

2024

# SUSTAINABILITY ACTION REPORT





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# About Report

As Tirsan Kardan, our Sustainability Action Report 2024 highlights our progress in the areas of people, environment and society. Covering the period from 1 January 2024, to 31 December 2024, this report provides a detailed overview of our sustainability strategies and initiatives.

With this report, we aim to share the progress we have made toward our goal of creating sustainable value, focusing on our operations in Turkey and the projects we have implemented throughout this process.





# Message from the Chairman of the Board

“ We develop innovative solutions for a sustainable future, creating value for the world and humanity. ”



## Esteemed Stakeholders,

In today's world, sustainability is not only about fulfilling our environmental responsibilities but also a fundamental element of creating social, economic and corporate value. With this understanding, our company is committed to integrating sustainability into all business processes, aiming to create a lasting impact.

With our international presence in the automotive sector and our engineering-driven approach, we strive to develop innovative technologies while minimizing our environmental footprint. Our sustainability journey is shaped not only by our goal of protecting the environment but also by our commitment to improving the quality of life for our employees, customers and all stakeholders.

In this report, you will find concrete examples of our sustainability strategies, including advancements in energy efficiency, carbon footprint reduction and social responsibility projects.

I extend my sincere gratitude to all our employees, business partners and customers who support us on this journey. We will continue to take strong steps toward making a shared future more sustainable.

Sincerely,

**Mehmet TIRYAKI**  
Chairman of the Board



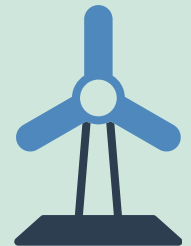
# About the Company

At our management, R&D center and production facilities in Manisa, we offer tailor-made solutions for the automotive industry with our high-quality product range, skilled workforce and high production capacity. From product development to manufacturing, from sales to after-sales services, we manage all processes in-house.

As one of the leading driveshaft manufacturers in Turkey and the world, we produce 1.5 million shafts annually for light commercial vehicles, heavy-duty trucks, buses, off-highway vehicles and industrial applications. We are a certified supplier to OEM customers in both Turkey and global markets.

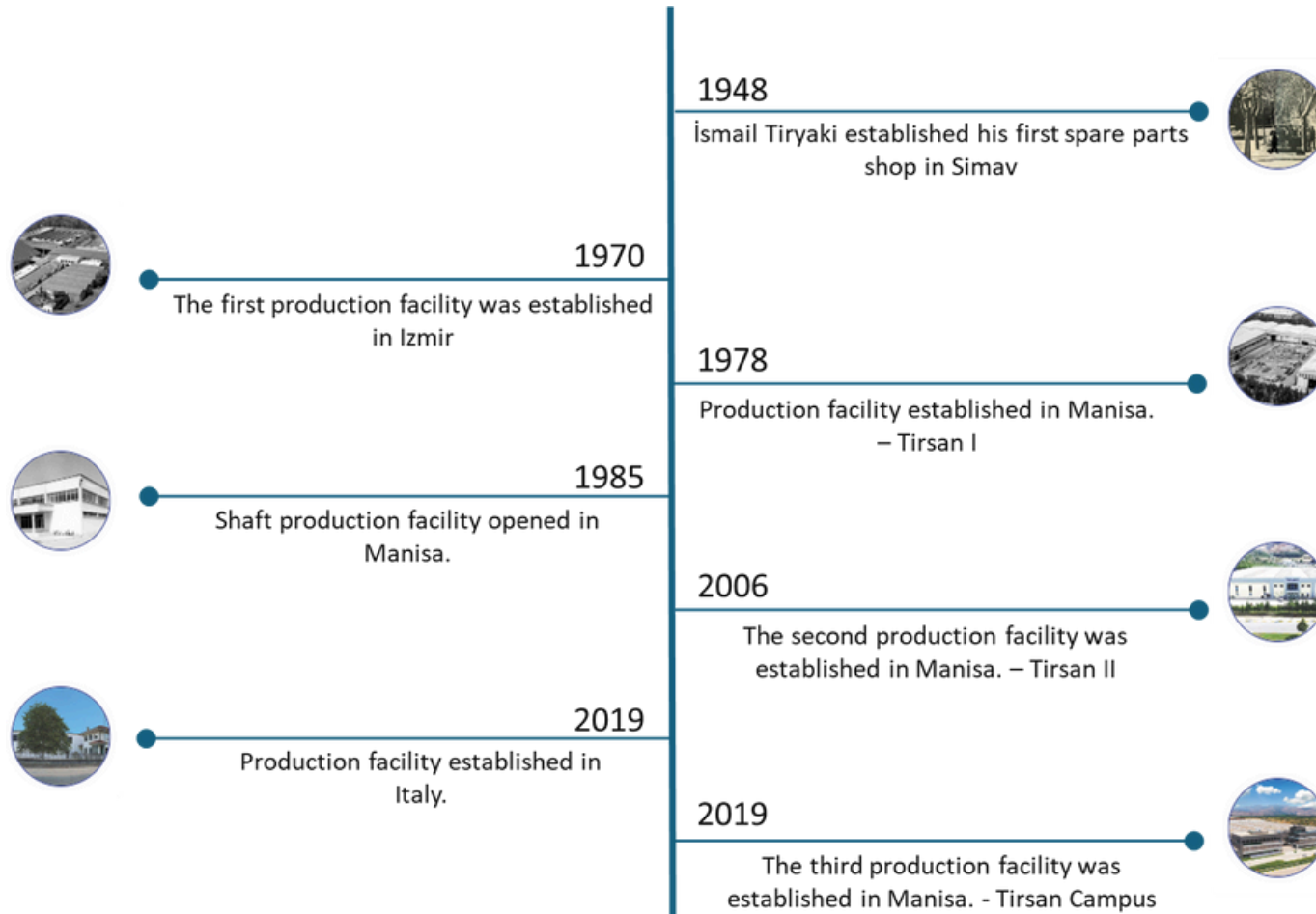
We export to over 70 countries across six continents, continuously producing high-tech, durable, reliable, environmentally friendly products that meet international quality standards. To meet market and customer demands, we develop local assembly, warehouse management and similar operational solutions. Today, we manufacture locally in Turkey and Italy and operate logistics warehouses in the U.S., Germany and Italy to ensure fast, efficient and just-in-sequence (JIS) deliveries.

With over half a century of experience, a highly competent workforce, and a strong management approach, we continue to move forward as a global brand toward our goals.





# Milestones



**Our Vision:** To become a multinational group of companies with balanced growth and sustainable profitability, achieving \$550 million in consolidated revenue, while staying committed to our core values.

**Our Mission:** To be an innovative, competitive, and socially responsible multinational group, effectively managing its assets, diversifying automotive and non-automotive revenues with industrial and non-industrial trade and real estate income and prioritizing the satisfaction of all stakeholders.





# Global Footprint

6 Continents

8 Locations

70+ Countries

67 Years of Experience

500+ Global Customers

1000+ Employees



## R&D Center

- Turkey, Manisa

## Manufacturing

- Turkey, Manisa
- Italy, Turin

## OEM Logistic Warehouses

- Germany, Dusseldorf
- Italy, Suzzara
- USA, Duncan SC
- USA, Charleston SC

## Aftermarket Warehouses

- Turkey, Manisa
- Italy, Turin
- USA, Duncan SC



# 2024 in Numbers



# Corporate Governance Principles

## TRANSPARENCY

We adopt an open and transparent communication policy in all our activities. By providing clear, accurate and timely information to all stakeholders, we build trust-based relationships. We facilitate access to information, regularly report our activities and share them with the public.

## FAIRNESS

Equitable and fair treatment of all stakeholders is a core value of our corporate culture. We ensure that everyone receives the recognition and opportunities they deserve without discrimination. Our decision-making processes are guided by equality, fairness and impartiality, fostering a work environment that upholds equal opportunity from recruitment to career development.

## ACCOUNTABILITY

We are firmly committed to accountability in all our processes. Within the corporate governance framework, we fulfill our duties and responsibilities with a transparent oversight mechanism and ensure compliance with independent evaluation standards.

## RESPONSIBILITY

We conduct our business with a strong sense of responsibility towards all stakeholders. Our management approach is based on ethics, fairness, and sustainability. We prioritize ethical values in all business processes, support socially beneficial projects and contribute to education, equal opportunities, and inclusivity. Our goal is to create long-term value for both our employees and business partners.





# Human Resources Policies

## TRAINING AND DEVELOPMENT

Contributing to the development of our colleagues and enabling their progress is one of the areas we take pride in. In today's fast-changing world, we support our colleagues in achieving their personal and professional development goals through the various training opportunities we offer.

## COMPENSATION AND BENEFITS MANAGEMENT

Our company's compensation management system consists of job sizes, market data, compensation policies, and performance parameters. We determine the job sizes that form the basis of the compensation management system using job evaluation methodology and apply a job content-based evaluation system that is independent of title and individual.

## ONBOARDING AND ORIENTATION EXPERIENCE

We ensure a smoother transition for our new colleagues by starting the onboarding process before employment and continuing with the orientation program after the recruitment process is completed.

## RECOGNITION AND REWARDING

We value the importance of ensuring that our colleagues work with the same excitement and motivation every day and share their achievements. Therefore, we create work environments where all our colleagues are recognized and rewarded fairly.

## DIVERSITY MANAGEMENT

As Tiryakiler Group, we shape our strategies with a sense of fairness and trust, adopting the principle of "equal opportunity in every area," from recruitment to career opportunities.

## ETHICS

At Tirsan Kardan, we place business ethics, reliability, and integrity at the center of all our processes. We expect our employees and business partners to act in accordance with high ethical standards. We commit to creating a respectful, fair and trustworthy work environment and implement a zero-tolerance policy against ethical violations. You may access our [Tirsan Kardan Code of Ethics Protocol](#) to learn more about the values we uphold to protect the interests of our company and employees.



# Our Human Resources Approach

## Tiryakiler Group of Companies Human Resources Strategies

In order to maintain and develop the position of our companies in global competitive conditions, we are shaping our strategy around the goal of being "Among the Most Preferred Employers" for our current and potential employees.



# Information Security and Privacy

Information security and privacy are an integral part of our business processes, and all our activities are conducted within the framework of the **ISO 27001 Information Security Management System**. Our security policies are regularly reviewed and improved to protect critical data, prevent unauthorized access and enhance resilience against cyber threats. With a systematic risk management approach, we ensure the security of information assets while continuously monitoring our compliance through periodic internal and external audits. By adhering to the principles of confidentiality, integrity and accessibility in all our processes, we continue to build a secure digital infrastructure for our business partners and stakeholders.

You may access **Tirsan Kardan Information Security Policy** [here](#).

