"Our Steps Today and Now for the Future"



2025 SUSTAINABILITY REPORT

GÜLSAN

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About the Report

About the Report

As Gülsan Holding A.Ş., we have been operating with a sustainable growth approach since 1934 by combining the economic value we create across our broad range of operations, extending from textiles to energy, with our environmental and social responsibilities. We regard sustainability not merely as a reporting obligation, but as an integral part of our way of doing business and our corporate identity. Through our third Sustainability Report, prepared with this understanding, we are pleased to transparently share with all our stakeholders our approaches, the progress we have achieved, and our future commitments in the areas of environmental, social and governance (ESG).

The report covers the data of Gülsan Holding A.Ş. and its subsidiaries, Gülsan Sentetik, Gulsan Egypt, Mav Elyaf, Gül Enerji, TPCL Yenilenebilir Enerji, Mav Elektrik, Paşa HES Elektrik, Inova Elektrik and Vemus Yenilenebilir Enerji, for the period of 1 January – 31 December 2025 and presents our sustainability activities for this period from a holistic perspective.

This report has been prepared based on the Global Reporting Initiative (GRI) Standards. The Türkiye Sustainability Reporting Standards (TSRS) have been considered as a reference during the preparation process of the report. The Report also includes our contributions and alignment with the United Nations Sustainable Development Goals (UN SDGs).



We believe that the opinions and recommendations of our stakeholders constitute one of the most valuable inputs shaping our sustainability strategy. For any questions or feedback regarding the Report, please contact us at gulsansustainability@gulsanholding.com.

Message from the Board of Directors



Mustafa TOPÇUOĞLU
Chairman of the Board of Directors



İbrahim Vedat TOPÇUOĞLU
Vice Chairman of the Board of Directors

Dear Valued Stakeholders,

The year 2025 has been a period in which economic fluctuations, climate change-related risks, the energy transition and evolving stakeholder expectations at the global level have required companies to reassess their strategic priorities. In this dynamic environment, as Gülsan Holding, we have continued to regard sustainability not only as an element of environmental awareness and social responsibility, but also as an integral part of our long-term growth and value creation strategy.

With the accelerated implementation of sustainability-related regulations, we observe the increasing importance of managing our environmental and social impacts more systematically and demonstrating our performance through reliable data. The monitoring of our carbon emissions, reporting requirements and the expectations of our stakeholders indicate that sustainability has become an integral part of our business processes.

While continuing our activities in textile manufacturing and renewable energy in accordance with the principles of efficiency, innovation and responsible resource management, we have focused on integrating our sustainability approach more strongly into every stage of our operations. We act with the awareness that the importance of establishing a resilient and future-ready business model capable of adapting to changing global conditions is increasing day by day.

As part of our efforts to combat climate change, we strengthened our energy management practices while continuing our renewable energy investments and energy efficiency initiatives with determination. Through the solar energy investments commissioned in 2025 and the energy efficiency projects implemented across our operations, we continued to contribute to the energy transition. Through the SCADA-based digital monitoring systems, automation applications and equipment modernization initiatives implemented across our companies, we monitor our energy performance more effectively and continuously improve our resource utilization.

In accordance with our objective of reducing our environmental impacts, we consider the circular economy approach to be a significant component of our business processes. As a result of our practices aimed at reducing waste at source, reuse and recovery, we recovered 95% of our waste and returned it to the economy, while continuing to support the efficient use of natural resources. In our renewable energy investments, we attach importance not only to the generation of clean energy but also to the protection of ecosystems in the regions where we operate.

We believe that sustainable development can only be achieved through strong collaborations. Accordingly, we carry out initiatives to enhance the transparency, traceability and resilience of our supply chain, while transforming our processes into a more effective and integrated structure through digitalization investments. Through our practices that strengthen data management across supplier and operational processes, we monitor our sustainability performance more closely while aiming to create long-term value together with our stakeholders.

The foundation of the achievements we have attained today lies in the knowledge and expertise of our employees and the trust-based relationships we have established with our stakeholders. As Gülsan Holding, drawing strength from our deep-rooted history and our innovative perspective, we will continue our sustainability journey with determination and continue to create environmental, social and economic value.

We would like to thank all our employees, customers and stakeholders who accompany us on this journey and express our belief that we will continue working together towards a more sustainable future.

Yours sincerely,

Mustafa TOPÇUOĞLU
Chairman of the Board of Directors

İbrahim Vedat TOPÇUOĞLU
Vice Chairman of the Board of Directors





Corporate Profile

Corporate Profile

About Gülsan Holding

Our journey began in 1934 as Topçuoğlu Otomotiv and has since evolved into a robust enterprise with a strong international presence. As Gülsan Holding, we provide worldwide service by exporting to 75 countries across 5 continents in the fields of technical and hygienic textiles and renewable energy, with more than 2,800 employees. With our integrated production facilities, we closely follow technological developments and maintain steady growth with the goal of creating economic value for our country.

The achievements we have attained are underpinned by strong teamwork, our innovation-oriented approach, and our continuous investments in R&D and P&D activities. Recognizing human capital as our most valuable strength, we prioritize creating a safe, inclusive and highly motivating working environment while implementing practices that enhance the knowledge and competencies of our employees. In addition, we continue to support our sustainable growth objectives by strengthening the strategic collaborations we have established with our globally leading business partners in the sectors in which we operate.

Our activities in the field of technical and hygienic textiles are carried out through Gülsan Sentetik Dokuma San. ve Tic. A.Ş., Gulsan Egypt Nonwoven Industries S.A.E and Mav Elyaf Sanayi ve Ticaret A.Ş. and we continue our high-capacity manufacturing operations by undertaking pioneering initiatives in this field.

Our investments in the energy sector are carried out through our companies: Gül Enerji Elektrik Üretim Sanayi ve Ticaret A.Ş., Paşa HES Elektrik Üretim A.Ş., Vemus Yenilenebilir Enerji Üretim Sanayi ve Ticaret A.Ş., İnova Elektrik Üretim Sanayi ve Ticaret A.Ş., Mav Elektrik Üretim Sanayi ve Ticaret A.Ş. and TPCL Yenilenebilir Enerji Üretim A.Ş.. Within this scope, we continue to contribute to our country and nature by upholding our environmental responsibilities in the field of renewable energy.





Vision

Our vision is to become a specialized leader in our field through our pioneering work and core principles, while creating value and sustainable opportunities for our customers, employees, and society.

Mission

Our mission is to ensure the highest level of customer and employee satisfaction by maintaining a management approach that upholds quality, hygiene, environmental responsibility, and occupational health and safety standards, and by getting every job right the first time, every time.

Gülsan Holding in Numbers

***With a yarn production capacity of 120,000 tons under a single roof**, we own the world's largest yarn production facility.*

***With an annual production capacity of 160,000 tons**, we are one of the world's **top five facilities** producing **Spunbond Nonwoven** for hygienic purposes on a global scale.*

*Our hygienic film production facility, with **an annual capacity of 3 billion m²**, is ranked among **the top five largest producers in Europe.***

*As **one of the largest PP Bag production facilities in Europe, the Balkans, and the Middle East**, we possess a strong production and logistics infrastructure across a wide geography.*

***With more than 2,800 employees**, we contribute to the economy with our strong employment capacity.*

***With a total production area of 1,150,000 m² and 13 different production sites**, we have multi-location and high-capacity production capability.*

*We export our products to **75 different countries on 5 continents**, providing service worldwide.*

***With an annual total production capacity of 300,000 tons**, we realize high-volume and sustainable production.*

History



1934

In 1934, under the "The First Steps" milestone, we took our first step into business life by establishing our transportation company. During this period, we had the opportunity to closely observe the needs of our city, and based on these observations, we started the sale of automotive spare parts and fuel in Kilis.



1971

In 1971, under the "Fiat in Gaziantep" milestone, recognizing the increasing demand for transportation, we opened a spare parts shop in Gaziantep and subsequently launched the Fiat dealership. In doing so, we met a significant need in the region.



1978

In 1978, guided by the approach "Production is Essential for the Development of the Country!", recognizing that trade alone was not sufficient for the country's development, we turned to manufacturing. Under the leadership of Ali, Naci and Vedat Topçuoğlu, we established Gülsan Sentetik on a 3,000 m² site with a team of 40 employees, embarking on our manufacturing journey.



1982

In 1982, under the "PP Bag Investment" milestone, we commissioned our PP bag manufacturing facility, and since then, we have achieved numerous firsts both in Türkiye and around the world.



1993

In 1993, guided by the approach "Growing with our Carpet Yarn Business", building on the experience we gained in PP Bag manufacturing, we established our Carpet Yarn (BCF – Bulk Continuous Filament) production facility. As the first company in Türkiye, we commenced the production of polypropylene (PP) carpet yarn.



2010

In 2010, under "Hygienic Film Production", we established Türkiye's first and one of Europe's few manufacturing facilities with 10-colour printing capability and commenced film production for the hygiene and medical sectors.



2009

In 2009, through the "Under one Roof: Gülsan Holding" milestone, our journey, which began in 1934, continued to grow and was consolidated under the umbrella of Gülsan Holding.



2003

In 2003, through the "Nonwoven Fabric: Spunbond" investment, always prioritizing customer satisfaction, we manufactured in accordance with global standards. Building on this experience, we expanded into nonwoven fabric production and entered the hygiene sector.



1999

In 1999, under the "Gül Enerji" milestone, we entered the energy sector by commissioning the first auto producer power plant in Anatolia.



2011

In 2011, we ranked among the top 100 companies in the Istanbul Chamber of Industry (ISO) Top 500 Industrial Enterprises of Türkiye list.



2012

In 2012, under the "Kaşmir Yapı: We Creating Living Spaces" milestone, in addition to our textile and energy operations, we entered the construction sector through residential projects in Ankara under Kaşmir Yapı.



2014

In 2014, through the "We Became a Global Company with Gulsan Egypt" milestone, building on the market-leading position we achieved with the Spunbond production facility established in 2003, we made our second investment in this field in Egypt under the name Gulsan Egypt.



2015

In 2015, under "PAŞA HES", we took our first significant step in the renewable energy sector by acquiring the Paşa Hydroelectric Power Plant, with an installed capacity of 8.68 MW.



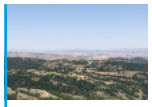
2017

In 2017, we expanded our "Gül Enerji" investments. By incorporating the Almus and Köklüce Hydroelectric Power Plants in Tokat, with a total installed capacity of 117 MW, we contributed to energy generation.



2019

In 2019, through "MAV Elyaf", we commenced Spunbond production in Çorlu, Tekirdağ, serving the hygiene and medical sectors.



2021

In 2021, under İnova Elektrik, we commissioned the Metristepe Wind Power Plant in Bozüyük, Bilecik, with an installed capacity of 40 MW, further strengthening our investments in renewable energy.

In the same year, we launched Meltblown production at Gülsan Sentetik. By combining advanced European Meltblown technology with our production expertise, we expanded our product portfolio to include Meltblown fabrics suitable for masks, vacuum cleaner bags, air filters, and various filtration applications.



2022

In 2022, under "MAV Elektrik", we commissioned the Arıkçayırı Biomass Power Plant in Göynük, Bolu, with an installed capacity of 30 MW, generating environmentally friendly energy by using poultry waste as fuel.



2023

In 2023, under "TPCL Yenilenebilir Enerji", we commissioned the Kula Biomass Power Plant in Kula, Manisa, with an installed capacity of 30 MW, adding a new asset to our energy generation portfolio.



2025

In 2025, we continued our investments in the energy sector with determination. By incorporating Vemus Yenilenebilir Enerji, with an installed capacity of 17 MW, into our portfolio, we increased our contribution to Türkiye's energy generation.

2025 Highlights

Publication of the Sustainability Newsletter

As of 2025, we launched the Sustainable Future Bulletin to share our sustainability vision and the activities we carry out within this scope.

Scholarship Support for Employees' Children

Through the scholarship support provided to employees' children, we contributed to promoting equal opportunities in education.

G Future Intern Gathering

We met with university students to introduce internship and career opportunities and supported the development of young talent.

Strengthening Our Renewable Energy Portfolio

In 2025, we strengthened our hydroelectric power operations and renewable energy portfolio by adding Vemus Yenilenebilir Enerji.

Volunteering and Social Solidarity

While supporting volunteering activities through blood donation campaigns and the Grocery Card Assistance Project, we provided shopping card support amounting to TL 2 million to those in need.

Support for the "Breath for the Future" Initiative

Through our MAV Elektrik operations, we supported environmental awareness efforts by sponsoring the "Breath for the Future" initiative organized by the Republic of Türkiye Ministry of Agriculture and Forestry.



Awards

In 2025, Gülsan Holding focused on maintaining the continuity of the achievements attained in previous periods rather than receiving new awards. While its sustainability performance remained recognized on international platforms, it continued to maintain its strong position in the export and industrial sectors.

In 2025, the MAV Elektrik Biomass Plant, operating under Gülsan Holding, was awarded the **Environmentally Friendly Certificate** by the Bolu Governorship in recognition of its environmentally responsible practices and environmental performance. Valid for three years, this certificate serves as a significant indicator of our facility's efforts and good practices in the field of environmental sustainability.

In the same year, Gülsan Sentetik ranked **158th** in the Türkiye's Top 500 Industrial Enterprises Survey published by the Istanbul Chamber of Industry (ISO), once again demonstrating its strong position in the industrial sector and its sustainable growth performance.

