Total Number of Employees		1637	1716	1993
	Female	437	453	1082
	Male	1200	1263	911
Employees by Nationality		1637	1716	1993
	Indigenous	1634	1713	1991
	Foreigner	3	3	2
Total Number of Employees by Category		1637	1716	1993
	White Collar	896	885	1039
	Female	309	311	351
	Male	587	574	688
	Blue Collar	741	831	954
	Female	127	144	159
	Male	614	687	795
Total Number of Employees by Contract Type		1637	1716	1993
	Permanent	1559	1609	1946
	Female	420	427	1072
	Male	1139	1182	874
	Temporary	78	107	47
	Female	17	26	8
	Male	61	81	39
Total Number of Employees by Employment Type		1637	1716	1993
	Full Time	1637	1716	1992
	Female	437	453	1081
	Male	1200	1263	911
	Part Time	0	0	1
	Female	0	0	1
	Male	0	0	0

EMPLOYEE DEMOGRAPHICS				
		2020	2021	2022
Total Number of Employees by Education Level		1637	1716	1993
	Primary education	311	342	338
	High School	412	457	535
	Associate Degree	205	217	278
	University	606	603	731
	Master's Degree	102	96	111
	PhD	1	1	0
Total Number of Employees by Age Groups		404	412	694
	Under 30 years old	1154	1202	1212
	30-50 years old	79	102	87
	50 years and older	56	70	77
Senior Management Structure (Number)		20	21	18
	Female	36	49	59
	Male	56	70	77
	Indigenous	56	70	77
	Foreigner	0	0	0
	Under 30 years old	56	70	77
	30-50 years old	0	0	0
	50 years and older	40	52	62
	16	18	15	
Number of Disabled Employees		55	44	37
Number of Intern University Students		70	76	89
Number of Intern High School Students		12	22	36
Number of Employees on Maternity and Paternity Leave		50	38	40
	Female	26	11	18
	Male	24	27	22
Number of Employees Returning from Maternity and Paternity Leave		43	33	34
	Female	19	6	12
	Male	24	27	22

Social Performance Indicators

EMPLOYEE TURNOVER(%)	2020	2021	2022
Turnover Rate (%)	22,2%	28,3%	30,3%
Number of New Hires	450	524	693
Female	90	108	187
Male	360	416	506
Total	450	524	693
30 years and below	220	244	404
30-50 years old	217	257	278
50 years and older	13	23	11
Number of Employees Who Quit	363	485	603
Female	224	285	416
Male	139	200	187
Total	363	485	603
30 years and below	136	176	242
30-50 years old	207	291	337
50 years and older	20	18	24

OHS	2020	2021	2022
OHS Committee	7	7	7
Total number of members in established OHS committees	82	82	85
Number of employee representatives in established OHS committees	18	18	20

Note: Each of the Group companies has an OHS Board structure.

Number of Work Related Deaths	2020	2021	2022
Direct Employment	0	0	0
Female	0	0	0
Male	0	0	0

EMPLOYEE DEVELOPMENT	2020	2021	2022
Employee Trainings - Number of Participants (person)	982	1511	2212
Employee Trainings - Total Hours (person*hour)	36685	27.641	19.819
Number of Employees Provided with Regular Performance Evaluation Feedback	1489	1562	1610
White Collar	899	891	1021
Female	312	312	351
Male	587	579	670
	590	671	589
	78	91	79
	512	580	510

* The Performance Indicators data includes consolidated data from Saya Headquarters and group companies: Volt Electric Motors, Folkart, and Humanis.