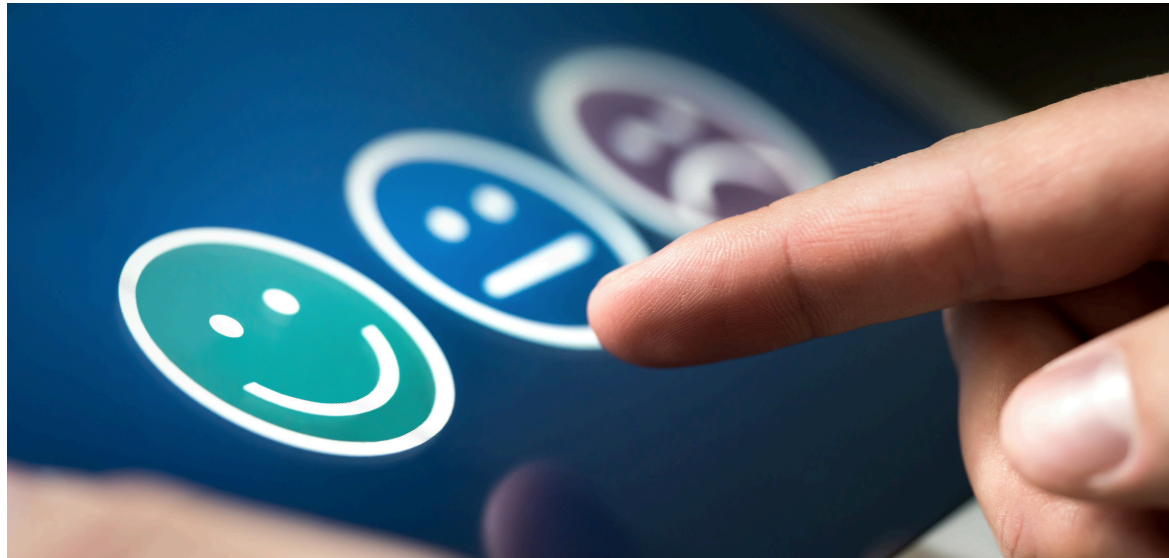


# Customer Satisfaction

At Tirsan Kardan, meeting customer expectations at the highest level and building sustainable partnerships are among our core priorities. In this regard, we continuously improve our customer communication channels and offer innovative products and services in line with changing industry dynamics and needs.

We view customer satisfaction not only as a goal but as a value that is placed at the center of all our business processes. To provide the best service to our customers, we collaborate closely with our employees, business partners and suppliers, creating a shared quality understanding throughout our value chain.

We proactively evaluate customer feedback and provide quick and effective responses through our solution-oriented customer support teams. In addition to the performance of our products, we aim to be a reliable business partner through our after-sales services, building long-term relationships with our customers and being by their side at every stage.





# Quality

At Tirsan Kardan, we consider quality not merely as a controlled aspect, but rather as an essential component of our production processes. In line with the principle "Quality is not controlled, it is produced," we have established our Quality Assurance System to aim at maximizing customer satisfaction. By fully complying with international quality standards, we work with precision at every stage of our production process, conducting all metallurgical and dimensional checks in our laboratories, from raw material entry to final product shipment.

In our quality control processes, we utilize advanced technologies such as CMM devices, hardness measurement methods, form scanning systems, grinding burn tests and metallurgical laboratory analyses to maximize the reliability and durability of our products. Additionally, we ensure quality assurance with a systematic approach using standard-compliant painting, welding and pipe testing methods.

We see our quality processes not as a necessity, but as an integral part of our corporate culture, embracing continuous improvement with the zero-defect principle. In line with our commitment to providing proven reliable products even under the most challenging working conditions, we continue to enhance our quality management systems, strengthening our sustainable production approach.

You may access [Tirsan Kardan Quality Policy](#) here.



# Risk Management

In our company, risk management is carried out under the responsibility of the **Quality Department** and is conducted in collaboration with all process owners, led by the General Manager. This process is structured in alignment with our company's strategic objectives and is effectively implemented at all organizational levels.

Risk management is supported by being widespread and integrated at every level of the organization. It is managed with a model where all existing and potential risks that could hinder the company's ability to achieve its goals are anticipated, monitored and action plans are created in advance.

Tirsan Kardan conducts efforts to detect and assess any risks that may threaten its existence, development, and continuity at an early stage, evaluate their impact and probability, manage these risks, take necessary precautions, and establish effective internal control systems.

While financial, operational, strategic and legal risks are systematically monitored, social, economic, and environmental risks are also subject to comprehensive evaluation. This process, which supports the sustainability and stable growth of our company, is reinforced by a strong internal control system.

At Tirsan Kardan, all business processes are carried out within the framework of the internal audit mechanism, which is an essential part of our corporate governance approach. Through our internal audit processes, the financial, operational, and governance processes of the company are evaluated in accordance with the established standards and necessary precautions are taken by anticipating risks.

Internal audit activities, conducted with an independent and impartial approach, are carried out regularly to increase the effectiveness of our processes and ensure full compliance with regulations and internal policy arrangements. Through this structure, our company creates a solid control environment that supports sustainable growth while adhering to the principles of transparency and accountability.



# R&D and Innovation

Our R&D Center, certified by the Ministry of Industry and Technology in 2016, manages all projects and activities related to both existing and new products under one roof. The R&D center spans a total area of 3,000 m<sup>2</sup>, where design, simulation, product development and project management activities are carried out. Additionally, our 1,865 m<sup>2</sup> testing center stands out with its state-of-the-art infrastructure.

Our R&D center has a multidisciplinary structure that brings together experts from different fields. Our team includes researchers specialized in mechanical engineering, materials and metallurgy engineering, mechatronics engineering, automotive engineering, aerospace engineering, process engineering, and basic sciences (chemistry and physics).

70% of our R&D team consists of researchers with high scientific expertise. The team includes 3 PhD graduates, 2 PhD students, 8 Master's graduates and 5 Master's students. This structure strengthens our capacity to develop advanced engineering solutions and innovative technologies.

At Tirsan Kardan, we view R&D and innovation as one of the cornerstones of our sustainable growth and value creation strategy. Thanks to our innovative approaches and R&D activities, we both enhance our existing product portfolio and seize opportunities to enter new markets. In this process, we aim to deliver environmentally friendly and technologically advanced products that better meet the needs of our customers. Additionally, we use innovation as a tool to contribute to the fight against the climate crisis and sustainable development goals.

In 2024, 15 projects were successfully carried out within our R&D center. These projects, aimed at developing innovative solutions and implementing advanced engineering practices, have made significant contributions to our new product development processes. The completed work has supported technological advancements that add value to the industry, highlighting the effectiveness of our R&D activities.

# Sustainable Product Design & Green Transformation Manifesto

A sustainable future in the automotive supply industry is made possible through efficient resource use and innovative engineering solutions. In our R&D efforts, we focus on design and production processes that minimize environmental impact, developing low-emission and long-lasting products. By prioritizing sustainability at every stage, from material selection to production techniques, we optimize raw material use and establish mechanisms for recycling industrial waste.

While integrating technologies that reduce carbon emissions in our production processes, we design innovative solutions that increase energy efficiency. By adopting sustainable alternatives in packaging management, we reduce our environmental footprint and implement practices that support green transformation across the supply chain. With our sustainable product strategies that address not only today's needs but also the requirements of the future, we aim to be a leader in driving transformation in the industry.

## HIGHLIGHTS

- Our R&D investments and innovative designs have made a significant contribution to our commercial success. **The share of new products in our revenue has reached 34.4%.** In line with our innovation-driven growth strategy, we will continue to lead the future with sustainable and competitive products that will quickly adapt to the changing demands of the market in the coming years.
- 
- With **over 300 intellectual property products** in our patent and utility model portfolio, we demonstrate the engineering expertise of our R&D center and the importance our company places on technological advancement. Each new idea contributes to the transformation of the industry and supports our vision of creating sustainable and competitive solutions.
- 

\*2024 year average





# Digital Transformation Projects

The digitalization-focused efforts in our R&D center are enhancing process efficiency while strengthening operational continuity.

One of the projects carried out in this scope focuses on the development of smart monitoring systems to detect potential faults in test equipment in advance and ensure rapid intervention. Thanks to this system, potential issues are identified before they occur, allowing test processes to continue uninterrupted.

In another project, a platform has been created to facilitate remote access to test processes for our customers. This work aims to monitor the status of test equipment in real-time and increase operational efficiency by allowing remote intervention when necessary.

Additionally, with SAP integration, work orders are now tracked in the digital environment. This integration has made process management more systematic, accelerated workflows, and optimized resource utilization.

In 2024, our R&D center achieved a **61%** reduction in energy consumption through energy efficiency improvement efforts.



# Digital Transformation Projects

The digital transformation journey implemented across all departments of our company is shaped by innovative technologies that enhance operational efficiency, optimize processes and strengthen strategic decision-making mechanisms. The projects launched in this direction are making our business processes more efficient, flexible and agile, in line with sustainability principles.

## Robotic Process Automation (RPA)

Launched in 2022, our Robotic Process Automation (RPA) project automates repetitive and manual tasks, allowing our employees to focus on more strategic and value-added responsibilities. Critical business processes, such as accounting, finance, human resources, IT infrastructure management and supply chain management, have been optimized using rule-based AI and workflow automation. This project has increased operational speed and accuracy, enabling our managers to make faster and more effective decisions. Efforts to expand the use of RPA throughout the company are ongoing.

## Business Intelligence and Data Analytics Management

Since 2024, a platform has been developed to strengthen business intelligence and data analytics processes and has been made available to our managers. This system integrates different data sources into a single platform, supporting data-driven decision-making processes with intelligent search, visualization and intuitive analysis capabilities. The platform enables our managers to conduct faster and deeper analyses, increasing our corporate agility.

## Low-Code Platform and Digital Process Management

Since 2024, the low-code platform has been included in our digital transformation strategy. This platform, which offers innovation, efficiency, and competitive advantages in the digital environment, provides the opportunity to develop flexible and scalable solutions. In the initial phase, the Meeting Management application and T-Suggestion processes have been launched and efforts are ongoing to expand the platform across the company.

The digital transformation projects we are carrying out not only increase efficiency but also contribute to our sustainability goals by optimizing resource usage. Our future investments are focused on integrating technological advancements into our business processes, promoting innovation and enhancing corporate agility.



# Our Sustainability Vision and Strategy

As Tirsan Kardan, we aim to integrate environmental, social and economic sustainability into our business processes within the global automotive industry. Our goals include reducing carbon emissions, increasing renewable energy sources, adopting circular economy principles and developing practices that support employee well-being. We shape these goals within the framework of the United Nations Sustainable Development Goals, the Paris Climate Agreement and the Green Deal Action Plan.



## HUMAN

We support the professional and personal development of our employees under the Tirsan Academy umbrella with projects like "Internshape" and the "Tirsan Kardan MBA Program." We provide a fair working environment to all our stakeholders based on inclusive work policies grounded in equality.



## ENVIRONMENT

We optimize energy consumption and reduce carbon emissions through the solar energy plants established in our factories. We regularly improve our processes to ensure waste separation at the source and increase recycling rates.