In 2025, the strong export performance of the Gülsan Holding was crowned with significant achievements across the sector. Gülpa Pazarlama ve Dış Ticaret A.Ş. and Gülsan Sentetik Dokuma Sanayi Ticaret A.Ş. were honoured with the **Stars of Export Award** in recognition of their contributions to exports and their successful performance in international markets.

In addition, as an indication of the strong and sustainable collaborations that Gülsan has established with its global business partners, the **P&G External Business Partner Excellence Award – Baby Care, presented to Gülsan in 2024**, continued to represent an important recognition of the Company's achievements. This award demonstrates that our quality, operational excellence, reliable supply performance and long-term business partnership approach have been recognized internationally. Following the international assessment of our sustainability performance in 2024, we were awarded the **EcoVadis Bronze Medal**, and this achievement remained valid in 2025 through the updated score and validation process.

These achievements constitute important indicators that Gülsan Holding continues to strengthen its sustainable growth approach, customer-oriented perspective and position as a reliable business partner creating value in international markets.







Our Steps Today and Now for a **Sustainable Tomorrow**

Our Steps Today and Now for a Sustainable Tomorrow

Corporate Governance

We regard corporate governance not only as a framework for trust-based, transparent and fair management, but also as a fundamental structure that enables our sustainable success. We place the principles of accountability and responsibility at the core of all our decision-making processes while maintaining our focus on creating long-term value.

We establish open and continuous communication with our stakeholders, striving to understand their expectations and reflect them in our processes. This approach not only fosters a more inclusive business culture but also strengthens the credibility of our corporate structure.

Together with our Board of Directors, which is at the centre of our governance structure, we address strategic decision-making processes from a holistic perspective. Our ethical values, risk management approach and the continuity of our corporate culture naturally guide our processes as integral components of this structure.

While conducting our activities, we do not overlook our environmental and social impacts. We adopt a continuous improvement approach to make our production and operational processes more sustainable. We safeguard the rights of our employees under all circumstances and regard equality and inclusiveness as a natural extension of our way of doing business.

We consider our corporate governance approach as a framework that shapes not only today but also the future, placing the trust-based relationships we have established with our stakeholders at the centre of this approach.

Governance Structure

We address our governance model within a structure in which decision-making, oversight and implementation processes complement one another. Our Board of Directors and senior management are positioned at the centre of this structure, determining our strategic direction and ensuring alignment across the organization.

Through our governance structure, which brings together diverse areas of expertise, we evaluate our decisions from a multidimensional perspective, taking into consideration both financial performance and environmental and social impacts.

We support our financial processes through independent audits and regularly review our internal control mechanisms. This structure also contributes to the early identification and effective management of risks.

To integrate our corporate sustainability approach into our operations, we have established a multidisciplinary committee structure. Under this structure, the Health and Safety Committee, Environment Committee, Energy Committee, Product Safety Committee, Human Resources and Corporate Social Responsibility Committee, Sustainable Supplier Committee, Procurement Committee, and Finance Committee actively work to advance our environmental, social, and economic performance.

Our Ethics Committee supports the protection of the principles that form the foundation of our way of doing business. We provide mechanisms through which our employees can safely submit notifications, and we diligently carry out the evaluation processes for all notifications received.

Within our governance structure, we focus on strengthening diversity and inclusion and take steps to increase female representation. Through this holistic structure, we continuously improve our governance processes and support our sustainable growth objectives.



Board of Directors

Mustafa Topçuoğlu



Gülsan Holding, Topçuoğlu Holding and Gülsan Sentetik Chairman of the Board

- Not an Executive Member
- Term of Office: 3 Years
- Not an Independent Member
- Year of Birth: 1961

Mustafa Topçuoğlu, born on 29 October 1961, in Kilis, completed his primary education in Kilis and then moved to Gaziantep due to his father's business, where he completed his secondary and high school education. A graduate of Eskişehir Anadolu University, Faculty of Education, he began his professional career working in various departments of the family businesses. He joined Gülsan Sentetik in 1983 and, due to his successful performance over time, was appointed as Sales Manager. He subsequently became a member of the Board of Directors, and following the passing of his uncle Naci Topçuoğlu, he assumed the role of Chairman of the Board of Gülsan Holding in 2008. Between 2013 and 2018, he served as the Chairman of the Assembly of the Gaziantep Chamber of Industry. Mustafa Topçuoğlu, Chairman of the Board of Gülsan Holding, was recognized in 2022 by Ekonomist Magazine as one of the "Top 50 Most Influential Businesspeople of Anatolia."

İbrahim Vedat Topçuoğlu



Gülsan Holding, Topçuoğlu Holding and Gülsan Sentetik Vice Chairman of the Board

- Not an Executive Member
- Term of Office: 3 Years
- Not an Independent Member
- Year of Birth: 1956

İbrahim Vedat Topçuoğlu, born on 6 July 1956, in Kilis, completed his primary, secondary, and high school education in Kilis. He studied Business Administration at Bursa Uludağ University and, after graduation, received one and a half years of foreign language education in the United Kingdom. After completing his studies, he returned to Gaziantep and began his professional career in 1980. Vedat Topçuoğlu continued his career working in various structures and levels within the company. Since 2008, he has been serving as the Vice Chairperson of the Board of Gülsan Holding. As of 2023, he also holds the position of Vice Chairman of the Assembly of the Gaziantep Chamber of Industry.

Ahmet Ercan Özil



Gülsan Sentetik Board Member

- Executive Member
- Term of Office: 3 Years
- Not an Independent Member
- Year of Birth: 1965

Ahmet Ercan Özil, born on 11 May 1965, in Siirt, completed his undergraduate studies in Petroleum Engineering at Middle East Technical University in 1987. He continued as a research assistant in the same department and completed his postgraduate studies in 1989. Afterwards, he worked as a site engineer on Tekfen Holding's construction projects in Saudi Arabia before returning to Türkiye. In 1991, he started his role as Marketing and Export Manager at Gülsan Sentetik A.Ş. Ercan Özil currently serves as a Board Member responsible for Sales and Marketing at Gülsan Sentetik. Additionally, since 2018, he has been a Board Member of the Southeastern Exporters' Associations for Textiles and Raw Materials.

Burcu Topçuoğlu



Gülsan Sentetik Board Member

- Executive Member
- Term of Office: 3 Years
- Not an Independent Member
- Year of Birth: 1982

Burcu Topçuoğlu, born on 25 November 1982, in Gaziantep, completed her primary, secondary, and high school education in Gaziantep. She then studied Business Administration at Koç University. After completing her education, she began her professional career at Gülsan Holding in 2005. Having worked in various departments and levels within the company, Burcu Topçuoğlu has been serving as a Board Member of Gülsan Sentetik since 2015. Between 2019 and 2022, she served as the President of the Association of Turkish University Women (TÜKD) and is also a member of the Women Entrepreneurs Association of Türkiye (TİKAD). Since 2023, she has been serving as the Vice Chairperson of the TOBB Gaziantep POA.

Board of Directors Metrics

> *As Gülsan Holding, we regard our strong governance approach as one of the most important cornerstones of our long-term success and sustainable growth.*
>
> *The strategic vision, experience and leadership of our Board of Directors guide us in moving confidently towards the future in alignment with our corporate values.*

Guided by a holistic approach, our corporate structure ensures high standards in quality, environmental responsibility, energy management, occupational health and safety, and product safety through our ***Integrated Management System Policy.*** Within the framework of this policy, while continuously improving our operational processes, we also systematically integrate our sustainability approach into all our ways of doing business.

With the strong support and leadership of our Board of Directors, we continue to strengthen a governance structure in which risks are managed effectively, opportunities are evaluated from a strategic perspective, and long-term value creation is prioritized. This approach strengthens our corporate resilience while also providing a solid foundation for our sustainable growth objectives.



Ethical Principles and Transparency

As Gülsan Holding, we regard conducting our activities in accordance with the principles of integrity, reliability, accountability and transparency as one of our fundamental corporate values. We encourage all our employees and suppliers to act in accordance with ethical business principles and implement the necessary policies and practices in this regard.

In order to promote ethical values throughout the organization, we provide a clear framework established through policies and guidance documents. We regularly communicate our Code of Ethics to our employees and support awareness on this subject through orientation programmes starting from the recruitment process. As of 2025, we have also shared our Supplier Code of Conduct with our suppliers, thereby aiming to establish a common understanding of ethics throughout our value chain.

Through our reporting mechanisms supporting compliance with ethical principles, we provide a structure through which our employees and stakeholders can safely communicate their opinions and notifications. We evaluate all notifications with due diligence and, where necessary, address them through the Disciplinary Committee and implement the appropriate actions.

We adopt a zero-tolerance approach towards corruption, bribery and all forms of misconduct. We do not permit such practices at any stage of our business processes and decisively implement the necessary sanctions in the event of potential violations. In this context, we continue to raise our employees' awareness of these issues through ethics training.

In accordance with our commitment to transparency, we share information related to our financial and operational processes accurately, in a timely manner and in a reliable way. In order to ensure full compliance with applicable legislation, we closely monitor regulatory developments and keep our internal practices up to date.

We regard the protection of personal data and privacy as one of our priority areas of responsibility. We take all necessary technical and administrative measures to ensure the security of customer data and manage our data-sharing processes with due diligence.

We monitor all matters related to ethics in accordance with our ***Ethics Policy.*** The Sustainability Committee is responsible for the implementation of this policy, while its continuous development and updating are ensured under the oversight of the Board of Directors.



Risk Management

> *We establish a structure that anticipates uncertainties and transforms them into opportunities by integrating risk management into all our operations.*

As Gülsan Holding, the dynamic nature of the sectors in which we operate and our operations across diverse geographies bring with them numerous risk factors that can impact our business strategies. With this awareness, we believe that effective risk management is not only essential for ensuring business continuity but also serves as a cornerstone of our long-term success.

We carry out our risk management processes within a holistic structure covering all business units. We regularly assess the operational, financial, strategic, market-related, environmental and social risks that may affect our activities. Within this scope, we aim to identify in advance the potential impacts of these risks and take the necessary measures.

Each year, we conduct comprehensive risk assessment studies across all our departments. Following these studies, the identified risks are reported and submitted to senior management for evaluation once a year. This process is not limited to the identification of risks; it also encompasses their monitoring, prioritization and the implementation of the necessary actions.

Our risk management and strategy processes are carried out under the coordination of our Finance and Audit departments and are managed under the direct oversight of our Board of Directors. The Risk Committees established at our production facilities also contribute to the process from an operational perspective by regularly assessing risks with the participation of representatives from different functions.

We regard sustainability-related risks as an integral part of this structure. We monitor risks related to climate change, environmental impacts and social issues through our Sustainability Committee and integrate the relevant assessments into our decision-making processes. Risks related to ethics and corruption are also addressed regularly, and the necessary preventive measures are planned.

We manage risks related to technology and information security through a proactive approach. In accordance with our ***Information Security Policy,*** we diligently implement access authorization, data retention and data disposal processes to ensure data security, while continuously strengthening our infrastructure through advanced monitoring and analysis systems.

Through this holistic risk management approach, we are better prepared to respond to risks, adapt rapidly to changing conditions and support our sustainable growth.

Stakeholder Communication

As Gülsan Holding, we regard the communication we establish with our stakeholders not merely as a means of sharing information, but as a continuous platform for interaction that creates mutual value. By taking into consideration the views of all stakeholders who are affected by our activities and who influence our activities, we adopt a communication approach based on transparency and trust.

We engage with a broad network of stakeholders, ranging from our employees and customers to our suppliers, regulatory authorities, certification bodies and local communities, and prioritize obtaining feedback through various communication channels. In this way, we analyse expectations more accurately and make our decision-making processes more inclusive.

Through industry events, trade fairs and meetings, we engage with our business stakeholders to strengthen the exchange of knowledge and experience. These platforms also enable us to closely monitor industry developments and enhance collaboration opportunities.

We also regard digital communication channels as an important component of stakeholder engagement. Through our communications on social media, particularly ***LinkedIn***, we both increase the visibility of our current activities and establish faster and more accessible communication with our stakeholders.

In addition, through the survey mechanisms we implement, we systematically collect feedback from our employees, customers and business partners and actively use these insights to improve our processes.



Shareholders	Communication Channels	Communication Frequency	Purpose Of Communication
Employees	In-house social activities External activities Trainings Meetings Departmental meetings Telephone Suggestion boxes Performance reviews E-mail	Occasional Occasional Occasional Continuous Continuous Continuous Continuous Occasional Continuous	Through these channels, we aim to ensure effective collaboration and productivity in the workplace, communicate necessary information to our employees, provide clarity on roles and responsibilities, offer performance feedback to support their development, and resolve arising issues. We prioritize increasing employee motivation and fostering stronger engagement with their work. By encouraging teamwork and collaboration, we enhance job satisfaction and strengthen employees' commitment to their roles and the organization. We also focus on evaluating ideas and feedback from our employees to develop innovative solutions and reinforce our corporate culture by communicating the company's vision, mission, and values to all staff.
Regulatory Bodies and Certification Organisations	Telephone E-mail	Continuous	We aim to ensure the acquisition of relevant documents and standards, compliance with audit and reporting standards, and the fulfilment of customer requirements and quality standards.
Suppliers	Face-to-face meetings E-mail Telephone Specifications Seminars, fairs	Occasional Continuous Continuous Occasional Occasional	We aim to make our business processes more efficient and uninterrupted, ensuring timely and high-quality material supply through strong communication so that our production process is not disrupted. In addition, we pay attention to establishing open and effective communication with our suppliers to optimize our costs and quickly resolve problems in the supply chain. By building strong relationships with our suppliers, we support our long-term collaborations and create mutual trust. For the purpose of sustainability, we establish partnerships with our suppliers and encourage the use of environmentally friendly and sustainable materials. In this way, we aim to adapt more quickly to market changes, gain a competitive advantage, and fulfil our environmental responsibilities.
Customers	Mutual Visits Seminars, fairs E-mail Phone Customer Surveys Factory Tours	Occasional Occasional Continuous Continuous Once a year Occasional	We aim to increase customer satisfaction and to understand the needs of our customers in the best possible way. By establishing good communication and providing our customers with accurate and timely information, we aim to build trust. We evaluate customer feedback and find the opportunity to continuously improve our products and services. In this way, we aim to increase customer loyalty and build long-term relationships. In addition, by providing quick and effective solutions to the demands of our customers, we work to offer them the best possible experience.
Shareholders	Board of Directors Meetings Phone, E-mail	Monthly Continuous	We aim to ensure the acquisition of relevant documents and standards, compliance with audit and reporting standards, and the fulfilment of customer requirements and quality standards.
Community	Social Media Website Phone	Occasional Occasional Upon request	We discuss our company performance and inform our stakeholders. We provide information about the events and projects we organize and participate in.