Environmental Performance Indicators

CONSOLIDATED ENVIRONMENTAL PERFORMANCE INDICATOR			
	2020	2021	2022
Direct Energy Consumption by Source (kWh)			
Natural Gas	1.190.688,00	1.141.992,18	1.275.028,97
Electricity	0,14	1.936.750,19	2.625.985,92
Emission Amounts (tons)			
Scope 1	5.164,00	4.962,00	5.171,79
Scope 2	9.762,00	8.972,00	7.537,24
Scope 3	459.690,00	213.624,00	329.068,10
Scope 4	0,00	0,00	118.426,78
Scope 5	0,00	0,00	0,00
Total	474.616,00	227.558,00	460.156,52
Total Water Consumption (m ³)	171.258,00	159.712,00	207.160,00
Amount of Hazardous Waste (tons)	403.272,00	631.434,00	596.945,00
Amount of Non-Hazardous Waste (tons)	4.280.657,36	4.809.335,00	4.945.776,59
Total Amount of Waste Recycled			
Volt Electric Motors	91%	88%	89%
Folkart	62%	74%	86%
Humanis	45%	42%	54%

United Nations Global Compact

PRINCIPLES	RELEVANT SECTION OF THE REPORT	
HUMAN RIGHTS	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 1: Businesses should support and respect proclaimed human rights.	Ethics and Compliance, P. 52
		Human Resources, Rights and the Future P. 56-59
		Performance and Compensation, P. 66-67
		Occupational Health and Safety, P.70-71
STANDARD OF WORK	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 2: Business should not be complicit in human rights abuses.	Ethics and Compliance, P. 52
		Human Resources, Rights and the Future P. 56-59
	Principle 3: Businesses should support workers' freedom of association and collective bargaining.	Ethics and Compliance, P. 52
		Human Resources, Rights and the Future P. 56-59
	Occupational Health and Safety, P.70-71	
STANDARD OF WORK	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 4: End the use of forced and compulsory labor.	Ethics and Compliance, P. 52
		Human Resources, Rights and the Future P. 56-59
	Principle 5: End all forms of child labor.	Ethics and Compliance, P. 52
		Human Resources, Rights and the Future P. 56-59
STANDARD OF WORK	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 6: End discrimination in recruitment and placement	Ethics and Compliance, P. 52
		Human Resources, Rights and the Future P. 56-59

PRINCIPLES	RELEVANT SECTION OF THE REPORT	
ENVIRONMENT	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 7: Businesses should support precautionary approaches to environmental challenges.	Sustainable Supply Chain Policy, P. 44
		Circular Economy, P. 30
		Environmental Policy, P.30
		Audit and Risk Management (Environmental Risks), P. 50
ENVIRONMENT	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 8: Support all activities and organizations that increase environmental responsibility.	Entrepreneurship Projects, P. 46-47
		Environmental Management, P. 30-37
		Environmental Policy, P.30
ANTI-CORRUPTION	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 9: Support the development and diffusion of environmentally friendly technologies.	Digital Transformation and Integrated Governance, P.40-41
		Energy and Emissions Management, P. 32-33
ANTI-CORRUPTION	Sustainability Manifesto, P.18	
	Sustainability Strategy, P.18	
	Principle 10: Businesses should fight corruption in all its forms, including bribery and extortion.	Human Rights Policy, P.56

GRI Content Index

General Description	General Notifications	Place of Notification and Description	Description of Knowledge Not Given
	2-1 Details of the organization	About the Report, P. 4-5	
	2-2 Organizations included in sustainability reporting	About the Report, P. 4-5	
	2-3 Reporting period, frequency and contact information	About the Report, P. 4-5	
	2-4 Restatement of knowledge	About the Report, P. 4-5	
	2-5 External Audit	GRI Content Index: None	
	2-6 Operations, value chain and other business relationships	About the Report, P. 4-5 About Saya Group, P. 10-13 Strategic Organization and Objectives, P. 16-17 Sustainability in Saya, P. 18-19 Stakeholder Management, P. 22-23 Our Sustainability Journey, P. 24-25	
	2-7 Employees	Strong Future for Society, P. 54-67	
	2-8 With non-employee employee	Product and Production Continuity, P. 42-43	
GRI 2: General Description 2021	2-9 Management structure and composition	About Saya Group, P. 12-13	
	2-10 Chair of the highest governance body	About Saya Group, P. 12-13	
	2-11 Role of the highest governance body in overseeing the management of impacts	Sustainability in Saya, P. 18-19	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability in Saya, P. 18-19	
	2-13 Delegation of responsibility for managing impacts	Sustainability in Saya, P. 18-19	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability in Saya, P. 18-19	
	2-15 Conflict of interest	Ethics and Compliance, P. 50-51	
	2-16 Communicating critical concerns	Ethics and Compliance, P. 50-51 Stakeholder Management, P. 22-23	
	2-17 Collective knowledge of the highest governance body	About Saya Group, P. 12-13	
	2-18 Assessing the performance of the highest governance body	GRI Content Index: Performance is evaluated at the Board of Directors meetings held throughout the year.	
	2-19 Compensation policies	Performance and Compensation, P.64-65	