## SOCIETY

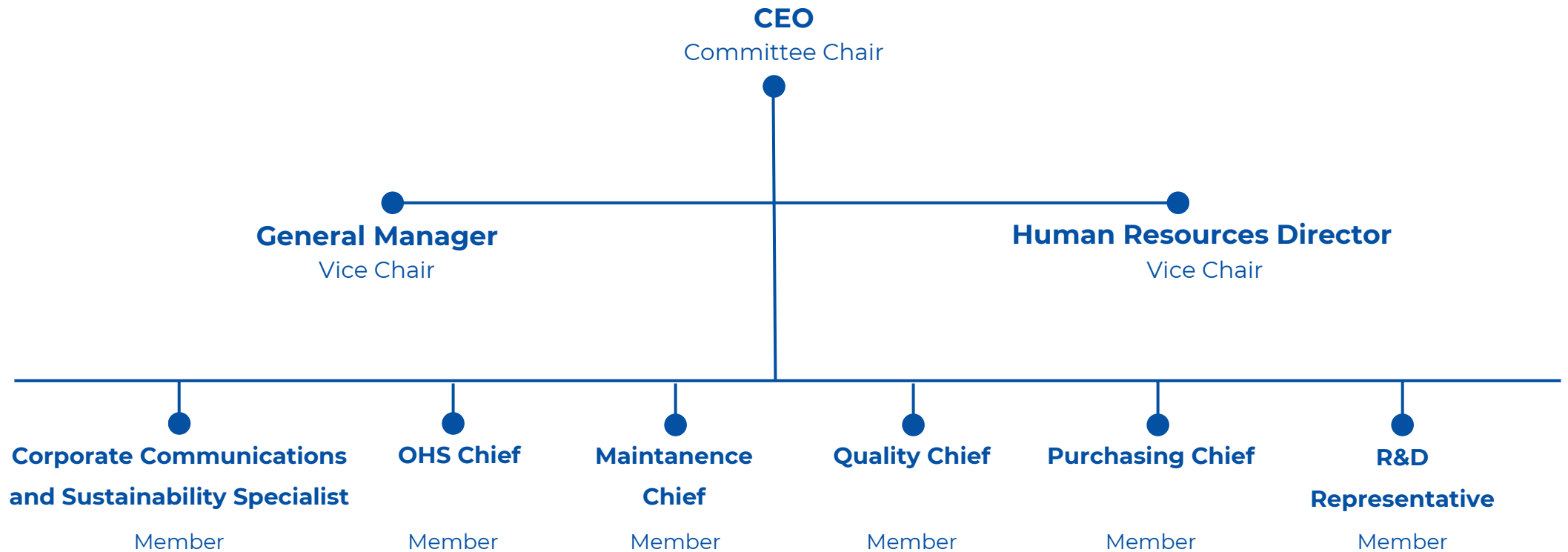
We are building a sustainable supply chain by encouraging our suppliers to comply with environmental and social quality standards. By developing eco-friendly products with a low carbon footprint, we are leading the industry.



# Sustainability Management

A Sustainability Committee has been established to determine Tirsan Kardan Inc.'s sustainability strategy, implement, monitor and audit its policies, goals and practices in the areas of environmental, social and corporate governance and report to the Board of Directors to increase the value generated in these areas. The purpose of this arrangement is to define the duties and operational principles of the Tirsan Kardan Inc. Sustainability Committee.

## Sustainability Committee



# Sustainability Management

- The Committee ensures alignment with the seventeen (17) goals of the United Nations Sustainable Development Goals and identifies the areas to be followed. It works to integrate sustainability into Tirsan Kardan A.Ş.'s business practices and develops projects accordingly.
- It prepares and updates control procedures related to processes and activities in the identified areas, determines the sustainability communication practices and submits them for approval by the Board of Directors.
- It identifies the key issues to focus on regarding sustainability, develops strategies, goals, roadmaps and policies and announces them to the public with a decision from the Board of Directors.
- It informs employees about sustainability activities.
- 

- The Committee follows national and international innovations in sustainability. It actively participates in the activities of local and international non-governmental organizations that work on sustainability issues and to which the company is a member. It monitors developments in organizations where the company is not a member and presents those that may benefit the company to the Board of Directors.
- It proactively manages risks in environmental, social and corporate governance areas and directs the sustainability strategy.
- It establishes performance metrics to achieve the goals set within sustainability activities.
- It encourages projects aimed at reducing carbon emissions in business processes as part of efforts to combat climate change.

- The Committee regularly reviews, improves, develops, implements, monitors, and audits sustainability goals, policies, practices, operating principles, and management systems, presenting them for approval by the Board of Directors.
- It makes decisions on national and international memberships and partnerships that will support the success of the sustainability strategy and goals.
- The Committee ensures that the outputs of the work within its structure align with the sustainability strategy and business strategy.
- If deemed necessary for the successful management of sustainability efforts, the Committee establishes, empowers and coordinates Working Groups under its umbrella.

# Thematic Goals

SUSTAINABLE THEMATIC GOALS



## Decorbonization

1

Investing in energy-efficient technologies and developing innovative solutions to reduce our carbon footprint.



2

## Sustainable Talent Management

Strengthening our human resources processes with a sustainable approach.



3

## Sustainable Product and Process Innovation

Encouraging a culture of innovation to make processes more sustainable and efficient.



4

## Supply Chain Sustainability

Raising sustainability standards in the supply chain by considering environmental and social impacts throughout all processes.



# Message from the CEO

“ True success starts and flourishes with the value we place on people. ”



## Dear Business Partners and Colleagues,

In today's business world, the sustainability of success is not solely dependent on technological innovations or financial outcomes. We operate with a philosophy that places people at the heart of our business, aiming to maximize the potential of every individual.

The standards we have established for the health, safety and development of our colleagues are not just rules to be followed; they are the cornerstones of how we work. From our training programs to the improvement of our working environments, every step we take is focused on ensuring that our employees feel secure, valued and open to growth.

At the same time, through our social responsibility projects aimed at improving the well-being of society, we go beyond our corporate boundaries and contribute to a broader population of people and living beings. This approach is not just a strategy, but a reflection of the values we believe in.

For us, being people-centered means considering not only the present but also the future of the workforce. Accompanying our colleagues on their career journey, fulfilling our responsibilities to society and providing equal opportunities for every individual are fundamental elements of our people-centric vision.

In the following sections of this report, you will find in detail all the activities we have carried out with a focus on "People." We wholeheartedly believe that, together with you, we will build a stronger future.

Sincerely,

**Tolga ÖZER**  
CEO

# Human

## EMPLOYEES AND HUMAN RIGHTS

At Tirsan Kardan, protecting the rights of our employees and showing them respect is one of the most important values of our workforce. Adopting a human rights-respecting approach both in the workplace and outside of it and creating a sustainable work environment, are our top priorities.

We approach our employees, customers, suppliers, and all other stakeholders with the principles of "equality" and "respect." In all the processes we conduct with our stakeholders, we foster a fair, transparent, trust-based and egalitarian approach.

To prevent discrimination in the workplace, we conduct regular training sessions and ensure that all our employees benefit from equal rights.

## WORKING CONDITIONS

We are committed to providing equal opportunities to all our employees, ensuring a fair approach regardless of gender, age, ethnicity, or other personal characteristics. We treat our employees equally, without any discrimination based on race, gender, religion, language, age, disability status, sexual orientation, or any other factor. We provide safe, healthy and fair working conditions and we are dedicated to conducting all our business relationships with honesty, transparency and in compliance with laws and regulations. You may access our [Human Resources Policy](#) here.





We emphasize the importance of our employees being trustworthy and honest within the scope of business ethics, protecting the company's reputation, avoiding conflicts of interest, ensuring information confidentiality and embracing responsibility toward stakeholders. We carry out initiatives to foster these values among our employees.

To enable our employees to report any ethical violations, we use the Ethics Hotline. Violations can be reported by calling the hotline at 4443845 or by sending an email to [tirsankardan@etikhat.com.tr](mailto:tirsankardan@etikhat.com.tr). Our [Ethics Policy](#) ensures that we provide a fair, transparent, understandable and respectful working environment for our employees.

Through continuous improvements in our processes, we aim to ensure the participation of all employees in business ethics training and we diligently follow up on all notifications received through the Ethics Hotline, ensuring that they are resolved as quickly as possible.

## DIVERSITY, INCLUSION AND EQUALITY

At Tirsan Kardan, we embrace diversity and inclusion as one of our core values. Different perspectives, cultural richness and individual differences are recognized as elements that add value to our organization and strengthen us.

We are committed to creating a work environment where our employees feel valued, have equal opportunities and show respect for one another. In line with this goal, we provide all the necessary tools and support systems to help each individual reach their full potential.





**We support women's employment in the workforce and production and we work towards equality in the industry.**

In 2024, one of our key priorities was to increase women's employment in production. To achieve this goal, we launched the "Heels in Production" project. With this project, we aimed to contribute to the industry while also taking an important step towards gender equality by increasing the number of female employees in production processes.

As part of the project, we provided necessary training and support programs to empower women in production areas and integrate them into the industry. This initiative not only encouraged women's participation in the workforce and offered economic opportunities but also created a significant amount of employment. The **"Empowering Women in Production"** project has helped lay the foundation for a more equitable working environment, inspiring not only our female employees but the entire team.

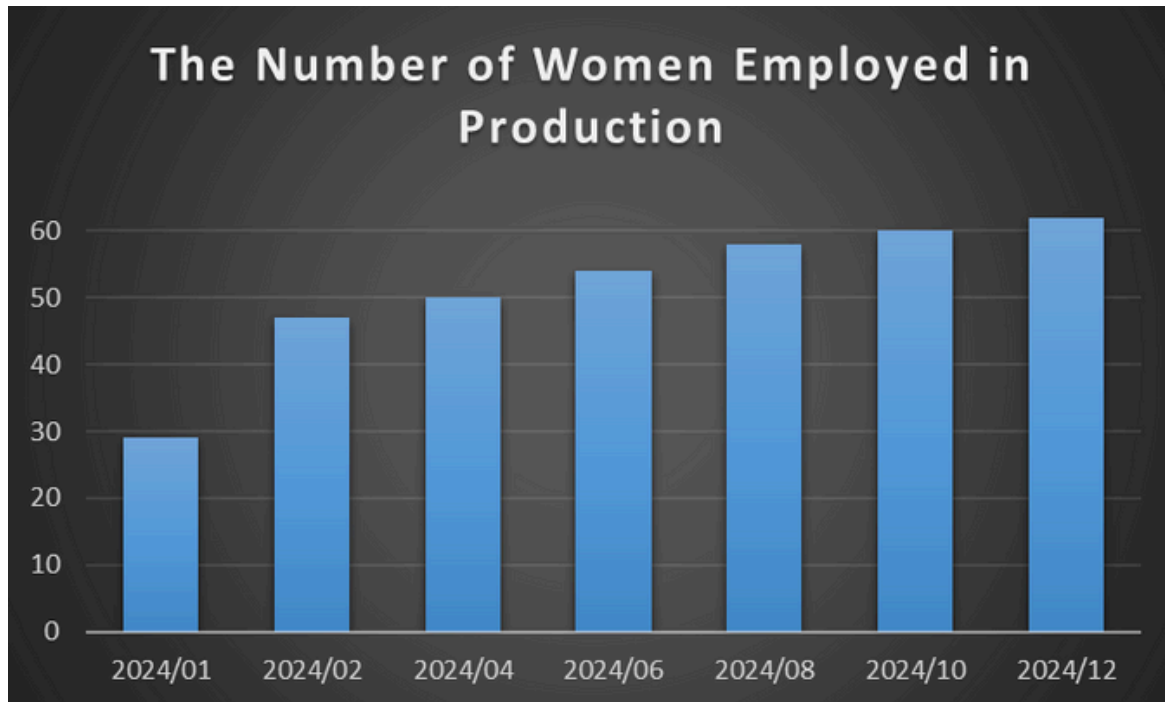
At Tirsan Kardan, following the steps we took to increase women's employment in production with the "Empowering Women in Production" project, we also launched the **"Mentor-Mentee Social Responsibility Project"**. Through this initiative, we brought together female students in their final year at MOSTEM High School and female employees of Tirsan, to support the personal development of young women and prepare them for the professional world.