Policies

We conduct our activities not only in compliance with legal requirements, but also in accordance with our ethical values, sustainability approach and commitment to quality. Accordingly, we establish the core policy framework that supports our corporate culture.

Our policies reflect our responsible management approach in areas such as the environment, occupational health and safety, human resources, information security and the supply chain, while also providing a guiding framework for our operations and supporting our decision-making processes.

We regard this structure as a dynamic system and regularly review and update our policies.

- *Policies*
- *Ethics Policy*
- *Integrated Management System Policy*
- *Occupational Health and Safety Policy*
- *Information Security Policy*
- *Environmental Policy*
- *Sustainability Policy*
- *Human Resources Policy*
- *Quality Policy*
- *Customer Satisfaction Policy*
- *Halal Food and Food Safety Policy*



Certificates

We structure our operations through the management systems we implement in the areas of quality, environmental management, information security, customer satisfaction and occupational health and safety. Aligned with international standards, these management systems enable us to manage our processes more effectively and regularly evaluate our performance. Supported by independent audits, this structure constitutes an important part of our continuous improvement approach and corporate discipline.



Our management system certifications are:

- ISO 9001 Quality Management System Certificate
  Gülsan Sentetik, Mav Elyaf, Gulsan Egypt
- ISO – IEC 27001 Information Security Certificate
  Gülsan Sentetik, Mav Elyaf
- ISO 14001 Environmental Management System Certificate
  Gülsan Sentetik, Mav Elyaf
- ISO 10002 Customer Satisfaction Management System Certificate
  Gülsan Sentetik, Mav Elyaf
- ISO 45001 Occupational Health and Safety Management System Certificate
  Gülsan Sentetik, Mav Elyaf
- ISO 50001 Energy Management System Certificate
  Gülsan Sentetik
- Global Recycled Standard (GRS) Certificate
  Gülsan Sentetik, Mav Elyaf
- Halal Compliance Management System
  Gülsan Sentetik
- UN Production Control Certificate
  Gülsan Sentetik
- Domestic Product Certificate
  Gülsan Sentetik
- Halal Certificate
  Gülsan Sentetik
- Oekotex Certificate
  Gülsan Sentetik, Mav Elyaf, Gulsan Egypt

Our Production and Non-Production Certificates:

- Certificate of Conformity to Turkish Standards (Food PP Bag)
- Certificate of Conformity to Turkish Standards (Bale Twine)

Our Memberships:

- EcoVadis Membership
- SEDEX Platform Membership (SMETA)

Sustainability Approach

As Gülsan Holding, we regard sustainability through a holistic management approach that addresses economic growth, environmental responsibility and social benefit together. We conduct all our activities and decision-making processes in accordance with a governance approach based on trust, transparency, accountability, fairness and responsibility.

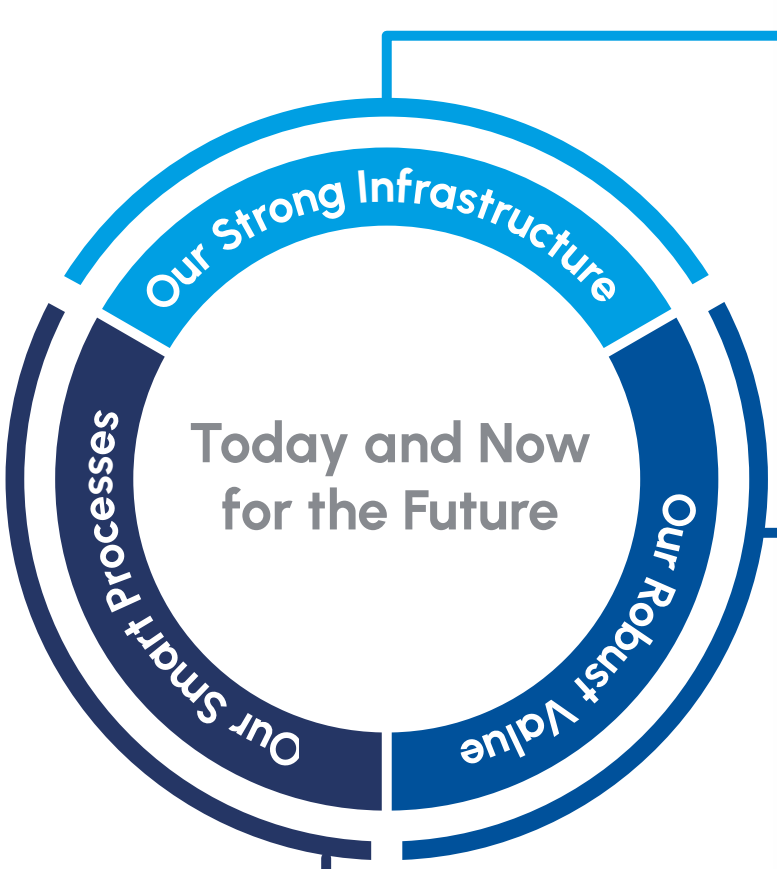
Acting with the motto "Today and Now: Our Steps Towards the Future," we promote a sustainability perspective across all our operations and carry out our activities through an integrated management system that takes environmental, social and governance (ESG) matters into consideration. While developing our products and services in accordance with a low-carbon footprint, resource efficiency, an innovative production approach and a responsible value chain perspective, we continue to systematically manage sustainability-related risks and opportunities throughout every stage of our value chain.



We shape our sustainability approach in accordance with our ***Sustainability Policy***, which has been published under the signature of our Chairman of the Board of Directors and shared with the public. Our Policy constitutes the fundamental framework of our holistic approach to sustainability, encompassing its economic, social, environmental and governance dimensions. Within this scope, we regard the fundamental values of the United Nations Universal Declaration of Human Rights, the Sustainable Development Goals (SDGs), combating climate change, the efficient use of natural resources, the circular economy and effective waste management, R&D, P&D, digitalization and the use of advanced technologies among our priority areas.

We translate the framework established by our Policy into practice through three fundamental approaches that bring our sustainability vision to life. Through this structure, built upon Strong Infrastructure, Intelligent Processes and Strong Values, we strengthen a common understanding of value creation and continuous improvement with a focus on sustainability across all our companies.

Key Approaches for Our Future



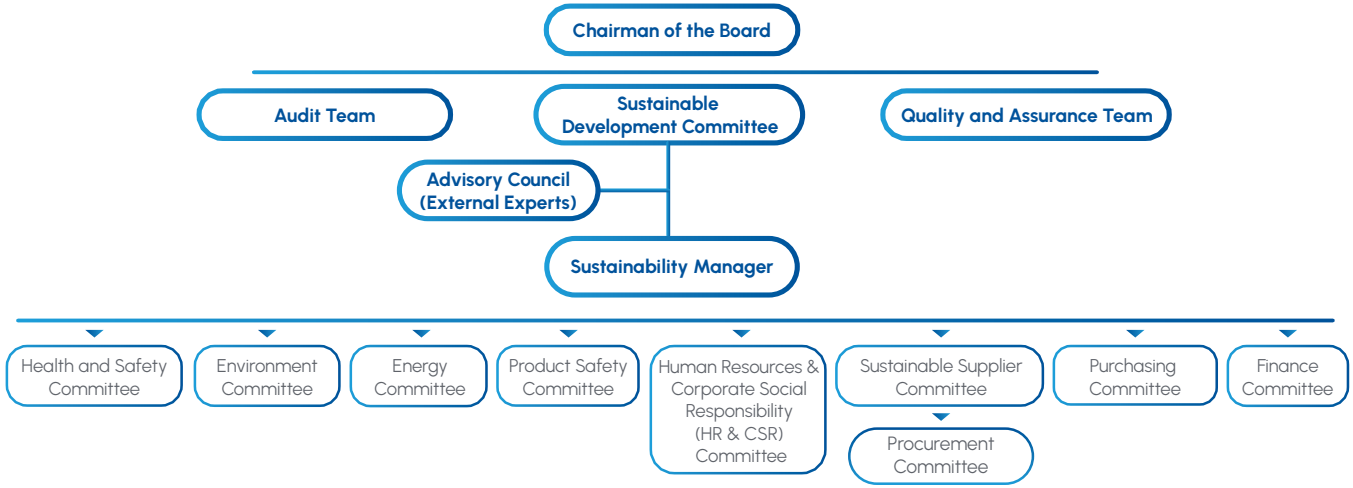
- Corporate Governance
- Sustainable Economic Value Creation
- Customer Experience and Satisfaction
- Business Ethics and Human Rights

- Occupational Health and Safety
- Education, Development and Competency Management
- Digital Transformation
- R&D and Innovation

- Corporate Social Responsibility
- Responsible Supply Chain
- Climate and Energy Transformation

Sustainability Governance Structure

At the highest level of our sustainability governance structure is the Chairman of the Board of Directors, with the oversight of sustainability strategies and final decision-making processes being carried out at the senior management level. Reporting to the Board of Directors, the Sustainable Development Committee is responsible for establishing sustainability policies, determining strategic priorities, evaluating performance processes and ensuring that sustainability activities are carried out in alignment with corporate objectives. The Committee is also responsible for ensuring that the Sustainability Report is prepared to cover the material topics and is formally reviewed.



As part of the Management Review meetings held once a year, each committee conducts separate evaluation meetings with the Board of Directors. During these meetings, ESG performance, activities carried out during the current year, ongoing projects, sustainability targets, investment plans, operational processes, as well as risks and opportunities are discussed. The sustainability-related risks and opportunities identified as a result of these meetings are communicated to the Sustainability Committee, thereby ensuring that sustainability performance is regularly monitored at the senior management level and integrated into decision-making processes.

In order to effectively translate the sustainability strategies determined by senior management into operational processes, an independent Sustainability Department has been established. Operating under the leadership of the Sustainability Manager, the Department coordinates sustainability activities, supports the implementation of the necessary actions across all our operations, monitors performance indicators and oversees the regular reporting of sustainability processes. At the same time, with the contribution of this Department, a two-way communication mechanism, both top-down and bottom-up, has been established within the organization, with the aim of ensuring that sustainability is embraced at all levels of the organization.

Taking into consideration the sustainability priorities of the different sectors in which we operate, we carry out our committee activities in alignment with sector-specific needs. While the end-to-end value chain processes of our textile and packaging operations are monitored by the Procurement Committee, Product Safety Committee and Sustainable Supplier Committee, our renewable energy portfolio, consisting of hydroelectric, wind and biomass power plants, is monitored in accordance with the technical and environmental management priorities of the Energy Committee.

Through our sustainability governance structure, we establish a strong connection between strategic decision-making, operational implementation, performance monitoring and reporting processes. This structure enables us to manage our sustainability activities across all our companies through a more systematic, traceable and holistic approach.