General Description	General Notifications	Place of Notification and Description	Description of Knowledge Not Given
	2-20 Wage determination process	Performance and Compensation, P.64-65	
	2-21 Annual total compensation rate	-	GRI Content Index: This information is not shared for confidentiality reasons.
	2-22 Statement on sustainable development strategy	Sustainability in Saya, P. 18-19	
	2-23 Policy commitments	Sustainability in Saya, P. 18-19	
	2-24 Embedding policy commitments	Sustainability in Saya, P. 18-19	
GRI 2: General Description 2021	2-25 Processes to remediate negative impacts	Audit and Risk Management, P.46-49	
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, P. 50-51	
	2-27 Compliance with laws and regulations	Product and Production Continuity, P. 42-43 ** GRI Content Index: Saya Group Headquarters was not fined for non-compliance with laws and regulations during the reporting period.	
	2-28 Memberships	Memberships, P. 86-87	
	2-29 Stakeholder engagement approach	Stakeholder Management, P. 22-23	
	2-30 Collective Labor Agreements	-	GRI Content Index: None.
PRIORITY ISSUES AND ANALYSIS			
GRI 3: Priority Issues 2021	3-1 Process for identifying priority issues	Priority Issues and Analysis, P. 20-23	
	3-2 Priority issue list	Priority Issues and Analysis, P. 20-23	
STAKEHOLDER MANAGEMENT			
GRI 3: Priority Issues 2021	3-3 Management of the priority issue	Priority Issues and Analysis, P. 20-23	
	102-40 List of stakeholder groups	Stakeholder Management, P. 22-23	
GRI 102: General Notifications	102-42 Identification and selection of stakeholders	Stakeholder Management, P. 22-23	
	102-43 Stakeholder engagement approach	Stakeholder Management, P. 22-23	
	102-44 Key issues and concerns	Stakeholder Management, P. 22-23	

General Description	General Notifications	Place of Notification and Description	Description of Knowledge Not Given
DIGITAL TRANSFORMATION AND INTEGRATED GOVERNANCE			
GRI 3: Priority Issues 2021	3-3	Management of the priority issue	Priority Issues and Analysis, P. 20-23
GRI 103: Management Approach	103-2	Management Approach and its Components	Digital Transformation and Integrated Governance, P. 38-39
INFORMATION SECURITY			
GRI 3: Priority Issues 2021	3-3	Management of the priority issue	Priority Issues and Analysis, P. 20-23 Information Security, P. 40-41
PRODUCT AND PRODUCTION CONTINUITY			
GRI 3: Priority Issues 2021	3-3	Management of the priority issue	Priority Issues and Analysis, P. 20-23
GRI 103: Management Approach	103-2	Management approach and its components	Product and Production Continuity, P. 42-43
	103-3	Evaluation of the management approach	Product and Production Continuity, P. 42-43
ENTREPRENEURSHIP PROJECTS			
GRI 3: Priority Issues 2021	3-3	Management of the priority issue	Priority Issues and Analysis, P. 20-23
GRI 103: Management Approach	103-2	Management approach and its components	Entrepreneurship Projects P.44-45
	103-3	Evaluation of the management approach	Entrepreneurship Projects P.44-45
AUDIT AND RISK MANAGEMENT			
GRI 201: Economic Performance 2016	201-2	Financial consequences and other risks and opportunities arising from climate change	Audit and Risk Management, P.46-49
GRI 3: Priority Issues 2021	3-3	Management of the priority issue	Priority Issues and Analysis, P. 20-23 Audit and Risk Management, P.46-49
	103-2	Management approach and its components	Audit and Risk Management, P.46-49
GRI 103: Management Approach	103-3	Evaluation of the management approach	Audit and Risk Management, P.46-49
ETHICS AND COMPLIANCE			
GRI 103: Management Approach	103-2	Management approach and its components	Ethics and Compliance, P. 50-51
	103-3	Evaluation of the management approach	Ethics and Compliance, P. 50-51
	205-1	Assessment of risks related to corruption	Ethics and Compliance, P. 50-51
GRI 205: Anti-Corruption 2016	205-2	Communication practices and trainings on anti-corruption policies and procedures	Ethics and Compliance, P. 50-51
GRI 3: Priority Issues 2021	3-3	Priority issue management	Priority Issues and Analysis, P. 20-23 Ethics and Compliance, P. 50-51
GRI 408: Child Labor	408-1	Activities and suppliers identified as having a significant risk of child labor	Ethics and Compliance, P. 50-51
GRI 409: Forced or Compulsory Labor	409-1	Activities and suppliers identified as having a significant risk of incidents of forced or compulsory labor	Ethics and Compliance, P. 50-51