The Mentor-Mentee project was designed to enable our female employees to share their work-life experiences with the female students, helping them with career planning and supporting them in discovering their personal growth areas. Our employees' contributions were invaluable in expanding the students' networks, offering the right guidance towards their career goals and preparing them for stepping into the workforce.



This social responsibility project also emphasizes the "Quality Education" goal from the United Nations' 17 Sustainable Development Goals. This step, aimed at the education of young women and their strong presence in the business world, aims to create a sustainable impact on gender equality and quality education.

\*The number of women working in production in 2024.





## TİRSAN ACADEMY

We aim to achieve significant breakthroughs for sustainable success in every era by blending our deep-rooted history with a strong human resource management approach. In line with this vision, we launched Tirsan Academy in 2023 with the goal of touching the education, development and careers of our employees. Tirsan Academy is designed as a platform that will add value to the lives of our employees, who are our most valuable asset and support their development in all areas. Within the Academy, we collaborate with universities and technical high schools to prepare young people for professional careers. Tirsan Academy serves as a bridge, carrying our company's success from generation to generation by offering educational experiences to our employees.

The **"InternShape"** project, which we launched under the umbrella of Tirsan Academy, is specifically designed to support the career journeys of young talents. Through this structure, we aimed to make our internship recruitment process more systematic and effective while contributing to the industry by providing well-equipped individuals.

We have positioned **InternShape** not just as an internship program but as a career development platform that centers learning, growth and experience. With this project, we ensure that young individuals take a strong step into the workforce, offering them an opportunity to closely experience the dynamics of the industry.

In 2024, we came together with **11** interns as part of the InternShape program and contributed to their professional development. Due to their experiences and the success they demonstrated throughout the process, we integrated **3** of the interns as full-time members of our team. Providing opportunities to young talents and nurturing them to become the professionals of the future is one of the cornerstone principles of our human resource approach.





## TRAINING AND DEVELOPMENT

At Tirsan Kardan, within the framework of the philosophy of Continuous Development, we consider enhancing our employees' competencies and maximizing their potential as one of our primary goals. With the investments we make in people, we are shaping not only today's workforce but also the workforce of the future.

In this regard, when planning our training and development processes, we take into account both the dynamics of the industry and the individual needs of our employees. We support our teams through regular technical trainings, leadership programs and innovation workshops, while raising awareness in key areas such as digitalization and sustainability.

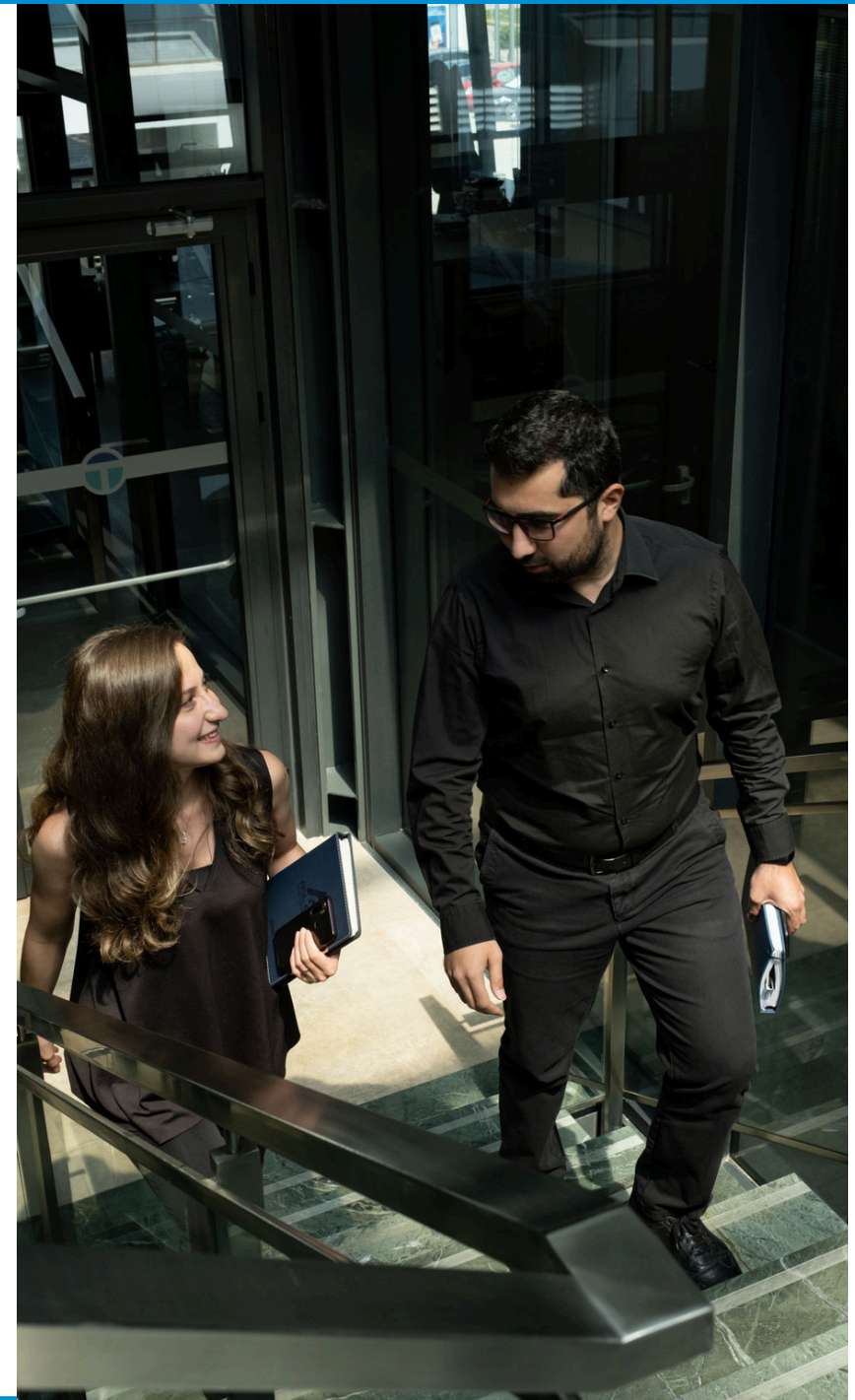
### Employee Training (2024)

Total Training Hour	23.888
Average Training Hours per Employee	25,71

In 2024, we increased training hours for employees and expanded access to our digital training platform. We encourage all employees to engage in their personal development. Each month, we are introducing diverse and engaging training themes. Alongside mandatory training, we are focusing on key topics like emotional intelligence, time management, teamwork, and collaboration to boost individual and team success.

### Digital Training Platform User Data (2024)

Total Hours Spent on Training	695,46
Average Experience Duration per Person (Hours)	7,73



## MBA PROGRAM

As part of the opportunities we provide to continuously support the development of our employees, **23** of our employees participated in the Mini MBA program, which was a result of the university-industry collaboration with Yaşar University. After a total of **2576** hours of training, our employees successfully completed the program.

The program not only enabled our employees to acquire academic knowledge, but also allowed them to make significant strides in leadership and personal development. Through this program, we aimed to help our employees gain leadership, strategic thinking and business knowledge, while also equipping them with competencies that contribute to our company's growth and sustainability goals.

During the MBA program, our employees developed projects that were inspired by the education they received and turned into business ideas. At the end of the program, each participant presented a poster to their manager, showcasing their developed business ideas. As a result, valuable projects were brought to life.

As a step that aligns with our company's vision, we will continue to offer our employees important opportunities for both personal and professional development. By prioritizing similar programs, we aim to make a significant contribution to nurturing the leaders of the future, as part of Tirsan Kardan's human-centered approach and continuous development strategy.

**"As Tirsan, we always value the ideas of our employees and take pride in supporting projects that are feasible and can be brought to life. We firmly believe that these projects will make significant contributions to the future success of our company."**

*Tolga Özer*





## WELLBEING

In order to create a happier company culture by supporting our mental and physical well-being, we organized in-house gaming activities to strengthen inter-departmental collaboration and have fun together. By experiencing both competition and collaboration to the fullest, we continue to strengthen our inter-departmental bonds.

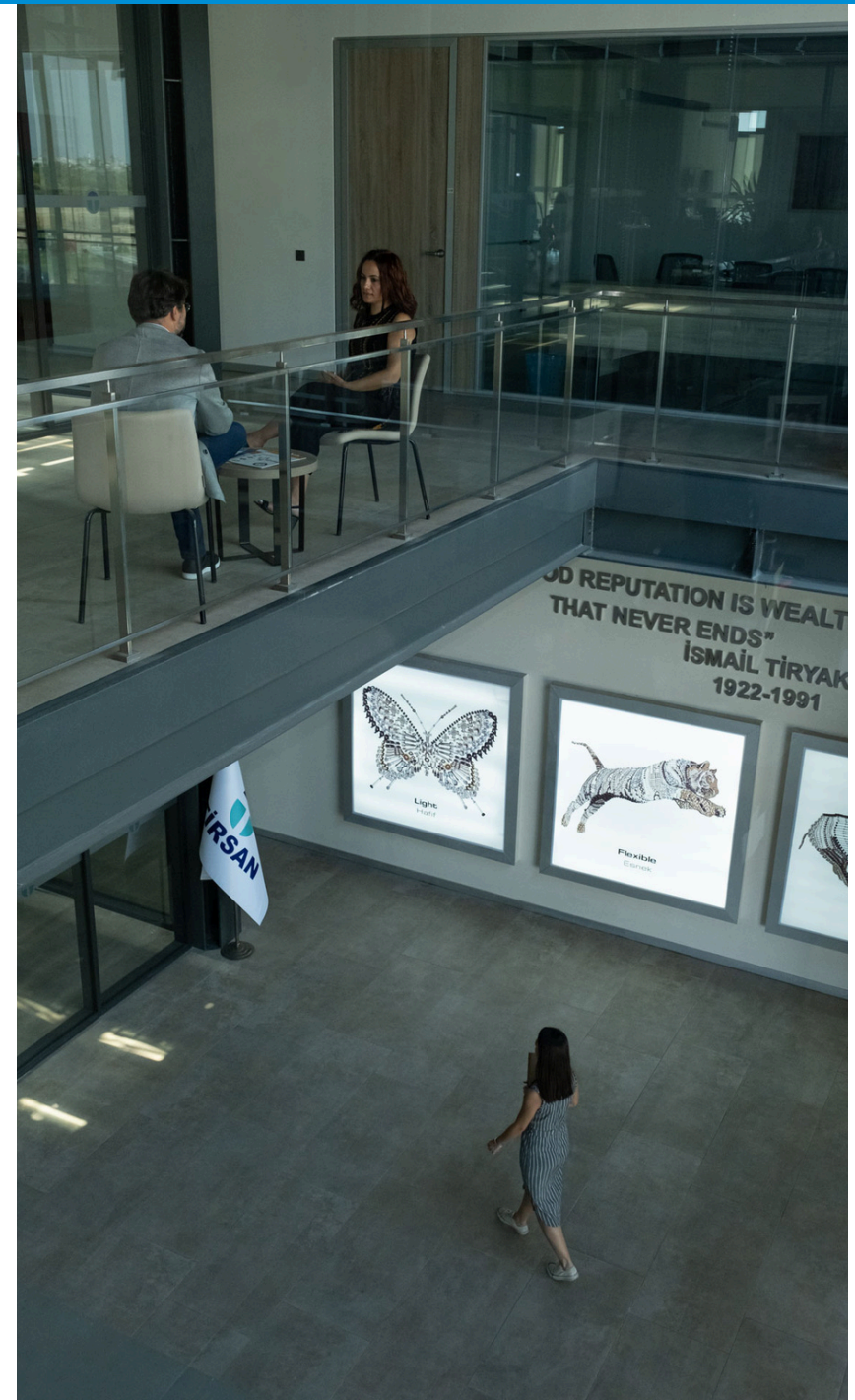
In our event series named **One of Us, All of Us** we formed mixed teams with colleagues from different departments. We once again saw what we can achieve when we all come together, or experienced firsthand how things don't go smoothly when one of us is missing.