2025 Materiality Analysis

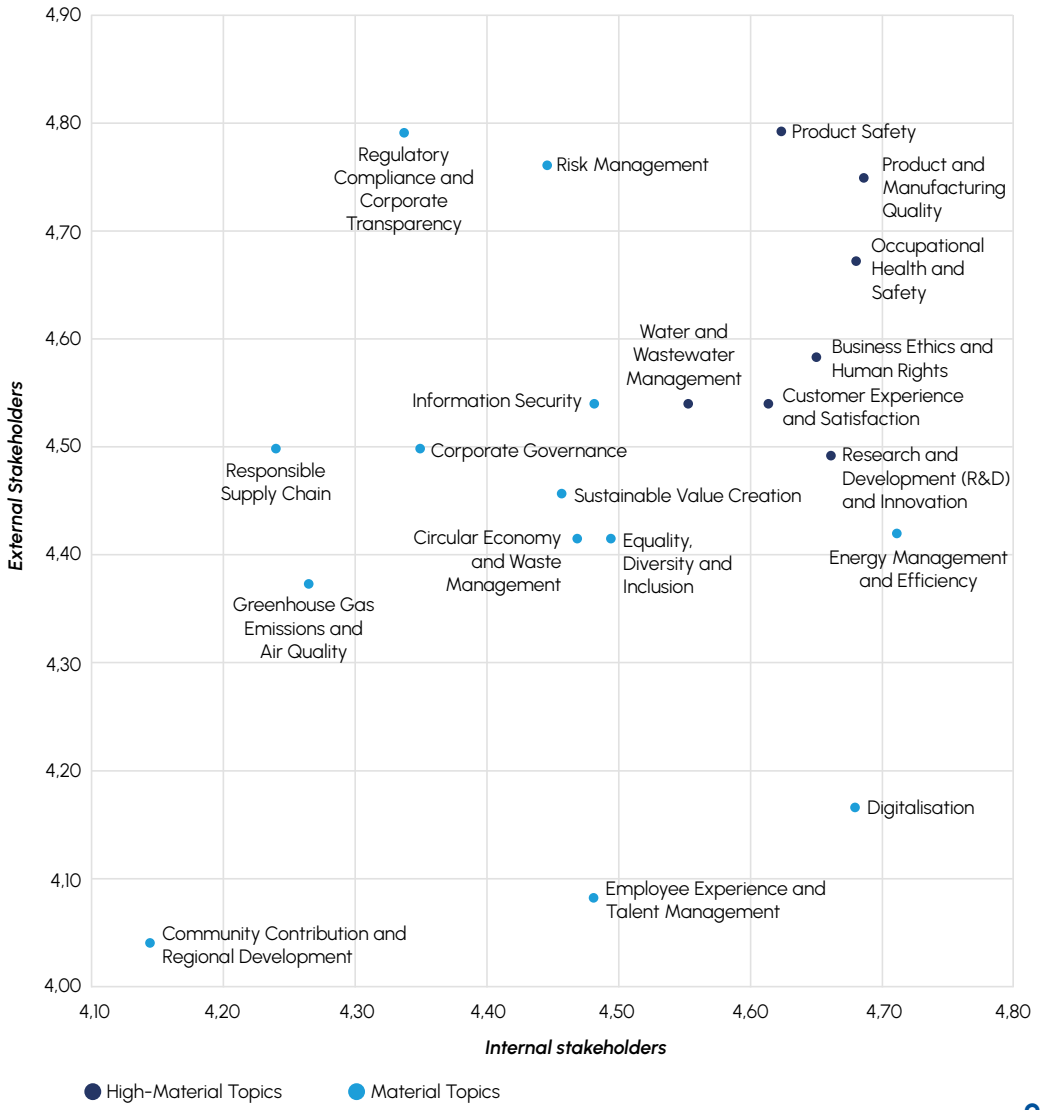
As Gülsan Holding, we shape our sustainability strategy in accordance with the dynamics of the sectors in which we operate, stakeholder expectations and our long-term corporate objectives. In order to identify the environmental, social and governance topics on which we should focus and to structure our strategic decision-making processes within the framework of these topics, we conducted our first materiality analysis in 2023.

To ensure that our sustainability approach remains current, comprehensive and supportive of long-term value creation, we reviewed and updated our materiality analysis during the reporting period. Throughout this process, industry trends, global sustainability agendas, competitor analyses and developments related to the sectors in which we operate were evaluated in detail.

During the material topic identification process, a comprehensive pool of material topics was established with reference to the SASB Standards and sector-specific research. Based on this pool, surveys were conducted to evaluate the views of our internal and external stakeholders, and the sustainability topics considered important by our stakeholders and employees were analysed. As a result of these assessments, our material topics were updated and integrated into our sustainability strategy.

The materiality analysis also contributes to strengthening our sustainability governance structure, enabling the more effective management of risks and opportunities, and the continuous improvement of our corporate sustainability performance. Through the targets and action plans established in accordance with our material topics, we aim to create long-term value, effectively manage our environmental and social impacts, and deliver long-term benefits for all our stakeholders.

Materiality Matrix



Contribution to Sustainable Development Goals

SDG	Our Work	Priority Issues	Related Sections
	Workplace Traffic Safety and Risk Reduction Programme Improving the Safety of Hazardous Material Transportation and Storage Enhancing Physical Security Measures Emergency Planning and Drill Activities Promoting Energy Isolation and Safe Access Practices Developing Mobile Equipment Safety and Visual Warning Systems	Occupational Health and Safety	Occupational Health and Safety
	G Future Intern Program Education Scholarship Support Lasting Contribution to Education – Support for Educational Institutions Employee Competency and Training Development Program	Education, Development and Talent Management	Education, Development and Talent Management Approach to Social Responsibility
	Household Water Conservation Initiatives Digitalization for Industrial and Cooling Water Efficiency Compliance with Wastewater Discharge Parameters Specified in Legislation	Water and Wastewater Management	Water and Wastewater Management
	Gold Standard Certificate I-REC (International Renewable Energy Certificate) Certificate	Energy Management and Efficiency	Energy Management
	Product Development and Improvement Studies New Material Research and Implementation Projects, Process Efficiency and Technology Optimization Energy Efficiency and Renewable Energy Integration Projects	Product and Production Quality Product Safety R&D and Innovation	R&D and Innovation Energy Management
	Supplier Code of Conduct Audits in the Supply Chain Packaging Optimization and Reduction in Plastic Use Reduction in Energy and Water Consumption	Responsible Supply Chain	Value to the Supply Chain
	Carbon Footprint Measurement and Reduction Projects, Sustainability Awareness Posters Product Carbon Footprint and Life Cycle Analysis	Water and Wastewater Management Energy Management and Efficiency Circular Economy and Waste Management	Climate Change Adaptation and Mitigation
	Fish Passage System	Water and Wastewater Management	Water and Wastewater Management
	Corporate Risk Management Activities	Business Ethics and Human Rights Corporate Governance Regulatory Compliance and Corporate Transparency Risk Management	Corporate Governance Ethical Principles and Transparency Risk Management Equality, Diversity and Inclusion



Our Steps Today and Now for **Quality**

Our Steps Today and Now for Quality



Value Added to Production

Product and Production Quality

As Gülsan Holding, we regard the production of high-quality and reliable products not only as a business objective but also as an integral part of our sustainable growth approach. We place quality at the centre of our production processes in order to meet the needs and expectations of our customers and stakeholders at the highest level.

We build our quality approach on the principle of full compliance with national and international legislation, relevant standards and the requirements of the certifications we hold. While establishing trust-based relationships throughout all our processes, from procurement to after-sales services, we adopt a fast and high-quality service approach.

We do not limit our quality approach solely to our own operations but aim to extend it throughout our entire supply chain. Accordingly, while continuing our audit and assessment practices that support our suppliers' compliance with quality standards, we continue to strengthen our quality-focused collaborations. We continuously improve our processes and support our quality performance in accordance with the requirements of international standards, particularly the *ISO 9001 Quality Management System* and the *ISO 10002 Customer Satisfaction Management System.*

Our Quality Assurance Department are responsible for the implementation and continued effectiveness of our *Quality Policy.* The provision of the resources required to achieve our quality objectives and the continuity of our systems are ensured through the support of our senior management. We regularly review our quality policies in accordance with changing customer expectations, technological developments and sectoral requirements, and continuously improve our processes through our continuous improvement approach. Through this approach, we continue to deliver reliable, sustainable and high-quality products.

At our production facilities, we monitor process and product performance 24 hours a day, 7 days a week through high-technology equipment and digital monitoring systems. In accordance with our strong quality culture, we promote the principle of "doing every job right the first time and every time" throughout our organization, while supporting quality awareness through training, internal audits and continuous improvement practices.

As part of our quality practices, we conduct risk and opportunity assessments, establish quantitative targets, and plan and implement the necessary actions to achieve these targets. We regard the feedback received from our customers and other stakeholders as an important opportunity to improve our processes and continuously enhance the quality of our products and services.

Through the activities carried out under the coordination of our Quality Assurance teams, we keep our quality management systems up to date while continuing to strengthen our operational excellence by integrating the outcomes of internal and external audits into our business processes.



Integrated Governance Systems

As Gülsan Holding, we address critical matters such as quality, environmental management, energy management, occupational health and safety, hygiene and product safety through a holistic approach and manage our activities within the framework of our Integrated Management System.

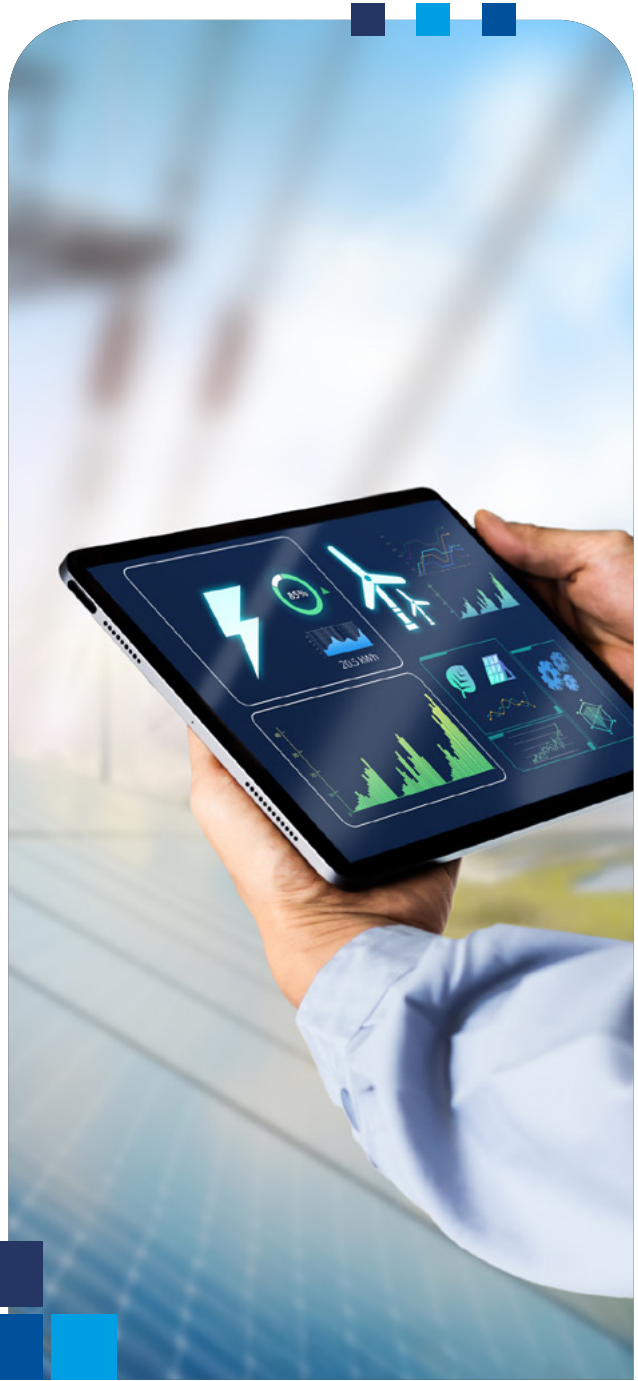
Our Integrated Management System practices are built upon employee participation, continuous improvement and operational excellence. While supporting all our employees' access to information, training and the necessary resources, we aim to continuously improve our processes in accordance with changing needs and evolving expectations.

We regard compliance with national and international legislation, relevant standards and certification requirements as one of our fundamental priorities across all areas in which we operate. We do not manage quality, environmental management, energy, occupational health and safety, and product safety processes as independent structures, but rather as complementary elements.

Within the scope of our environmental sustainability approach, while carrying out initiatives aimed at the efficient use of resources, reducing waste generation and promoting recycling practices, we support efficiency-oriented solutions for equipment, services and designs that affect energy performance.

We regard customer satisfaction and stakeholder trust as fundamental components of our integrated management approach. While prioritizing quality and reliability throughout all our processes, from procurement to after-sales services, we support continuous improvement by systematically evaluating feedback received from our customers.

Our ***Integrated Management System Policy*** is reviewed regularly and updated in accordance with changing conditions and evolving needs. In this way, while maintaining the effectiveness of our management system, we continue to sustain a strong governance structure that supports our sustainable growth objectives.



Lean Production

In order to improve the efficiency of our production processes, optimize resource utilization and support sustainable operational excellence, we continue to implement the Lean Six Sigma approach. Through our lean manufacturing approach, we aim to reduce the number of non-value-added activities, while the Six Sigma methodology enables us to minimize defects and process variability.

Within the scope of our Lean Six Sigma initiatives carried out in 2025, we implemented various improvement projects aimed at increasing the efficiency of our production processes. Through these initiatives, we focused on optimizing resource utilization, reducing production losses and managing our processes more effectively.

Within the scope of equipment efficiency and SMED (Single-Minute Exchange of Die) improvement projects, we implemented practices aimed at enhancing the effectiveness of maintenance and breakdown processes while reducing setup and changeover times. Through these initiatives, we aimed to support production continuity and improve operational efficiency.

Through our quality improvement projects, while focusing on reducing defects and variability in our processes, we aimed to strengthen product and process quality through data-driven analyses and improvement initiatives. In this way, we sought to establish more stable production processes capable of responding more effectively to customer expectations.

Within the scope of our process optimization and product improvement initiatives, we reviewed production parameters and implemented practices aimed at improving process performance. Through these initiatives, we aimed to enhance both our operational performance and the alignment of our products with customer expectations.

In addition, through initiatives aimed at accelerating processes and reducing bureaucracy, we streamlined our workflows and enhanced their efficiency. We also supported the effective management of our workplaces by promoting orderly, safe and efficient working environments through 5S practices and workplace organisation initiatives. Furthermore, through visual management practices and standardized work approaches, we continued to strengthen our commitment to sustainable operational excellence.

Operational Excellence Indicators in Numbers

In 2024;

- 18 employees obtained the Green Belt Certification.
- 200 hours of Kaizen activities were carried out.
- 21 different Green Belt Projects were implemented.

In 2025;

- 23 employees obtained the Green Belt Certification.
- 32 hours of Kaizen activities were carried out.
- 37 different Green Belt Projects were implemented.