General Description	General Notifications	Place of Notification and Description	Description of Knowledge Not Given
CIRCULAR ECONOMY			
GRI 103: Management Approach	103-2	Management Approach and Components	Circular Economy, P. 28-29
	306-2	Management of waste-related impacts	Circular Economy, P. 28-29
	306-3	Waste generated	Circular Economy, P. 28-29
GRI 306: Waste 2020	306-4	Waste diverted from disposal	Circular Economy, P. 28-29
	306-5	Disposed waste	Circular Economy, P. 28-29
ENERGY AND EMISSION MANAGEMENT			
GRI 3: Priority Issues	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23
	302-1	Energy consumption within the organization	Energy and Emissions Management, P. 30-31
GRI 302: Energy 2016	302-3	Energy density	Energy and Emissions Management, P. 30-31
	302-4	Reducing energy consumption	Energy and Emissions Management, P. 30-31
	305-1	Direct (Scope 1) greenhouse gas emissions	Energy and Emissions Management, P. 30-31 Environmental Performance Indicator, P. 77
	305-2	Indirect (Scope 2) greenhouse gas emissions	Energy and Emissions Management, P. 30-31 Environmental Performance Indicator, P. 77
GRI 305: Emissions 2016	305-3	Other (Scope 3) greenhouse gas emissions	Energy and Emissions Management, P. 30-31 Environmental Performance Indicator, P. 77
	305-4	Reducing greenhouse gas emissions	Energy and Emissions Management, P. 30-31
WATER MANAGEMENT AND EFFICIENCY			
GRI 3: Priority Issues 2021	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23
GRI 103: Management Approach	103-2	Management Approach and its Components	Water Management and Efficiency, P. 32-33
	303-3	Water Withdrawal	Water Management and Efficiency, P. 32-33
	303-4	Water Discharge	Water Management and Efficiency, P. 32-33
GRI 303: Water and Wastewater 2018	303-5	Total Water Consumption	Environmental Performance Indicator, P. 77 Water Management and Efficiency, P. 32-33
	303-6	Management of significant waste-related impacts	Water Management and Efficiency, P. 32-33
BIODIVERSITY			
GRI 3: Priority Issues	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23 Biodiversity, P. 34-35
	304-1	Owned, leased, managed operational sites within or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity, P. 34-35
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity, P. 34-35
	304-3	Habitats protected and restored	Biodiversity, P. 34-35

General Description	General Notifications	Place of Notification and Description	Description of Knowledge Not Given
---------------------	-----------------------	---------------------------------------	------------------------------------

PRODUCT AND PRODUCTION CONTINUITY

GRI 3: Priority Issues	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23 Human Resources, Rights and the Future, P.54-57
GRI 103: Management Approach	103-2	Management Approach and Components	Human Resources, Rights and the Future, P.54-57
	103-3	Evaluation of the management approach	Human Resources, Rights and the Future, P.54-57