## FLEXIBLE FRINGE BENEFITS T-FLEX

We provide our employees not only their legal rights but also flexible fringe benefits that support their development and address their personal needs. To offer an experience tailored to the individual needs and preferences of our employees, we implemented the flexible fringe benefits system in 2023. This innovative system allows our employees to shape the fringe benefits offered to them according to their life priorities and preferences.

In this context, we allow our employees to convert benefits such as bonuses, holiday gifts and fuel assistance into flexible budgets. Additionally, we offer advantages at partnered clothing and food shopping companies. Through the T-FLEX system, we enable our office employees to track and tailor these benefits based on their personal and family needs.

With flexible fringe benefits, we help our employees maintain a better work-life balance and receive the support they need more effectively.





## SOCIAL CLUBS

At Tirsan Kardan, we believe that happy individuals are the foundation of success and productivity in the workplace. With this understanding, we go beyond the work environment by offering opportunities that enrich our employees' social lives and support their happiness.

In this context, we have established five social clubs catering to different interests. Thanks to our social clubs, with a total of **170** employees participating, we provide a space for our employees to come together in areas they are passionate about, socialize and spend enjoyable time together. Our clubs not only cater to our employees' hobbies but also host events that strengthen team spirit.

### HIGHLIGHTS:

**Football Club:** The Tirsan Kardan Football Club organized a football tournament that lasted for five weeks, filled with competition and camaraderie. Four teams participated in the tournament and 40 colleagues played on the field, experiencing a process that strengthened teamwork and solidarity. The tournament provided a sense of unity and enjoyment not only for the players but also for the spectators and the team members who helped organize the event.

**Art Club:** This year, the Tirsan Kardan Art Club held candle and punch workshops. Participants had the opportunity to discover their artistic talents while also engaging in enjoyable conversations with one another.



**Travel Club:** The Tirsan Kardan Travel Club provided our employees with the opportunity to explore the cultural and historical richness of different cities. The organized trips to Istanbul and Bursa were among the events where we created enjoyable memories and strengthened our bonds with colleagues.

**Food Club:** The Tirsan Kardan Food Club brought our employees together in the kitchen to host a fun and delicious event. In workshops focused on making meatballs and pasta, our employees had the chance to improve their cooking skills and enjoy quality time with each other.

**Fishing Club:** The Tirsan Kardan Fishing Club organized a sea bream and grouper fishing events. Participants gathered in the soothing atmosphere of the sea, spending time close to nature while enhancing their fishing skills.

At Tirsan Kardan, we believe that this rich environment, made possible by our social clubs, not only contributes to our employees' happiness but also boosts creative energy, a sense of belonging, and solidarity in the workplace. With events we will diversify in the future, we continue to integrate social life into our work environment, supporting our employees' interests and passions and aiming to create a happier and more productive workplace.

**"We consider the well-being of our employees to be a vital component of our sustainability goals. Our initiatives that promote work-life balance prioritize both the physical and mental health of our team members. By encouraging individual development through our training programs, we also support sports and wellness activities that promote a healthy lifestyle. In this way, we are not only fostering a strong culture within our company but also laying a lasting foundation for a sustainable workforce."**

*Tolga Özer*





## RECOGNITION AND REWARD

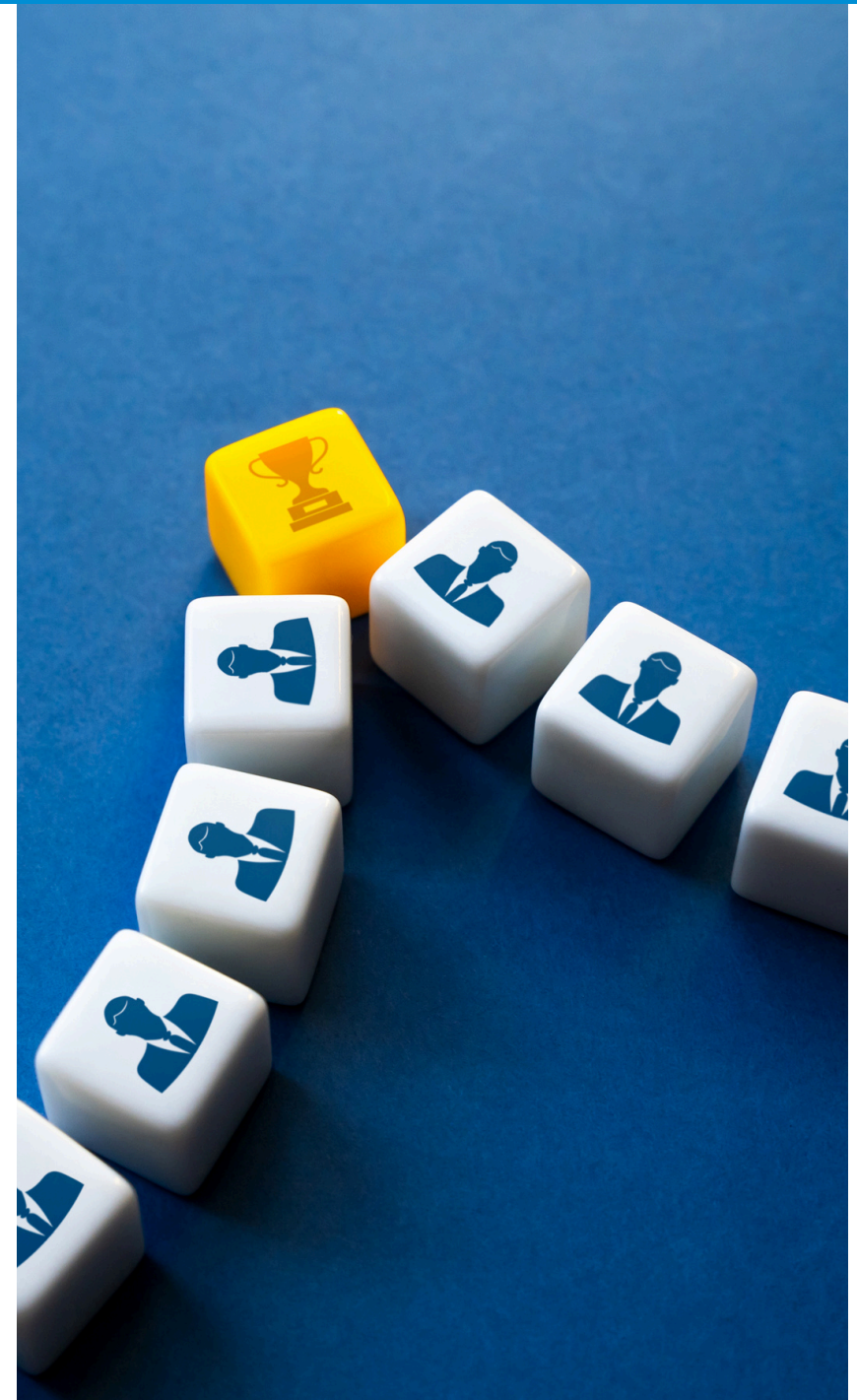
One of the cornerstones of our corporate strategy is to operate with a philosophy of continuous improvement. While aiming for progress in various areas, from technological innovations to social responsibility projects, we prioritize the contributions of our employees in this process. With a strong team spirit and the desire to make an individual impact, we are guiding our company toward an efficient and sustainable future.

In line with this vision, we have developed an internal improvement system where we reward employees who contribute to our company's suggestion system and achieve the highest scores according to predetermined criteria. This system has been implemented to support individual development as well as to increase corporate efficiency. This innovation and improvement-oriented approach is an important step for our employees to showcase their talents and create value within the organization.

While we appreciate the positive contributions of our employees' suggestions to the corporate transformation process, we also see how effective these contributions are in helping our company achieve its sustainability goals.

All of our efforts for a sustainable future are based on a business model where our employees bring forward visionary solutions and innovation is prioritized. In this context, we see our employees' contributions as a force in achieving our company's social and sectoral objectives.

Our suggestion system and the rewards offered within it not only celebrate today's successes but also aim to raise the bar for the future. Our company's commitment to continuous improvement is contributing to both our sectoral achievements and our global sustainability goals.







## REGISTERED ACHIEVEMENTS-2024

### North Star "Employees" Category

TAİDER's seventh North Star Summit and Awards Ceremony, held last year, brought together family-owned companies and prominent business leaders that embrace sustainability principles and set an example in this field. At the summit, awards were given in six different categories and our company was honored with an award in the **"Employees"** category.

This award reaffirms our company's commitment to placing sustainability at the core of our business practices and the efforts we have shown in this area. By developing sustainability-focused strategies, we aim to maximize environmental, economic and social benefits. With a sense of responsibility towards our community and future generations, we manage our business processes in alignment with sustainability principles.

This achievement reflects the result of our employees, business partners and all stakeholders coming together around a shared vision and values. The award we received on our sustainability journey inspires us to set new goals and strive for even better achievements. The contributions of our employees and the support of our stakeholders are the key factors that made this success possible.

Our company continues to integrate sustainability principles not only into today's business outcomes but also into its future strategic planning. In this regard, we aim to create a more sustainable business model by developing projects that minimize environmental impacts, increase economic benefits, and strengthen social values.



# Society





## CORPORATE SOCIAL RESPONSIBILITY

One of the cornerstones of our company's sustainability strategies is our sense of responsibility towards society. In line with this understanding, we approach our corporate social responsibility projects from a broad perspective and implement them in various areas. Through projects in fields ranging from education and environmental protection to health and social development, we aim to create lasting value both locally and globally.

In alignment with the United Nations Sustainable Development Goals, we continued to serve the community in 2024 by developing projects focused on two key objectives: **quality education** and **public health**. In this regard, we have focused on initiatives aimed at enhancing the quality of life for individuals and promoting equality of opportunity in education, with an emphasis on creating change not only on an individual level but also on a societal scale. While fulfilling our responsibilities in line with these goals, we are also strengthening the bridges between the business world and society.

We transform our social responsibility approach into concrete actions by sensitively addressing societal needs, improving the living conditions of our animal friends, supporting vocational education for female students, organizing blood donation events and raising awareness in the field of health. These projects go beyond being mere activities; they are part of our mission to contribute to building a sustainable future.