Value to R&D and Innovation

R&D and Innovation

Research and Development (R&D) activities are of strategic importance for improving our products and production processes, implementing innovative solutions and enhancing our competitiveness. Through our R&D activities, we aim to improve product quality and performance while ensuring cost efficiency and developing solutions that respond more rapidly to customer expectations and needs. By strengthening our technical expertise and innovation capabilities, we support our sustainable growth and seek to differentiate ourselves in the markets in which we operate.

As part of our R&D activities in 2025, we carried out initiatives involving the evaluation of alternative raw materials, new product development projects, cost reduction practices, process improvement initiatives and quality enhancement activities. In particular, we implemented various innovative projects aimed at improving the efficiency of our production processes, enhancing product performance and contributing to our sustainability objectives.

Auxiliary Chemical Optimization Project for PET Yarns

As part of our R&D projects conducted in 2025, we launched an auxiliary chemical optimization project aimed at improving the tactile comfort of PET yarns. Within the scope of the project, alternative auxiliary chemicals capable of improving surface properties were evaluated, the process suitability of the selected applications was analysed, and pilot-scale trials were carried out.

As a result of the project, we aimed to enhance the smoothness and soft-touch characteristics of the yarns. At the same time, as part of colour-matching studies conducted in accordance with customer requirements, a new product has been developed, and efforts are ongoing to commercialise and introduce the product to the market.

The project represents an important step towards developing products that more effectively meet customer expectations while enhancing product performance and strengthening our value-added product portfolio.

In accordance with our open innovation approach, we benefit not only from our internal expertise but also from the technical collaborations we establish with our suppliers and customers. Through collaborations with our suppliers, we evaluate alternative raw materials and carry out development activities aimed at improving product performance and increasing process efficiency. Feedback and technical requirements received from our customers guide our product development and process optimisation activities. In this way, we strengthen our innovation capacity by integrating the knowledge and experience of our stakeholders into our R&D processes.

To encourage the active participation of our employees in our R&D and innovation processes, we continue to implement our Suggestion System. Through this system, our employees can submit suggestions related to product development, process improvement, cost reduction and efficiency enhancement, and proposals that are evaluated and found to be feasible are implemented. These initiatives, which are rewarded based on the value and benefits they generate, contribute to the development of our innovation culture and reinforce our commitment to continuous improvement.

R&D Infrastructure

To support our product development and quality improvement activities, we continue to invest in the technical infrastructure and expert human resources capable of responding to the needs of the sectors in which we operate. Through the analyses and testing activities conducted in our R&D laboratories, we evaluate the performance of raw materials, semi-finished products, and finished products using scientific methods and support our product development processes with reliable data.

As of 2025, a total of 13 full-time employees are employed in our R&D and Innovation departments. Our team structure, with a female employee ratio of ***61.5%****, supports our innovation capacity by bringing together diverse perspectives.*

The technical knowledge and experience obtained within the scope of our R&D activities are shared with the relevant teams and are effectively utilized in product development, quality management, and process improvement activities. Accordingly, the outputs of our R&D activities contribute not only to new product development processes but also to operational excellence and customer satisfaction.



Digitalisation

As Gülsan Holding, we regard digitalisation as a key component of our sustainable growth journey and one of our strategic priorities for strengthening our competitiveness. We continue to advance our digital transformation initiatives to improve the effectiveness of our business processes, strengthen decision-making mechanisms and support operational excellence.

We leverage digital technologies across a wide range of activities, from production and quality control processes to R&D activities and process management, with the aim of managing our operations more quickly, efficiently and transparently. Through real-time data monitoring and digital analytics capabilities, we closely monitor our operational performance and continuously implement initiatives to improve our processes.

Our digitalisation approach extends beyond operational efficiency; it also contributes to improving quality performance, optimising resource utilisation and responding more rapidly to customer expectations. In this context, we continue to enhance the transparency and effectiveness of our processes through applications that support a data-driven management approach.

We have reduced the number of physical servers by implementing virtualisation technology, thereby improving server efficiency and reducing energy consumption.

Through sensors installed in our data centres, we continuously monitor ambient temperature, optimise air conditioning systems to maintain ideal operating conditions and avoid excessive cooling, thereby improving energy efficiency.

We carry out digital housekeeping by deleting unused and obsolete backup files from our storage systems, freeing up available disk capacity. This approach helps us avoid unnecessary investments while improving energy efficiency.

Information security and the reliability of our digital infrastructure are fundamental elements of our digital transformation approach. To protect our information assets, ensure business continuity and effectively manage potential cyber risks, we continuously improve our related processes while promoting a strong digital security culture throughout our organization.

By closely monitoring technological developments, we continue to invest in digitalisation and integrate innovative solutions into our business processes. In doing so, we aim to enhance our operational agility while establishing a robust and resilient digital infrastructure that supports our sustainable growth objectives.

Value to Customer

Product Safety

As Gülsan Holding, we regard product safety not merely as a legal obligation but as one of the fundamental pillars of customer satisfaction, our sustainable manufacturing approach and our commitment to social responsibility. We carry out activities throughout the product life cycle to ensure the safety of our products while developing solutions that safeguard both human health and environmental sustainability.

Accordingly, we regularly conduct safety assessments of the raw materials used in our products and implement practices aimed at minimizing potential risks to human health and the environment. While giving preference to raw materials and manufacturing methods that meet product safety requirements, we closely monitor our products' compliance with applicable national and international regulations.

Through close collaboration with our suppliers and customers, we manage potential health, safety and environmental risks related to product safety. We provide our customers with the necessary information related to the safe use of our products and, in accordance with customer requirements, carry out technical documentation and product safety assessments.

We also regularly review the safety requirements for applications involving hygiene and medical products, monitor changes in product safety criteria, and evaluate both our existing products and new product designs accordingly. Through this approach, we continue to provide our customers with reliable, high-quality and sustainable products.



Customer Experience and Satisfaction

As Gülsan Holding, we regard customer satisfaction as one of our most valuable assets and aim to meet customer needs and expectations at the highest level. Accordingly, we prioritise fostering a customer-centric corporate culture, preventing potential negative experiences and managing customer feedback effectively.



We carry out all our processes aimed at understanding and exceeding customer expectations in accordance with our ***Customer Satisfaction Policy,*** while utilising customer feedback to continuously improve the quality of our products and services. In this context, we conduct awareness-raising and training activities for our employees across all our companies to reinforce customer-focused approaches.

Through our Customer Feedback Channels, Customer Feedback Cycle and Complaint Management System, we systematically evaluate our customers' opinions, suggestions and complaints. Feedback received is reviewed by the relevant departments, and where necessary, root cause analyses are conducted. Corrective and preventive actions are then planned and integrated into our business processes.

We support our customer satisfaction efforts through internationally recognised standards and continue to implement the ***ISO 10002 Customer Satisfaction Management System*** across our companies. Through this system, we manage customer feedback more effectively while embedding our continuous improvement approach as an integral part of our corporate processes.

Customer Satisfaction Survey 2025

Through the Customer Satisfaction Survey conducted in 2025, we systematically measured our customers' evaluations of our products and services. By analysing feedback received on product quality, communication, service continuity and collaboration, we identified areas for improvement and guided our continuous improvement initiatives. According to the survey results, 92% of our customers expressed satisfaction with the products and services we provide. This outcome serves as an important indicator of our customer-centric approach and our commitment to continuous improvement.

Through the Customer Satisfaction Survey conducted in 2025, we also carried out a comprehensive analysis of our customers' opinions, expectations and evaluations related to our products and services. We regard customer satisfaction as one of the fundamental drivers of sustainable growth and long-term business partnerships. Accordingly, through the regular customer satisfaction assessments we conduct, we aim to better understand our customers' needs and continuously improve our processes.

As part of the survey, feedback was collected on key areas including product quality, delivery performance, communication, technical support, service continuity and collaboration. The insights gained have contributed to a better understanding of our customers' expectations and needs while guiding our efforts to enhance the customer experience. According to the survey findings, 92% of our customers stated that they were satisfied with the products and services we provide. This high level of satisfaction demonstrates the value our customers place on our customer-centric approach, our commitment to quality and our culture of continuous improvement.



> “According to the survey findings, **92%** of our customers stated that they were satisfied with the products and services we provide.



Our Steps Today and Now for the
Environment

Our Steps Today and Now for the Environment



Value to Environment

As Gülsan Holding, we regard environmental responsibility as an integral part of the way we conduct our business. We position the development of environmentally friendly products, increased investment in renewable energy and the reduction of our environmental impacts among the fundamental pillars of our long-term value creation approach. Across all sectors in which we operate, we address our environmental impacts through a holistic approach and strive for continuous improvement in energy efficiency, waste management, recycling and the use of environmentally friendly materials.

We carry out our environmental sustainability initiatives under the coordination of the Sustainability Committee, which reports directly to the Chairman of the Board. This governance structure enables us to evaluate sustainability matters at the highest level of management while addressing environmental and climate change-related risks and opportunities across our entire value chain. By establishing a two-way communication mechanism between our committees, expert teams and operations, we ensure that our environmental priorities are effectively managed throughout the Company.

In accordance with our ***Environmental Policy,*** approved by senior management, we closely monitor the requirements of national and international legislation, standards and voluntary initiatives, while continuously improving our environmental management systems. Our memberships in internationally recognised platforms such as EcoVadis and Sedex support the evaluation and continuous improvement of our environmental performance in accordance with global best practices.

ISO 14001 Environmental Management System

- Gülsan Sentetik
- Mav Elyaf

ISO 50001 Energy Management System

- Gülsan Sentetik

> *As Gülsan Holding, we regard the conservation of natural resources and the fight against climate change as integral components of our long-term value creation approach, and we remain committed to advancing our environmental sustainability efforts towards a low-carbon and resource-efficient future.*

Across our operations, we prioritise the efficient use of all resources, particularly energy, water and raw materials. We focus on reducing waste generation at source while expanding recycling and recovery practices. Through the circular economy practices implemented in our production processes, we optimise material utilisation and promote the reuse of resources.

As part of our efforts to combat climate change, we regularly calculate our greenhouse gas emissions and monitor our corporate carbon footprint performance. We continue to implement initiatives aimed at reducing both our direct and indirect emissions across our entire value chain.

> *Compared with our 2021 base year, we aim to reduce our Scope 1 and Scope 2 emissions by 30% by 2030.*

To strengthen our environmental performance, we implement water conservation practices, emission reduction systems, maintenance and leak detection activities to prevent refrigerant gas leakage, and projects that enable waste to be utilised as a by-product across our operations. At the same time, we continuously improve our energy performance through energy efficiency projects, equipment optimisation, high-efficiency motor conversions and lighting improvements. Through these initiatives, we not only reduce our environmental impacts but also enhance our operational resilience by improving resource efficiency.

We recognise the contribution of our employees as critical to achieving our sustainability objectives. Accordingly, in 2025, we delivered environmental training programmes for employees of Gülsan Sentetik, MAV Elyaf, MAV Elektrik and TPCL. During the year, we provided a total of 751 hours of environmental training, increasing the environmental knowledge and awareness of 974 employees.

> *Throughout 2025, we made total environmental investments and expenditures amounting to TL 7,744,351.00. This investment reflects our strong commitment to the continuous improvement of our environmental performance.*

As Gülsan Holding, by placing environmental responsibility at the forefront of every stage of our operations, we remain firmly committed to building a more liveable world for both today and tomorrow.

Textiles and Hygienic Textiles

Gulsan Sentetik - Mav Elyaf - Gulsan Egypt:

Across our textiles and hygienic textiles operations, we manage our environmental impacts through a systematic approach, focusing on improving resource efficiency and reducing the environmental footprint of our production processes. Under the ISO 14001 Environmental Management System implemented at our Gülsan Sentetik and MAV Elyaf facilities, we regularly monitor our environmental performance, evaluate the effectiveness of our management systems through internal and external audits, and identify opportunities for continuous improvement.

During periodic management review meetings attended by senior management, we evaluate our environmental objectives, regulatory compliance status and opportunities for improvement. In 2025, we implemented various initiatives related to renewable energy use, energy efficiency, water conservation and the reuse of resources. While reducing energy consumption through machinery and equipment optimisation, we minimised water use by introducing water-saving devices. We also supported our circular economy approach and contributed to the sustainable use of resources by reducing the number of newly purchased pallets through the reuse of plastic pallets across our operations. Through the management systems and operational practices implemented across our textiles and hygienic textiles operations, we continue to strengthen our environmental approach throughout Gülsan Holding while reinforcing our commitment to continuous improvement.

Hydroelectric Energy

Gül Enerji-Paşa HES- Vemus Yenilenebilir Enerji:

Within our hydroelectric power investments, we regard the sustainable management of natural resources as one of our key priorities. While generating electricity from renewable resources, we focus on the efficient and responsible use of water and aim to minimise the environmental impacts of our power generation processes. Through energy efficiency practices, we strengthen our environmental approach while contributing to a low-carbon future through renewable energy generation.

In addition to our internal audits, we regularly monitor the regulatory compliance and environmental performance of our Gül Enerji and Paşa HES operations through inspections conducted by the Ministry of Environment, Urbanisation and Climate Change and the General Directorate of State Hydraulic Works. Through the initiatives implemented at Gül Enerji, we reinforce our environmental approach, while at Paşa HES we fulfil our legal obligations through monthly environmental flow monitoring and diligently manage our environmental responsibilities.



Biomass Energy

Mav Elektrik - TPCL Yenilenebilir Enerji:

At our biomass energy facilities, we convert organic waste into energy, thereby contributing to both effective waste management and renewable energy generation. By converting poultry manure into energy, we help reduce the environmental impacts of waste while supporting the principles of the circular economy.