TALENT ACQUISITION AND DEVELOPMENT

GRI 404: Education and Training 2016	404-1	Average hours of training per employee per year	Talent Acquisition and Development, P. 60-63 Social Performance Indicator, P. 74-76
	404-2	Talent management and lifelong learning programs supporting employee development	Talent Acquisition and Development, P. 60-63
	404-3	Number of employees given regular performance evaluation feedback	Talent Acquisition and Development, P. 60-63

DIVERSITY, EQUALITY AND INCLUSION

GRI 3: Priority Issues	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23 Diversity, Equity and Inclusion, P.58-59
	405-1	Diversity of governing bodies and employees	Diversity, Equity and Inclusion, P.58-59
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salaries and wages of women to men	- GRI Content Index: This information is not shared for confidentiality reasons. Structured Approach disclosure is available.

PERFORMANCE AND COMPENSATION

GRI 3: Priority Issues	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23
GRI 103: Management Approach	103-2	Management Approach and its Components	Performance and Compensation, P.64-65
	103-3	Evaluation of the management approach	Performance and Compensation, P.64-65
GRI 2: General Description 2021	2-19	Compensation policies	Performance and Compensation, P.64-65
	2-20	Wage determination process	Performance and Compensation, P.64-65

EMPLOYEE SATISFACTION AND ENGAGEMENT

GRI 3: Priority Issues 2021	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23
GRI 103: Management Approach	103-2	Management Approach and its Components	Employee Satisfaction and Engagement, P. 66-67
GRI 401: Employment 2016	401-1	New hires and employee turnover	Employee Satisfaction and Engagement, P. 66-67 Social Performance Indicator, P. 74-76

General Description	General Notifications	Place of Notification and Description	Description of Knowledge Not Given
---------------------	-----------------------	---------------------------------------	------------------------------------

OCCUPATIONAL HEALTH AND SAFETY

GRI 3: Priority Issues 2021	3-3	Management of the priority issue	Priority Issues and Analysis, P. 20-23
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety, P. 68-69
	403-2	Type of injury and accident frequency rates, occupational diseases, lost days and absenteeism, and total number of work-related fatalities	Occupational Health and Safety, P. 68-69
	403-3	Occupational health services	Occupational Health and Safety, P. 68-69
	403-4	Employee involvement in occupational health and safety, consultation and communication	Occupational Health and Safety, P. 68-69
	403-5	Employee training on occupational health and safety	Occupational Health and Safety, P. 68-69
	403-6	Promotion of employee health	Occupational Health and Safety, P. 68-69
	403-7	Prevention and mitigation of occupational health and safety impacts directly related to labor relations	Occupational Health and Safety, P. 68-69
	403-9	Work-related injuries	Occupational Health and Safety, P. 68-69
	403-10	Work-related patient cases	Occupational Health and Safety, P. 68-69

CORPORATE SOCIAL RESPONSIBILITY

GRI 3: Priority Issues	3-3	Management of priority issues	Priority Issues and Analysis, P. 20-23
GRI 413: Local Communities 2016	413-1	Percentage of operations with local community engagement, impact assessments and development programs in place	Corporate Social Responsibility, P. 70-71

Corporate Memberships



United Nations
Global Compact



DIŞ EKONOMİK İLİŞKİLER KURULU
FOREIGN ECONOMIC RELATIONS BOARD



Great
Place
To
Work®

Certified
MAY 2023-MAY 2024
TÜRKİYE™



ÇEVKO
ÇEVRE KORUMA VE AMBALAJ ATIKLARI
DEĞERLENDİRME VAKFI
Environmental Protection and Packaging Waste
Valorization Foundation



SURDER
Health Products Association



EMOSAD
Electric Motors Manufacturers Association



EGE BÖLGESİ SANAYİ ODASI
AEGEAN REGION CHAMBER OF INDUSTRY



EİB
Aegean Exporters Association



KESİAD
Kemalpaşa Industrialists and Businessmen Association



TİSD
Turkish Pharmaceutical Industry Association



SUSTAINABILITY REPORT

2 0 2 1 - 2 0 2 2

Sustainability and Report Consultant:
Elif ark

Report Management:

Caner zsaran
Deniz Deren nen

Strategy, International Business
Development and Investments Directorate

Design:
Srdrlebilirlik Ajansı