We continue to advance our mission of creating social impact every day. Acting with a vision that considers not only today but also the world of tomorrow, we strive to create lasting change through our initiatives. In every project, we operate with a strong sense of responsibility toward society and work in close collaboration with our stakeholders.





## CORPORATE SOCIAL RESPONSIBILITY

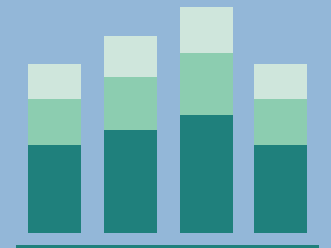
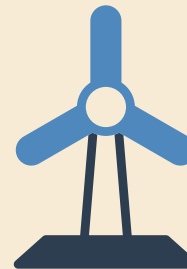
The projects we have implemented in collaboration with LÖSEV are tangible evidence of our commitment to public health. With three different corporate social responsibility initiatives aimed at supporting the treatment of children with cancer and leukemia, we aimed to raise awareness in this area. First, we provided both financial and moral support to LÖSEV by running for the cause with the participation of our employees. Then, we organized a mandarin harvesting event with our families over a weekend; by purchasing the mandarins we collected, we supported both the producers and LÖSEV. Finally, through the New Year's stand set up at our factory, we facilitated product sales worth 50,000 TL, contributing to the association's efforts

**Mentor-Mentee Project:** We launched the Mentor-Mentee Project to support the professional development of high school female students. This initiative provides a valuable platform for sharing experiences and unlocking individual potential. Starting in September 2024, the project paired 10 female students with 10 female employees, who each engaged in mentorship sessions totaling 5 hours. The project is currently ongoing.

**October 4th World Animal Day Shelter Visit and Food Donation:** To improve the living conditions of our animal friends, we visited the Manisa Shelter. We donated 8 boxes of pet food, including 30 kg of dry food and 100 cans of wet food, for the animals in the shelter. Through this project, we contributed to providing a better life for stray animals.

With the strong participation of our employees, we organized a blood donation campaign to raise awareness about saving lives and support the Turkish Red Crescent's blood supply needs. Thanks to the contributions of our employees at our factories in Manisa, we donated 50 units of blood to the Turkish Red Crescent.

To support 515 children affected by the 2023 Maraş earthquake and living in the earthquake-affected region in Türkiye, we made a donation to UNICEF to provide them with one month's supply of hygiene and sanitation products. Through this contribution, we helped meet the health and hygiene needs of these children.





## CORPORATE SOCIAL RESPONSIBILITY

Our social responsibility approach forms the foundation of a mindset that takes our company's sustainability vision one step further, benefits society and sets an example in the business world. We believe that a sustainable future is only possible through the collective efforts of individuals, communities and institutions. As part of this shared effort, we take pride in fulfilling our responsibilities.

**In 2024, we implemented a total of 7 different social responsibility projects, with the participation of 423 employees.**



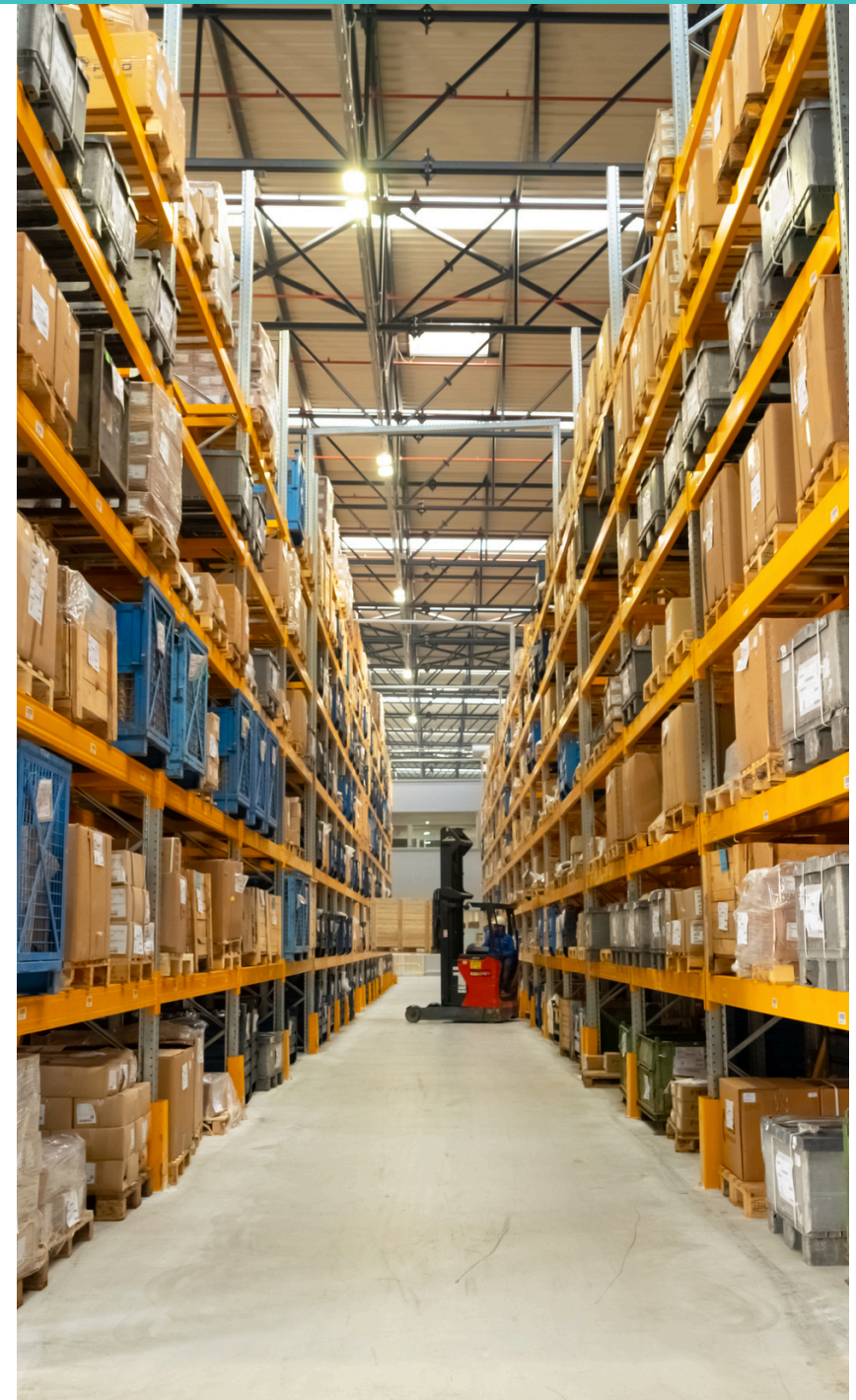


## SUPPLIER RELATIONS

We prioritize establishing strong partnerships with local suppliers as a key component of our sustainability strategy. By leveraging local resources in our supply chain management, we not only contribute to the local economy but also aim to reduce environmental impact. Through the procurement of materials and services from local businesses, we support regional economic vitality. We expect our suppliers to adhere to environmentally friendly production practices and social responsibility standards and we actively support them in aligning with our sustainability goals. By prioritizing local sourcing, we reduce dependence on imported materials, minimize logistics costs, and lower our carbon footprint.

When selecting local suppliers, we prioritize quality standards, environmentally responsible production processes, and support for the local workforce. We ensure that the products and services provided by our suppliers meet international standards and encourage them to adopt sustainable manufacturing practices. Additionally, we promote economic contribution by fostering employment opportunities within local communities. To enhance the technical knowledge and capabilities of our local suppliers, we organize training programs, establish long-term contracts to ensure business continuity and strengthen trust in our partnerships. We also conduct periodic performance review meetings to monitor supplier progress and identify areas for continuous improvement.

In 2024, **75%** of our total procurement volume was sourced from local businesses.





## SHAREHOLDER COMMUNICATIONS

Our company extends its sustainability strategies beyond just our operations; we integrate this approach into all our relationships with stakeholders. By fostering open communication channels with our employees, we raise awareness of our sustainability goals and actively engage them in the process through training and development programs. We prioritize offering eco-friendly products and services in collaboration with our customers and value their feedback to enhance our sustainability strategies.

The long-term relationships we cultivate with our suppliers are the foundation of our sustainable supply chain. We collaborate with our business partners and distributors to create environmentally conscious and socially responsible business models. Through partnerships with universities, we foster innovation while researching and developing sustainable solutions for the future. Additionally, we strive to raise awareness of social responsibility by conducting joint projects with non-governmental organizations.

In our collaboration with public institutions, we align with sustainability policies and engage in projects that benefit society. When working with sectoral unions and organizations, our goal is to share knowledge and enhance sustainability awareness within the industry. In our interactions with the media, we strive to create public awareness by transparently sharing our sustainability initiatives and achievements.

Our company is committed to maintaining a value-creation approach anchored in sustainability across all our relationships with stakeholders. Through this approach, we will continue to make positive contributions to society, the environment and the economy.



## SHAREHOLDER COMMUNICATIONS




Group	Collaboration Topics
Employees	<ul style="list-style-type: none"> <li>Training and personal development programs</li> <li>Occupational Health and Safety (OHS) measures</li> <li>Projects to increase employee engagement and motivation</li> <li>Performance management and career planning</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Improvement of product and service quality</li> <li>Customer satisfaction surveys and feedback</li> <li>Technological solutions and innovation partnerships</li> <li>Offering sustainable products and services</li> <li>Proactive customer support services</li> </ul>
Business Partners and Dealers	<ul style="list-style-type: none"> <li>Development of sales networks</li> <li>Marketing and campaign collaborations</li> <li>Training and certification programs</li> <li>Digitalization and joint technology projects</li> <li>Optimization of logistics and supply processes</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Sustainable supply chain management</li> <li>Cost control and efficiency initiatives</li> <li>Long-term partnership agreements</li> </ul>
Universities	<ul style="list-style-type: none"> <li>Joint R&amp;D and innovation projects</li> <li>University-industry collaboration projects</li> <li>Internship and talent development programs</li> <li>Technical knowledge sharing and industry-specific training</li> <li>Seminars, conferences, and collaboration protocols</li> </ul>

## SHAREHOLDER COMMUNICATIONS


Group	Collaboration Topics
NGO's	<ul style="list-style-type: none"> <li>Social responsibility projects</li> <li>Social awareness campaigns</li> <li>Volunteer and donation projects</li> </ul>
Public Institutions	<ul style="list-style-type: none"> <li>Compliance with regulations and improvement of legal processes</li> <li>Efforts to benefit from government incentives</li> <li>Contribution to national and international standards</li> <li>Development of industry policies</li> </ul>
Sectoral Associations and Organizations	<ul style="list-style-type: none"> <li>Joint efforts to solve industry issues</li> <li>Evaluation of international trade opportunities</li> <li>Development of industrial standards</li> <li>Training and awareness activities</li> <li>Trade fair and event organizations</li> </ul>
Media	<ul style="list-style-type: none"> <li>Brand and product promotions</li> <li>Reputation management</li> <li>Announcement of social responsibility projects</li> <li>Press conferences and interviews</li> </ul>