Through the emission reduction system implemented at MAV Elektrik, we control air emissions arising from our energy generation processes. The ash generated through waste combustion activities is sent to licensed recycling facilities, where it is reused as a fertiliser additive. Through these practices, we reduce our environmental impacts while supporting the reuse of resources.

At TPCL Yenilenebilir Enerji, we reduce electricity drawn from the grid and auxiliary fuel consumption through energy efficiency projects, while eliminating the use of single-use packaging through our water treatment systems. Together with our new investments, we aim to further strengthen our Zero Waste approach.

Wind Energy

İnova Elektrik:

Across our wind energy operations, we manage electricity generated from renewable resources in a manner that minimises environmental impacts. While ensuring full compliance with legal requirements, we continuously enhance our operational performance through energy efficiency practices and technological investments.

We monitor turbine performance through advanced monitoring systems and regularly carry out maintenance and improvement activities aimed at increasing operational efficiency. In addition, we optimise energy consumption through energy-saving solutions implemented in our lighting systems.



Climate Change Mitigation

Climate change remains one of the most significant global challenges affecting the long-term resilience of businesses, not only through its environmental impacts but also through its economic and operational consequences. The World Economic Forum's ***Global Risks Report 2026*** highlights that climate- and environment-related risks continue to dominate the global risk landscape from a long-term perspective. This global outlook further underscores the growing importance of companies taking responsibility for addressing climate change and implementing concrete actions to reduce their environmental impacts.

As Gülsan Holding, we regard climate change mitigation not only as an environmental responsibility but also as a strategic priority that supports our resource efficiency, operational effectiveness and long-term value creation approach. Taking into account the environmental impacts of the diverse sectors in which we operate, we are committed to strengthening a shared sustainability approach across all our companies.

We regard the transition to a low-carbon economy as an important area for development in making our operations more efficient, resilient and environmentally responsible. Accordingly, we focus on improving energy efficiency, evaluating renewable energy investments, optimising resource utilisation and reducing waste generation. At the same time, we prioritise expanding the use of recycled and environmentally friendly materials while strengthening our low-carbon product approach and commitment to innovative products and services.



Greenhouse Gas Emissions and Management

To play an active role in combating climate change and reducing the environmental impacts arising from our operations, we regard the management of our greenhouse gas emissions as one of the fundamental components of our sustainability approach. Accordingly, we focus on monitoring our emissions through a measurable, traceable and comparable framework while identifying areas with emission reduction potential and continuously improving our operational processes.

As Gülsan Holding, we have been calculating and reporting our greenhouse gas emissions in accordance with the GHG Protocol methodology for the past three years. Our calculations cover Scope 1 emissions, representing our direct emissions; Scope 2 emissions, arising from purchased electricity consumption; and Scope 3 emissions, representing other indirect emissions generated throughout our value chain. Within our Scope 3 calculations, we comprehensively assess the relevant emission categories to enable a more holistic understanding of the impacts across both the upstream and downstream segments of our value chain.

Throughout our emissions accounting processes, we place particular emphasis on the principles of comparability, consistency and traceability. Accordingly, we continue our efforts to ensure the regular collection of activity data, maintain a consistent reporting boundary across reporting years, and transparently monitor any methodological changes.

tCO_2e	Scope 1			Scope 2 (Location Based)			Scope 3		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Gül Enerji Almus HES	3.98	4.88	*6.99*	154.62	173.36	*156.61*	45.01	48.13	*90.59*
Gül Enerji Köklüce HES	12.97	13.95	*7.86*	189.64	297.04	*241.56*	38.64	55.44	*48.33*
İnova Elektrik	28.11	28.17	*28.53*	104.23	103.99	*92.16*	34.34	33.92	*36.10*
Paşa HES	13.92	11.71	*10.96*	12.16	17.56	*23.46*	105.64	20.32	*21.32*
TPCL	6,806.36	3,176.76	*1,280.96*	418.57	229.84	*178.37*	19,964.30	24,397.14	*26,476.74*
Mav Elektrik	2,458.32	1,840.29	*1,011.87*	528.22	334.95	*110.75*	18,840.39	22,859.69	*24,587.95*
Vemus Yenilenebilir	-	-	*7.77*	-	-	*71.88*	-	-	*66.18*
Gülsan Sentetik	20,646.67	14,060.63	*16,958.21*	108,958.14	114,216.88	*123,051.93*	534,767.83	555,474.20	*604,559.53*
Gulsan Egypt	932.06	1,059.85	*1,536.75*	24,070.08	24,452.03	*25,929.63*	89,920.70	89,596.22	*90,940.10*
Mav Elyaf	1,040.21	1,004.81	*1,384.79*	11,566.42	11,808.84	*12,001.16*	55,763.99	52,571.65	*64,007.07*

1 Vemus Yenilenebilir Enerji was incorporated into Gülsan Holding in 2025 and, accordingly, was included in the Gülsan Holding 's greenhouse gas inventory for the first time in 2025. Therefore, no greenhouse gas emissions data are available for 2023 and 2024.

During the reporting period, we achieved a significant reduction in our direct greenhouse gas emissions. Our Scope 1 emissions decreased from 31,942 tCO_2e in 2023 to 22,235 tCO_2e in 2025, representing a reduction of approximately 30%. This improvement was primarily driven by the initiatives implemented at our TPCL, Gülsan Sentetik and MAV Elektrik facilities. Over the same period, our Scope 2 emissions, arising from purchased electricity consumption, increased in accordance with the scale of our production activities.

> *As Gülsan Holding, with 2021 as our base year, we are committed to reducing our Scope 1 and Scope 2 emissions by 30% by 2030.*

To achieve this target, we continue to optimise our production processes and implement initiatives that enhance energy efficiency, promote the use of renewable energy and improve resource efficiency.



Our priority initiatives include process improvements, machinery and equipment optimisation, the use of high-efficiency motors, energy-saving lighting applications and investments in renewable energy.

The completion of the solar power plant installations at Gülsan Sentetik, enabling 10% of its total energy consumption to be supplied from renewable energy sources, represents one of the key milestones supporting our low-carbon manufacturing approach.

In addition to our operational activities, we are also implementing initiatives to reduce the environmental impacts of our logistics processes. Wherever feasible, we prioritise maritime transport for the shipment of raw materials and finished products. We also optimise our import processes, port operations, road transport connections and inventory management by balancing cost, operational efficiency and environmental impact.

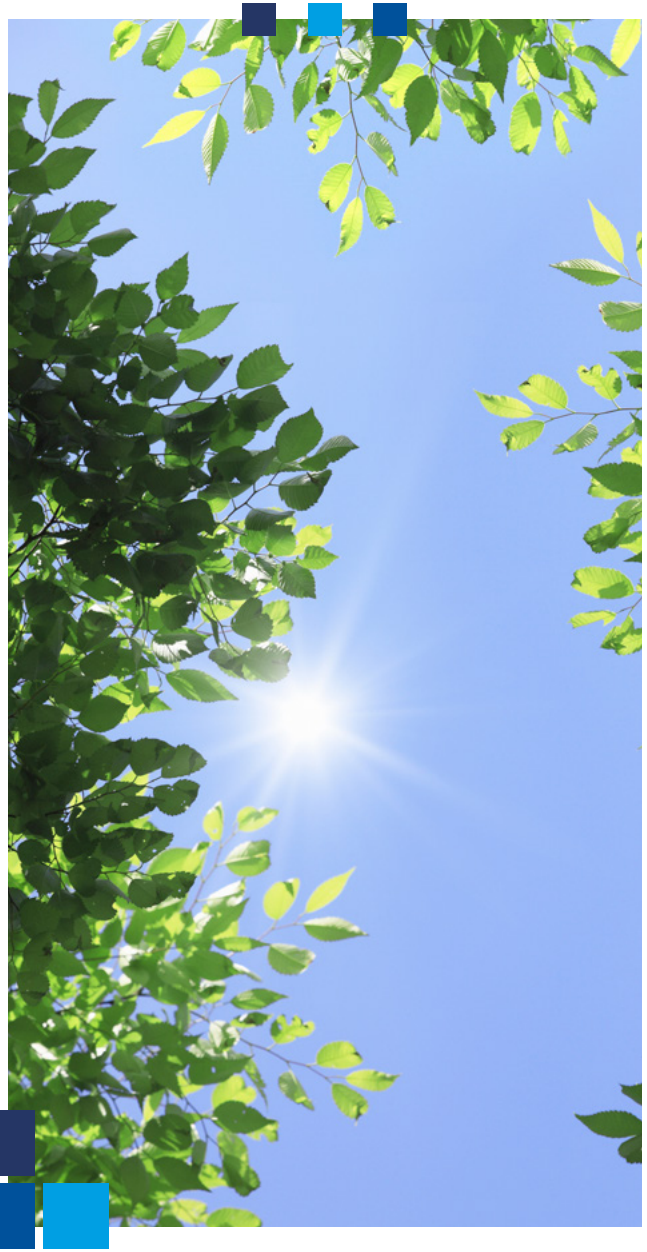
Our efforts to reduce greenhouse gas emissions extend beyond energy consumption. We also regard resource efficiency, waste reduction, recycling, recovery and the use of environmentally friendly materials as integral components of our holistic emissions management approach. By strengthening our low-carbon product approach and commitment to innovative products and services, we continue to advance our sustainable manufacturing practices.

Air Quality Management and Air Emissions

We regard the protection of air quality as one of the key priorities of our environmental management approach. Accordingly, we control potential sources of air emissions across our facilities and manage emissions of air pollutants, including dust, volatile organic compounds (VOCs), nitrogen oxides (NO_x), sulphur oxides (SO_x) and particulate matter, in accordance with applicable legal requirements and environmental standards. We consider compliance with environmental legislation and relevant standards to be one of our fundamental responsibilities and strive to integrate global best practices into our operations alongside national regulatory requirements.

At MAV Elektrik and TPCL Yenilenebilir Enerji, we operate emission reduction systems to control air emissions that may arise from waste combustion activities. Through these systems, we aim to reduce the atmospheric impacts of air pollutants, particularly sulphur dioxide (SO_2), nitrogen oxides (NO_x) and particulate matter. As part of the emission reduction process, we use urea and sodium bicarbonate to support the control of harmful gases.

Gülsan Holding Air Emissions[2]	2023	2024	2025
NOx (kg/year)	65,561.76	69,015.76	29,686.80
SOx (kg/year)	1,501.68	1,640.68	1,643.40
Total Organic Carbon (TOC)[3]	-	-	12,507.39
Hazardous Air Pollutants (HAP) (kg/ year)	314.00	469.00	464.00
Particulate Matter (PM) (kg/ year)	678.00	1,213.00	772.00



2 The data presented in the table comprise the air emissions data of our Gülsan Sentetik, MAV Elyaf, MAV Elektrik and TPCL Yenilenebilir Enerji companies.

3 As of 2025, in accordance with the implementation introduced by the Republic of Türkiye Ministry of Environment, Urbanisation and Climate Change, Total Organic Carbon (TOC) has become the primary parameter monitored during emission measurements, while Volatile Organic Compounds (VOCs) are assessed only if the applicable regulatory limits are exceeded. Therefore, TOC data are not available for 2023 and 2024.

Energy Management

As Gülsan Holding, we regard minimising our environmental impact through our modern infrastructure and strong clean energy generation capacity, while providing sustainable alternatives to the growing global demand for energy, as one of our principal objectives. Across all the sectors in which we operate, we prioritise the efficient use of natural resources and regularly monitor our energy consumption to identify opportunities for efficiency improvements. On our journey to meeting increasing energy demand through environmentally friendly and long-term solutions, we regard energy efficiency not merely as an operational necessity but as one of the most fundamental strategic priorities shaping our future.

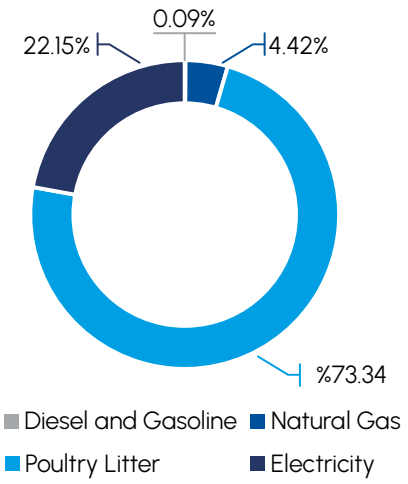
We continue to expand the implementation of initiatives designed to reduce our carbon footprint, improve resource efficiency and manage energy more effectively across all our companies.
While each of our companies carries out energy efficiency initiatives in accordance with the specific requirements and operational dynamics of its sector, they also contribute to our shared sustainability objectives across the Holding. In this context, we continue to expand our investments in renewable energy while further enhancing our energy efficiency performance each year through technology-driven improvements.

In 2025, approximately 4.42% of the Holding's total energy consumption was derived from natural gas used for production and heating purposes, while 73.34% originated from biomass produced from poultry litter. Diesel and petrol consumption from vehicles and generators accounted for 0.10% of our total energy consumption, whereas electricity represented 22.15% of total energy consumption.

Increasing the share of electricity supplied from renewable sources is a key component of our energy management approach. In 2025, 13% of the Holding's total electricity consumption was supplied from renewable energy sources. This figure includes the contribution of self-generated renewable electricity consumed within the operations of our renewable energy companies, as well as the electricity generated by the solar power plant commissioned at Gülsan Sentetik. Through this solar power plant investment, 10% of Gülsan Sentetik's total energy consumption has been supplied from renewable energy sources.

We do not limit our energy management approach solely to monitoring energy consumption. We also support it through production process optimisation, improvements in machinery and equipment efficiency, energy-saving lighting applications, the use of high-efficiency motors and investments in renewable energy. As Gülsan Holding, in accordance with our commitment to addressing the climate crisis and our vision for a sustainable future, we regard the transition of our energy supply towards renewable sources and the systematic reduction of our emissions profile as a corporate responsibility.

Sources of Energy Consumption



Gülsan Sentetik

At Gülsan Sentetik, we regard energy management as one of the key priorities that enhances the efficiency of our production processes and supports our low-carbon manufacturing approach. Under the ISO 50001 Energy Management System, we systematically monitor our energy performance and implement initiatives aimed at reducing energy consumption and identifying opportunities for efficiency improvements. To monitor our energy consumption more effectively and manage critical infrastructure components through an integrated approach, we track systems such as automation, HVAC (heating, ventilation and air conditioning), compressed air and electricity distribution networks in real time through an integrated SCADA infrastructure. This enables us to monitor our energy performance more closely and identify improvement opportunities more effectively.

In accordance with our objective of transitioning to clean energy and generating our own electricity, we continue to invest in solar energy. Following the completion of our solar power plant installations, 10% of our total energy consumption has been supplied from renewable energy sources. Following the recent transfer of our cogeneration plant, we have strengthened our strategic focus on renewable energy projects and continue to prioritise investments that support our low-carbon manufacturing approach.

In 2025, we implemented a range of energy efficiency improvement projects. These included the use of photocell-controlled lighting systems, the optimisation of machinery and equipment across our operations, and the replacement of existing motors with more energy-efficient alternatives. Through these initiatives, we improved the energy performance of our production processes while contributing to our objective of reducing our carbon footprint.

MAV Elyaf

At MAV Elyaf, we regard energy management as one of the key operational practices that enhances the efficiency of our production processes while reducing our environmental impacts. We monitor critical systems such as cooling, HVAC (heating, ventilation and air conditioning), compressed air and electricity distribution through an integrated SCADA infrastructure, making our energy consumption more transparent and manageable. This enables us to regularly monitor our energy performance and more effectively identify opportunities for improvement.

In 2025, we carried out initiatives aimed at optimising the machinery and equipment used across our operations. Through optimisation measures implemented within our production processes, we improved the efficiency of our energy use while contributing to reduced resource consumption and enhanced operational efficiency.

Gülsan Egypt

At Gülsan Egypt, we utilise advanced technologies to improve energy efficiency within our production processes and regularly review our operations in accordance with our continuous improvement approach. By monitoring the effectiveness of our energy efficiency initiatives, we aim to optimise resource utilisation and reduce our environmental impacts. In this context, we monitor practices that support energy performance within our existing operations while evaluating opportunities to further improve the efficiency of our processes. In alignment with Gülsan Holding's sustainable energy management approach, we aim to contribute to our long-term sustainability objectives and promote the responsible use of energy resources.



INOVA Elektrik

At INOVA Elektrik, we carry out our wind energy generation activities with the aim of contributing to a sustainable energy supply. While efficiently converting the wind potential at our site into electricity, we focus on reducing energy consumption within our operations and managing resource utilisation more effectively.

To support our energy performance, we regularly monitor our electricity generation and consumption data. We carefully schedule our major periodic maintenance activities during periods of lower wind speeds to support production continuity. In addition, we manage our field operations in close coordination with our business partners to ensure a rapid response to potential technical issues.

In 2025, we continued to implement energy-saving practices for on-site lighting systems. As part of these initiatives, our lighting systems operate in two different modes, daytime and nighttime, using lower lighting levels during the day and the most efficient levels required to meet operational needs at night. We also continued to implement energy-saving practices for outdoor lighting to reduce electricity consumption. Through these initiatives, we achieved improvements in energy efficiency and generated financial savings without requiring any additional capital investment.

Gül Enerji

At Gül Enerji, we regard renewable energy generation as one of the fundamental pillars of our energy management approach. At our Almus and Köklüce Hydroelectric Power Plants (HPPs), we focus on the efficient use of resources, maintaining continuity of electricity generation and reducing the environmental impacts of our operations.

To effectively monitor our energy performance, we track the machinery and equipment infrastructure at our facilities through real-time data provided by our SCADA system. This enables us to make our production processes more transparent and controllable while regularly identifying opportunities to improve operational efficiency. We have also completed our PLC automation transformation to ensure faster and more secure data flow between our systems.

We regularly monitor the compliance of our operations through external audits conducted by the Electricity Generation Corporation (EÜAŞ). In addition, we certify the environmental attributes of the renewable electricity we generate through internationally recognised I-REC certification.

We further strengthen our energy management approach across different aspects of our operations by adopting energy-efficient lighting systems throughout our facilities.

> *As a result of the energy management practices and efficiency initiatives implemented at Gül Enerji,* ***we reduced the total electricity consumption of our Almus and Köklüce Hydroelectric Power Plants by 13.8% in 2025 compared with the previous year.***

Mav Elektrik - TPCL Yenilenebilir Enerji

At MAV Elektrik and TPCL Yenilenebilir Enerji, we manage our energy generation activities through an integrated approach that combines energy production with waste disposal processes. Through our business model, which generates energy from poultry litter, we contribute both to effective waste management and to renewable energy generation. Accordingly, we focus on improving energy efficiency, reducing the environmental impacts of our operations and managing our production processes more effectively.

We address energy management as a regular agenda item during our management meetings, where we evaluate areas for improvement, responsibilities and planned actions together with our relevant teams. This enables us to monitor energy performance not only through production indicators but also by assessing process efficiency, auxiliary fuel consumption and electricity drawn from the grid.

> *At TPCL Yenilenebilir Enerji, we increased our electricity generation in 2025, resulting in a 6% reduction in electricity purchased from the grid. During the same period, we reduced the consumption of auxiliary fuel by 65%.*

Through these improvements, we managed our on-site energy requirements more efficiently while strengthening the energy performance of our production processes.

Paşa HES

At Paşa HES, we manage our energy management processes in accordance with our environmental responsibilities, regulatory obligations and sustainability approach. As part of our renewable energy generation activities, we focus on practices that support the efficient use of water resources and the continuity of electricity generation.

We regularly monitor operational conditions that may affect our energy performance and evaluate our production processes in accordance with regulatory requirements, environmental considerations and our efficiency priorities. In this context, we monitor our energy generation performance, identify opportunities for improvement and implement actions to manage our operational processes more effectively.

We certify the environmental attributes of our renewable electricity generation through I-REC certification. Through this approach, we continue to implement our energy management practices at Paşa HES in alignment with our commitment to sustainable electricity generation and contributing to a low-carbon energy supply.

Vemus Yenilenebilir Enerji

At Vemus Yenilenebilir Enerji, we regard energy management as a key element that enhances the efficiency of our operations while supporting our environmental performance. We focus on managing our energy consumption more effectively, improving resource utilisation and implementing practices aligned with Gülsan Holding's sustainable energy management approach.



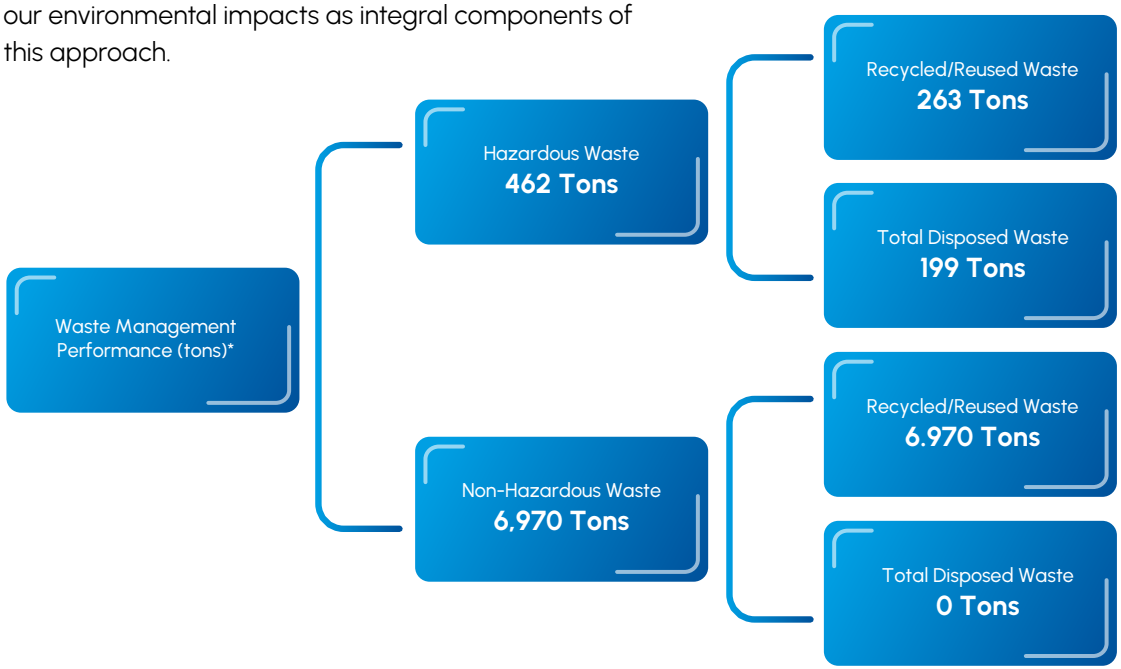
Circular Economy and Waste Management

At Gülsan Holding, we regard the circular economy and waste management as one of our priority sustainability areas, strengthening our resource efficiency while reducing the environmental impacts of our operations. In today's world of limited natural resources, improving the efficiency of raw material use, reducing waste generation at source and expanding practices related to reuse, recycling and recovery are among our key sustainability priorities.

Resource utilisation and waste management play a significant role in our environmental performance across our textile, hygienic textile and energy operations. We adopt a product life cycle approach throughout our production processes, striving to increase the use of recycled and environmentally friendly materials, reduce production losses and waste generation, and enhance the recovery potential of waste. Within our energy operations, we integrate waste disposal processes with energy generation, reducing the environmental impacts of waste while contributing to renewable energy generation and the reintegration of resources into the economy.

In accordance with the Gülsan Holding ***Environmental Policy,*** we systematically manage the segregation, classification, temporary storage, recovery and environmentally sound disposal of waste in compliance with applicable legislation across all our companies. We do not regard waste management solely as the disposal of generated waste; rather, we consider practices that promote the reuse of resources, improve production efficiency and reduce our environmental impacts as integral components of this approach.

As part of our vision for a sustainable future, we aim to reduce our environmental impacts through waste reduction and recycling. At the same time, increasing our waste plastic recycling capacity to produce high-quality products is among our strategic priorities supporting our circular economy approach.



**Data for Gülsan Sentetik, Gülsan Egypt and Mav Elyaf is included.*

Gülsan Sentetik

At Gülsan Sentetik, in accordance with the principles of the circular economy, we do not limit our waste management processes solely to the segregation and disposal of waste in compliance with legislation. We also evaluate opportunities for recycling and reuse, while closely monitoring sectoral and technological developments to ensure the effective management of waste as one of our key priorities.

In accordance with the Zero Waste System requirements of the Organised Industrial Zone, we segregate packaging waste generated in our administrative buildings and operational offices at source and direct it to recycling processes. Within our production operations, we focus on increasing the recovery potential of waste, reducing waste generation and expanding practices that support the reuse of resources.

Accordingly, we reuse the plastic pallets received with incoming raw materials for the shipment of finished products. By sharing pallets among our different facilities, we reduce the need for externally procured pallets. Through these practices implemented in our Yarn and PP Bag operations, we support the reuse of resources while integrating circular economy principles into our operational processes.

As a significant outcome of our efforts to ensure proper waste segregation at source, maximise recovery potential and direct waste to recycling processes through licensed recycling companies, we recycled 95% of all waste generated in 2025.

To enhance the effectiveness of our waste management processes, our Environment and Sales departments maintain regular coordination. Through this structure, we monitor the timely transfer of waste to licensed companies within the legally prescribed periods and conduct regular site inspections to oversee waste collection points, labelling practices and contamination risks.



Mav Elyaf

At MAV Elyaf, we manage our waste management processes through a collaborative approach involving multiple departments. We classify waste according to its type and, through the coordination of the relevant departments, ensure that it is transferred to licensed recycling companies within the legally prescribed timeframes. As part of the Zero Waste Project, we have established waste collection points and temporary storage areas throughout our facility to ensure waste is segregated at source and managed in an organised manner.

Gulsan Egypt

At Gulsan Egypt, we continuously improve our waste management approach in accordance with technological developments and sector best practices. While reducing the environmental impacts of waste, we focus on expanding opportunities for reuse and recovery.

Accordingly, we extend the service life of pallets used for transporting raw materials by reusing them within our operations. Through machinery and equipment optimisation initiatives implemented in our production processes, we aim to improve resource efficiency while reducing waste generation. We also continue our efforts to increase the amount of non-hazardous waste directed to recovery processes, thereby further integrating circular economy principles into our operational activities.

INOVA Elektrik

At INOVA Elektrik, we prioritise minimising waste generation at source and directing recoverable waste to appropriate recovery processes as part of our wind power generation operations. We segregate waste according to its type and ensure that it is transferred to authorised and licensed companies in compliance with applicable legislation. To ensure that waste is managed without causing harm to the environment, we operate our temporary waste storage areas in accordance with all relevant legal requirements.