PRIORITIZED SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals That We Support		Our Activities
<div>4</div> <div>QUALITY EDUCATION</div> <div></div>	<p><b>4.4.</b> By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p>	<p>Through our social responsibility project, Mentor-Mentee, we offer mentorship support to female students in vocational education. Our aim is to establish a long-term strategy that increases female employment in the automotive industry.</p>
<div>5</div> <div>GENDER EQUALITY</div> <div></div>	<p><b>5.1.</b> End all forms of discrimination against all women and girls everywhere</p> <p><b>5.5.</b> Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Through the prioritized projects within the company, we achieved a 214% increase in female employment in production in 2024.</p>
<div>7</div> <div>AFFORDABLE AND CLEAN ENERGY</div> <div></div>	<p><b>7.2.</b> By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<p>We made a solar energy investment of 61.603.685 TL. In 2024, we generated 2.822.716 kWh of energy with solar power. As a result, we met 13.35% of our electricity consumption from clean sources in 2024.</p>

PRIORITIZED SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals That We Support		Our Activities
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div>	<p><b>8.8.</b> Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment</p>	<p>We provide equal employment opportunities to everyone. We prioritize employee health and occupational safety at every stage to achieve our goal of zero accidents and zero occupational diseases. We provided 8.666 hours of OHS training to our employees.</p>
<div><div>9</div><div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div></div></div>	<p><b>9.4.</b> By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>With our approach centered on design and production processes, we have more than 300 intellectual property products in our patent and utility model portfolio. The share of new products in revenue has been 34.4% on average in 2024.</p>
<div><div>13</div><div>CLIMATE ACTION</div><div></div></div>	<p><b>13.3.</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>We have taken concrete steps to comply with legal regulations under ISO 50001 and ISO 14001 and to prevent climate change.</p>

# Environment

We adopt minimizing the environmental impact of our production activities and fulfilling our responsibilities for a sustainable future as one of our core principles. In this regard, when setting our environmental sustainability goals, we take into account international standards and local regulations, and take concrete steps in areas such as efficient resource use, waste management, reducing carbon footprint and protecting natural life.

As Tirsan Kardan, with the mission of building a sustainable future, we aim to manage the environmental, social, and economic impacts of our activities in a balanced way. When defining our sustainability vision and commitments, we aimed to play a pioneering role in areas such as environmental protection, efficient use of resources, and combating climate change.

We carry out our environmental management processes within the framework of the **ISO 14001 Environmental Management System**, and the effectiveness and reliability of the system are regularly evaluated through independent external audits. As a result of these audits, we certify the system's compliance with international standards and continuously improve our environmental performance with a mindset of continuous improvement.

## Our Environmental and Sustainability Vision

We recognize our responsibility to leave a livable world for future generations. To uphold this commitment, we embrace environmental sustainability as a core principle. We are dedicated to leading the way toward a sustainable future by taking all necessary actions to protect natural resources, minimize our environmental impact and add value to society.





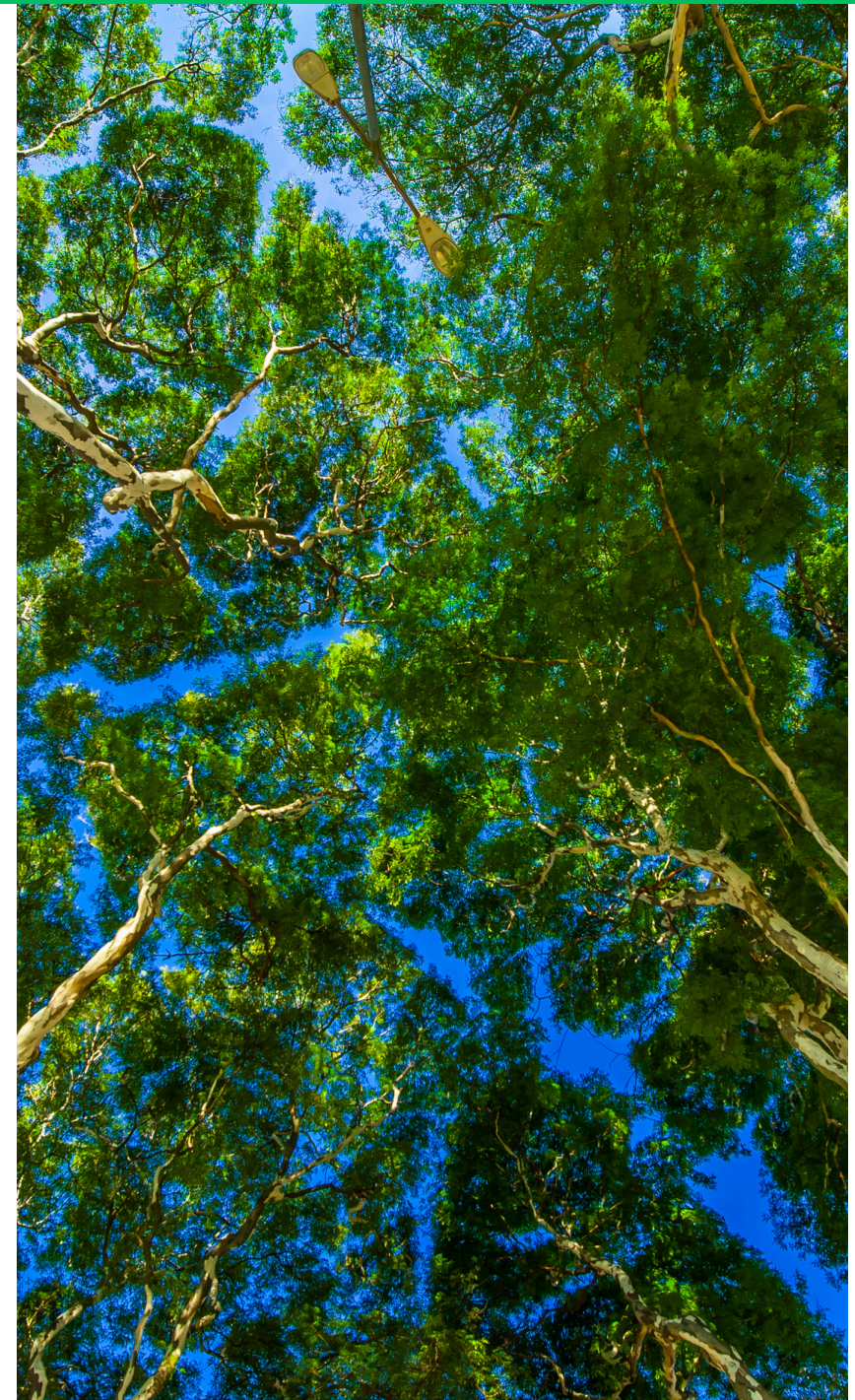
## Environmental Activities

We have designed our [Environment and Sustainability Policy](#) and commitments to be transformed into concrete actions. In all our operations, we aim to reduce environmental impacts while creating social value and supporting economic growth through a targeted policy. Within this framework, we are developing projects in areas such as energy efficiency, waste management, water conservation and carbon footprint reduction, in line with the goals we have set. We are encouraging sustainable practices within our supply chain and working collaboratively with our stakeholders. Our commitment to sustainability forms the foundation of our goal to leave a more livable world for future generations.

Our company continues its efforts to increase energy efficiency in line with sustainability goals with determination. In this context, **37** projects were implemented in 2024. This has enabled us to achieve more efficient and environmentally friendly energy management in our operations. The completed projects include various improvements aimed at optimizing energy consumption in our production processes, making resource use more efficient, and reducing our carbon footprint.

### Project Topics (2024)

Motor Energy Consumption Improvement Projects	27
Other Equipment Energy Consumption Improvement Projects	6
Compressor Energy Consumption Improvement Projects	4





## OCCUPATIONAL HEALTH AND SAFETY

At Tirsan Kardan, we prioritize the health and safety of our employees above all else and are committed to continuous improvement in this area. We take all necessary precautions to ensure safety at every stage of the work environment and fully comply with legal regulations.

In line with our Occupational Health and Safety policy, we provide regular training to all employees, proactively identifying potential risks and effectively minimizing them. Furthermore, we continuously update our safety equipment and procedures to prevent workplace accidents and occupational diseases.

To achieve the occupational health and safety goals set in our company, the OHS Committee holds regular meetings and keeps all employees informed about the topics discussed. This ensures the creation of a safe working environment and encourages participation at all levels.

Health screenings, emergency drills, and training and intervention processes after work accidents are regularly carried out for our employees. These processes provide all the necessary support and precautions to ensure employees can perform their duties safely.

The "near-miss" forms used in our company are an important tool to prevent potential workplace accidents. These forms are filled out by employees to identify situations that could lead to accidents, and risks are minimized through subsequent analysis. The near-miss reporting process strengthens the safety culture and ensures the early identification of potential hazards. Through these forms, employees actively contribute to workplace safety by reporting any hazardous situations immediately.



## OCCUPATIONAL HEALTH AND SAFETY

Our company adopts all practices related to occupational health and safety as an integral part of our corporate culture and contributes to the creation of a sustainable safety culture.

We aim to go beyond mere compliance with regulations; our focus is on fostering a work culture that values both people and the environment. We prioritize the health, safety, and well-being of our employees, consistently placing these values at the forefront. To achieve this, our **Occupational Health and Safety Committee**, comprised of an expert team of eight members, conducts regular meetings that include the active participation of nine representatives from various departments. The main objective of our committee is to prevent near-miss incidents and reduce workplace accidents, striving for a zero-accident target. To support this goal, we implement proactive measures, perform risk analyses, and engage in continuous improvement efforts to ensure the safety of our employees.

By promoting practices that prevent workplace accidents with a proactive risk management approach, we also raise awareness among our employees to minimize environmental impacts. In line with this, we systematically provide OHS and environmental training to our employees, supporting the creation of safe working conditions and enhancing environmental awareness.

### OHS and Environmental Trainings (2024)

OHS Training Hours	8.666
Environmental Training Hours	485
Energy Training Hours	430



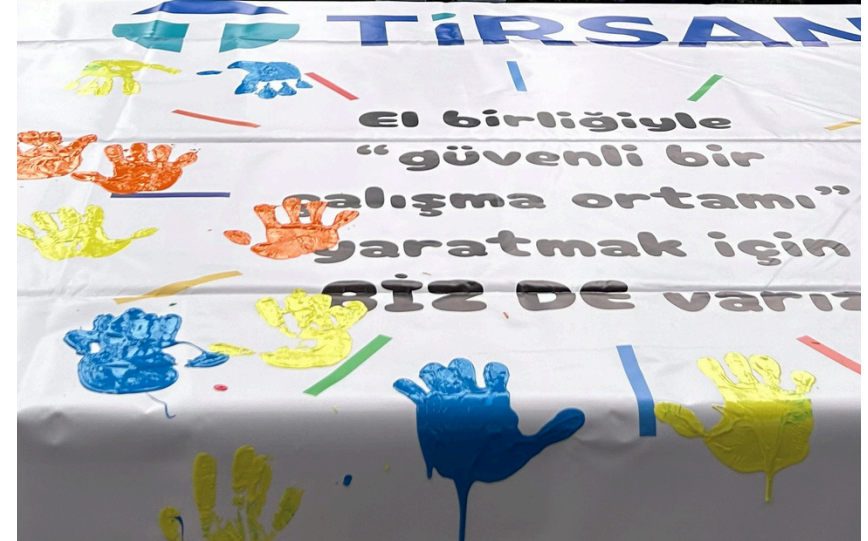
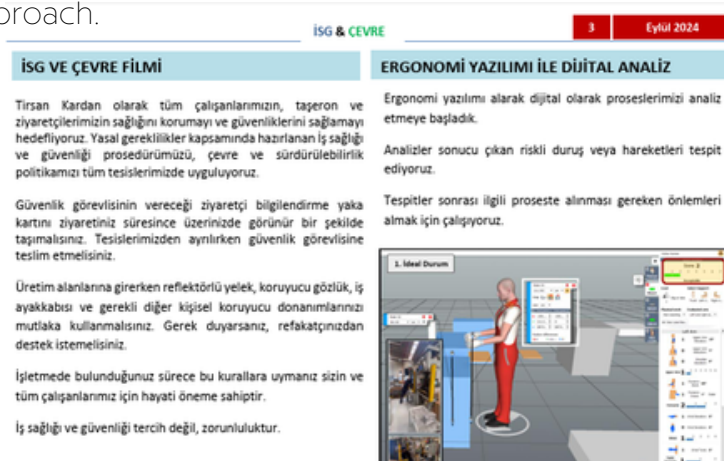


## OHS AWARENESS ACTIVITIES

To raise awareness of occupational health and safety (OHS) within the company and strengthen our employees' understanding of this matter, we organized various activities and training sessions. Particularly, during the Occupational Health and Safety Week, we reinforced our employees' commitment to OHS through the "We Are Here Too" event.

In order to be prepared for potential emergencies, we conducted earthquake, evacuation, and first aid drills, which helped our employees develop the skills to act correctly and quickly in such situations. We also held practical fire safety training sessions, enhancing knowledge and skills related to fire prevention and intervention processes.

Throughout 2024, in order to reach a wider audience and increase knowledge sharing in the field of OHS, we published two issues of the OHS magazine in May and September. These magazines not only enriched our employees' knowledge in OHS but also demonstrated our company's commitment to this area and sustainable approach.





## CLEAN ENERGY AND SUSTAINABILITY

We aim to continuously improve energy efficiency and prioritize sustainable solutions in our operations by structuring our energy management system in line with the **ISO 50001** standard. In this regard, we monitor our energy consumption, develop efficiency projects, increase the use of renewable energy sources, and implement investments to reduce our carbon footprint. With our ISO 50001-compliant processes, we commit to minimizing our environmental impacts and ensuring the long-term sustainability of our energy performance.

In line with our sustainability-focused growth strategy, our company has restructured its energy management processes to prioritize the use of renewable energy sources. In this context, in 2024, we launched our Solar Power Plant (SPP) to reduce carbon emissions and enhance energy efficiency. This step is not only reducing the environmental impact of our operations but also serves as a strategic investment that strengthens our sustainable production approach.

With our SPP investment, we reached a total installed capacity of **3.049,2** MWp. Thanks to our solar power plants, we generated a total of **2.822.716** Kwh of electricity in 2024.

**In our production facility, the share of renewable electricity from our own production in total electricity consumption for 2024 was 13.35%.**

You may access our **Energy Policy** [here](#).





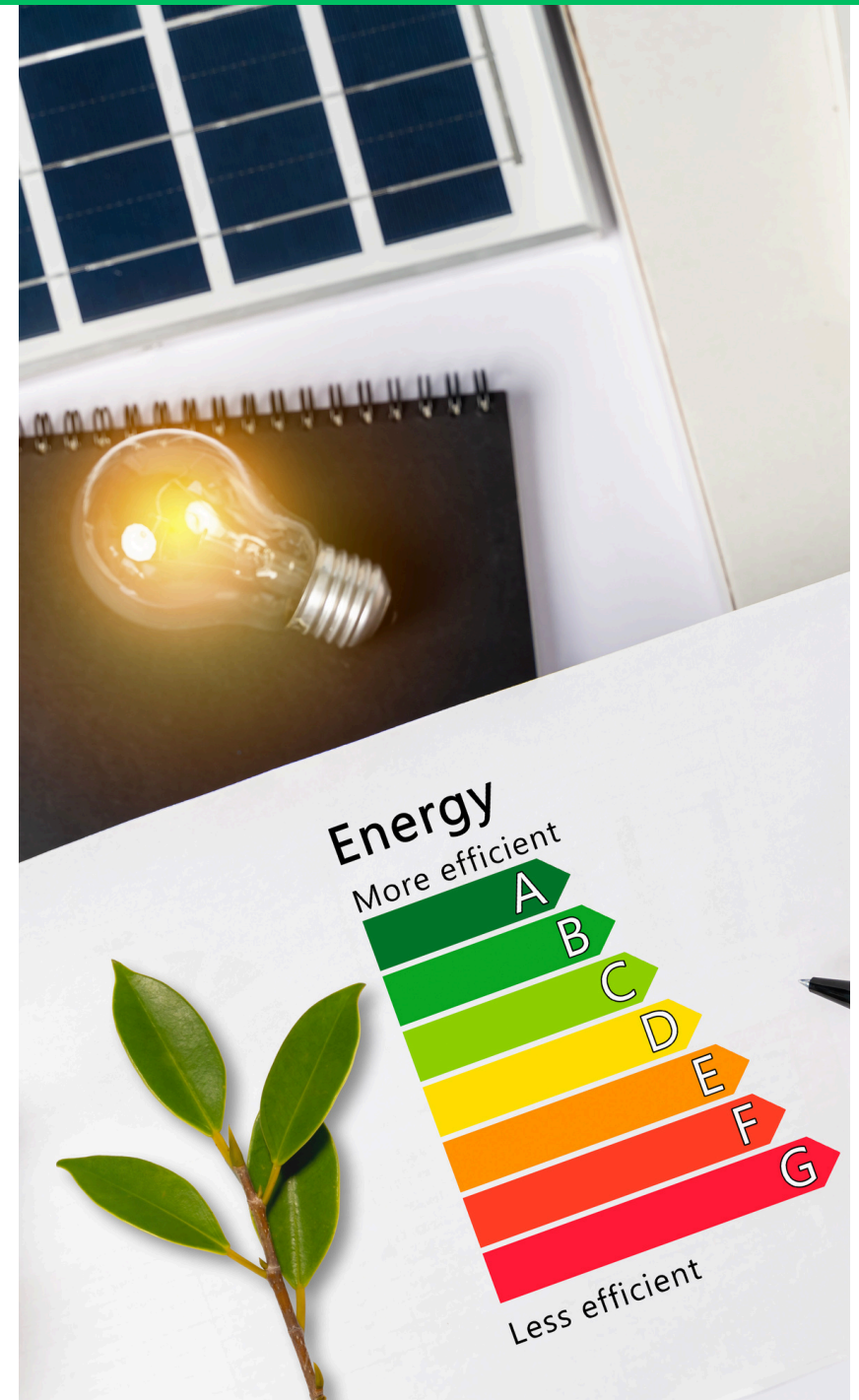
## GREENHOUSE GAS EMISSIONS

Our company is conducting comprehensive efforts to manage and reduce greenhouse gas emissions in line with our sustainability goals. In this process, we have measured and analyzed our Scope-1 and Scope-2 emissions in detail to better understand our carbon footprint and develop effective solutions. As a result of these evaluations, we have implemented our renewable energy transition strategy to make our energy consumption more sustainable and minimize the environmental impact of our operations.

In this context, we have launched our Solar Power Plant (SPP) investment, which forms the foundation for transitioning to a low-carbon production model. The SPP system enables us to meet a significant portion of our production facilities' energy needs from clean sources, while also playing a crucial role in reducing our carbon emissions. Thus, we have taken a concrete step toward achieving our environmental sustainability goals and making our energy management more efficient.

In the coming period, we will continue to develop strategies to increase our use of renewable energy in order to reduce our greenhouse gas emissions and build a low-carbon future. In this regard, we aim to continuously improve our energy management and environmental performance, further strengthening our effective solutions in sustainability.

Carbon Footprint (2024)	
Scope - 1	1.078,58
Scope - 2	13.502,35



## WASTE MANAGEMENT

Our company adopts a comprehensive and systematic approach to waste management, prioritizing environmental responsibility for a sustainable future.

In 2024, we implemented various projects and practices to minimize waste generation, use resources efficiently, and promote recycling. By strictly applying waste management policies in our operational processes, we have worked on separating waste at the source, recovering recyclable materials and minimizing environmental impacts.

Our waste management strategy is not limited to regulatory compliance but is built on the principle of continuous improvement, aiming to reduce our environmental footprint and contribute to the circular economy. In this regard, we organize regular training sessions and awareness campaigns to raise our employees' awareness of waste management. Additionally, we leverage technological solutions to enhance our waste management processes and collaborate with stakeholders in our supply chain to spread sustainable practices.

Amount of Waste (tons)*	
Tirsan-1	875,93*
Campus-Headquarters	3958,39*
Tirsan-1	175**
Campus-Headquarters	610**

\*Sawdust Waste

\*\*Packaging Waste





## REGISTERED ACHIEVEMENTS - 2024

### We Are Number One in Energy Efficiency!

In the "Türkiye EN-VERİM 100" research prepared by Turkishtime, we achieved significant success with our investments in energy efficiency and management. In the category of Companies with the Highest Spending on Energy Efficiency, we ranked 6th and in the category of Companies with the Highest Spending on Energy Management, we ranked 11th. Additionally, we hold a strong position in the list with our expenditures on energy management training and employment data.

In addition to our successful results in the general ranking, we ranked first in the automotive sector as the company with the highest spending on energy efficiency.

We view energy efficiency not only as an operational necessity but also as a core component of our sustainability strategy. In line with our responsibility to protect natural resources, we continue to invest in increasing energy savings and minimizing environmental impacts in our processes.



### 2023 Yılı Otomotiv Endüstrisinde Enerji Verimliliğine En Fazla Harcama Yapan Firmalar



SIRA	ŞİRKET	(TL)
1	Tirsan Kardan San. Ve Tic. A.Ş.	61.603.685
2	Cms Jant Ve Makina Sanayii A.Ş.	33.382.766
3	Anadolu Isuzu Otomotiv San. Ve Tic. A.Ş.	14.840.024
4	Aka Otomotiv San. Ve Tic. A.Ş.	4.581.000
5	Odalo Otomotiv Aydınlatma A.Ş.	3.244.766
6	Rollmech Automotive San. Ve Tic. A.Ş.	2.882.462
7	İnci Gs Yuasa Akü San. Ve Tic. A.Ş.	2.200.000
8	Norm Cıvata San. Ve Tic. A.Ş.	1.265.000
9	Coşkunöz Metal Form Makina End. ve Tic. A.Ş.	1.245.000
10	Jantisa Jant San. Ve Tic. A.Ş.	1.081.162
11	İsmi Açıklamak İstemiyor	760.000
12	Ayd Otomotiv Endüstri San. Ve Tic. A.Ş.	720.000
13	Bmc Otomotiv San. Ve Tic. A.Ş.	220.827
14	Tovotetsu Otomotiv Parçaları San. Ve Tic. A.Ş.	206.223
15	Estas Eksantrik San. Ve Tic. A.Ş.	105.000