Mav Elektrik - TPCL Yenilenebilir Enerji

At MAV Elektrik and TPCL Yenilenebilir Enerji, we support our circular economy approach through a business model that integrates waste management with energy generation. At our biomass power plants, we utilise poultry litter as a feedstock for energy production, thereby contributing both to effective waste management and renewable energy generation.

The ash generated from waste combustion activities at the Arıkçayırı and Kula Renewable Energy Generation Facilities is transferred to licensed recycling facilities to reduce its environmental impact and support recovery processes. The recovered ash is subsequently utilised as a fertiliser additive, creating a valuable input for agricultural production. Through this approach, we promote the recovery of waste generated after energy production rather than its disposal.



Product Life Cycle

At Gülsan Holding, we conduct Product Life Cycle Assessment (LCA) studies to integrate our environmental sustainability approach into our production processes and assess the environmental impacts of our products from a more holistic perspective. Through this science-based assessment method, we aim to gain greater visibility into the environmental impacts associated with our hygiene products throughout their life cycle and identify areas for improvement based on tangible data.

As part of our analyses conducted using a "Cradle-to-Gate" approach, we assess the environmental impacts and greenhouse gas emissions arising from the stages extending from raw material sourcing and production processes through to delivery to our customers. By carrying out these assessments at product level, we evaluate the environmental performance of our products from a life cycle perspective, identify key areas of impact across the relevant processes, and assess opportunities for improvement.

In line with the requests and expectations of our customers, we conduct Product Life Cycle Assessment and product carbon footprint studies for relevant products and share the results with them. In this way, we contribute to providing the data our customers need for their own sustainability targets, carbon accounting activities, and environmental performance assessments. We view customer requests not merely as a data-sharing process, but as an important opportunity for collaboration that supports a better understanding of environmental impacts across the supply chain and helps identify shared areas for improvement.

We use the insights generated through our Product Life Cycle Assessments as an important input for strengthening our approach to developing products with a lower carbon footprint. Accordingly, we continue our efforts to improve the efficiency of our production processes, material choices, and resource use, while further developing practices that support our circular economy and climate change mitigation objectives. By expanding our data-driven assessments of the environmental performance of our products, we aim to respond to customer expectations and adapt to evolving sustainability requirements.



Responsible Raw Material Use

As Gülsan Holding, we regard responsible raw material management as one of the fundamental pillars of our sustainable manufacturing approach. From raw material sourcing and product design to the delivery of products to end users, we evaluate quality, safety, environmental impact and resource efficiency throughout every stage of the value chain. To ensure that our products remain safe, high-quality and environmentally responsible throughout their life cycle, we carefully select the raw materials we use and support this process through scientific assessments, technical evaluations and ethical principles.

We regularly conduct raw material safety assessments to minimize the use of substances that may pose a risk to human health and the environment. Before sourcing a new raw material, we take a sample to carry out the necessary inspections, and we approve only those raw materials that successfully pass compliance tests. As for raw materials that have been previously approved by our customers, we procure them directly from those specific manufacturers. With this approach, we ensure both the continuity of our product quality and the full satisfaction of our customers' expectations.



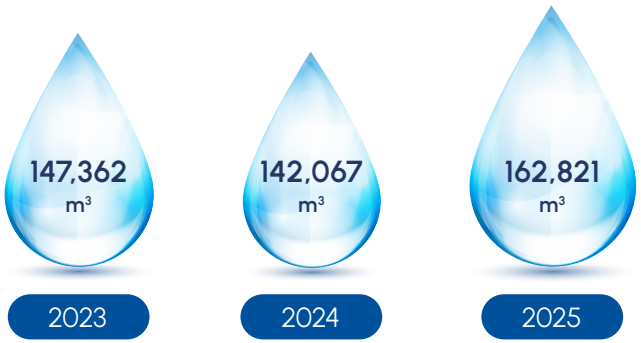
We manage our logistics processes with this same sense of responsibility. In particular, we prioritize sea transportation in the supply of imported raw materials in order to reduce our carbon footprint. Orders arriving at the Mersin and İskenderun ports are transported from there to our facilities by road transportation. We resort to direct road transportation only in cases of urgent need or when there are timing issues in the vessel shipment schedules. Through this planning, we both increase our logistical efficiency and minimize our environmental impact.

In accordance with our commitment to the sustainable use of resources, we continue to expand practices across our subsidiaries that promote the more efficient use of raw materials and packaging materials. Through initiatives that reduce waste generation at source, support reuse and contribute to the integration of packaging materials into the circular economy, we continue to strengthen our responsible raw material management approach.

Water and Wastewater Management

As Gülsan Holding, we develop practices tailored to the needs of our different business activities to ensure the efficient use of water resources and the effective management of wastewater. Across our companies operating in diverse sectors, we manage all processes, from water sourcing and consumption to wastewater management and reuse, in accordance with our environmental sustainability approach.

Total Net Water Consumption (m^3)



We regard the efficient use of water resources, the reduction of water consumption and the management of wastewater in compliance with applicable legislation as key priorities. Accordingly, we regularly monitor water use across our facilities, implement initiatives aimed at reducing water consumption and manage our wastewater processes in accordance with relevant legal requirements.

Textiles and Hygienic Textiles

At our companies operating in the textiles and hygienic textiles sectors, we manage water in a controlled manner for utility systems as well as administrative and social facilities. Water used in utility systems is softened to meet process requirements, and we focus on improving efficiency by monitoring water consumption through automatic dosing systems.

At MAV Elyaf and Gülsan Sentetik, wastewater generated from our operations is safely discharged into the sewerage system in compliance with the wastewater treatment standards of the Organised Industrial Zone to which our facilities belong. Through this approach, we manage our wastewater processes in compliance with applicable legislation while minimising their environmental impacts.

Wind Energy

Water consumption at our wind power plants is significantly lower than that of many other power generation technologies. At INOVA Elektrik's Metristepe Wind Power Plant, the use of air and oil instead of water in the turbine cooling systems contributes to maintaining a low level of operational water consumption.

In addition, we continue to implement awareness and water conservation initiatives aimed at minimising water use across our facility. We raise employee awareness related to water conservation and promote the efficient use of water throughout our daily operations.

Hydroelectric Energy

At our hydroelectric power plants, we utilise advanced monitoring systems that enable the real-time tracking of water levels, river flow rates and reservoir capacities. Through this digital infrastructure, we manage our power generation processes more efficiently and effectively, support the sustainable use of water resources and strengthen our capabilities to mitigate potential flood risks. These smart monitoring systems contribute to the management of our environmental impacts while supporting our sustainable energy generation approach.

Through our advanced monitoring and control systems, we focus on identifying system failures at an early stage and responding rapidly whenever necessary. This enables us to support operational continuity while enhancing the efficient operation of our power plants. Within the infrastructure of our facilities, we prioritise modern turbine and energy technologies that optimise water utilisation. Accordingly, at Almus HES, we replaced turbines that had reached the end of their service life with next-generation turbine systems to improve electricity generation efficiency using the same volume of water and enhance overall plant performance.

At Paşa HES, we implement environmentally responsible practices aimed at reducing the impacts of water use on the river ecosystem. In this context, our fish passage system supports the movement and migration of aquatic species, contributing to the preservation of the natural balance of the river ecosystem. Through these initiatives, we protect aquatic habitats while maintaining an energy generation approach that is compatible with the surrounding ecosystem.

Biomass Energy

At our biomass power plants, we adopt a holistic approach to water management to support the continuity of our production processes while reducing environmental impacts. At our Arıkçayırı and Kula Renewable Energy Generation Facilities, we utilise permitted surface water and groundwater resources and implement practices aimed at reducing water consumption and improving the efficiency of water use within our processes.

To optimise both energy and water consumption, we utilise air-cooled condenser systems. Condensate water generated by these systems is collected and reused either within production processes or in water storage units, thereby strengthening our water efficiency practices.

Water generated during the demineralisation process that is not suitable for direct process use is utilised in the ash wetting system. This practice supports water reuse while also contributing to the control of dust emissions. At our facilities, we operate separate treatment systems for domestic and industrial wastewater and discharge treated water into receiving environments in accordance with applicable environmental standards.

In 2025, TPCL Yenilenebilir Enerji began using water purification systems across its facilities to meet drinking water requirements, completely eliminating the use of bottled water. Through this initiative, we reduced the consumption of single-use packaging while establishing a more sustainable drinking water model throughout the facility.





Our Steps Today and Now for the **People**

Our Steps Today and Now for the People

Value to Employees

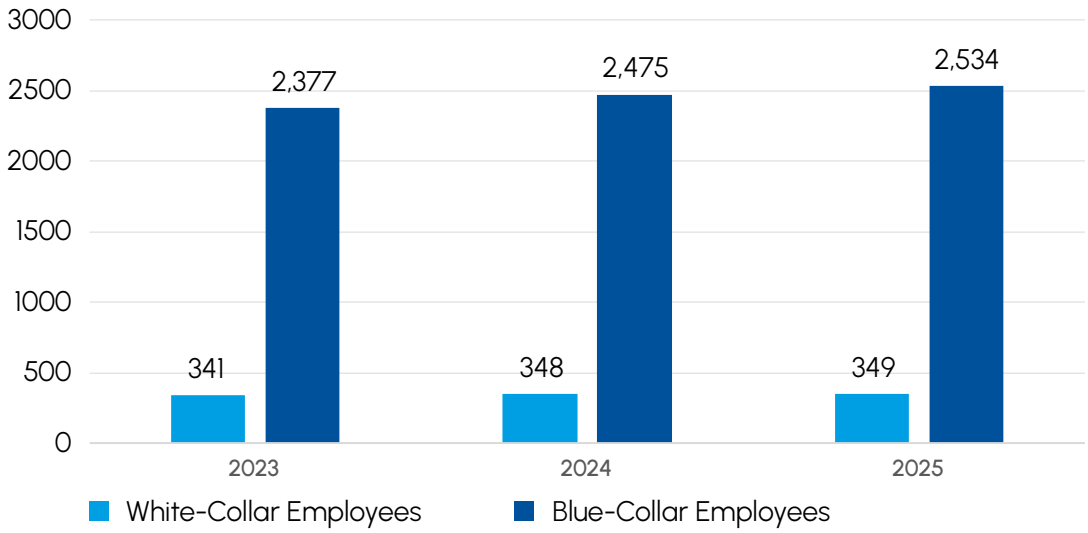
Workforce Management

We believe that our people are at the core of the sustainable success of our operations. Accordingly, we regard our employees not only as the driving force behind our operational performance but also as one of the most important stakeholders in our long-term value creation approach. We therefore adopt a holistic approach to the employee experience.

From recruitment and career development to working conditions and employee well-being, we manage all our human resources processes with the objective of creating a working environment where our employees can realise their full potential while feeling safe, respected and valued.

In accordance with this approach, through our ***Human Resources Policy,*** approved by senior management, we prioritise providing all our employees with a fair, safe, supportive and respectful working environment that meets high standards. Through our people-centred approach, we continue to develop practices that address the needs and expectations of our employees while fostering organisational commitment and supporting their long-term development.

Number of Employees by Year

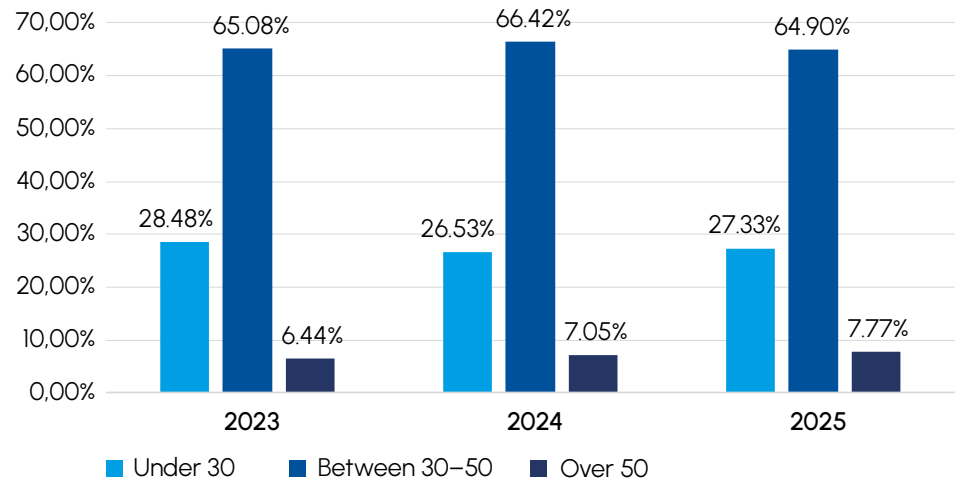


We believe that employees with diverse backgrounds, competencies and age groups strengthen our corporate culture, and we value a workforce that promotes intergenerational knowledge sharing and organisational learning. By combining the dynamism of young talent with the experience and expertise of our seasoned employees, we support our sustainable growth. As of the reporting period, approximately 27% of our workforce was 30 years of age or younger, 65% was between 30 and 50 years of age, and 8% was over the age of 50.

Respect for human rights and adherence to ethical labour principles are fundamental elements of our people management approach. Throughout our operations, we maintain a zero-tolerance approach towards forced labour, involuntary employment and child labour, and we conduct all recruitment processes in full compliance with the applicable legal minimum working age. We also expect these principles to be upheld throughout our value chain and require our business partners to comply with the same standards. We conduct all our business activities in accordance with applicable national and international legislation and in accordance with the principles of fairness, ethics, integrity and transparency, while maintaining a zero-tolerance approach towards corruption, bribery, fraud and all other forms of unethical conduct.



Employee Percentages by Age Group



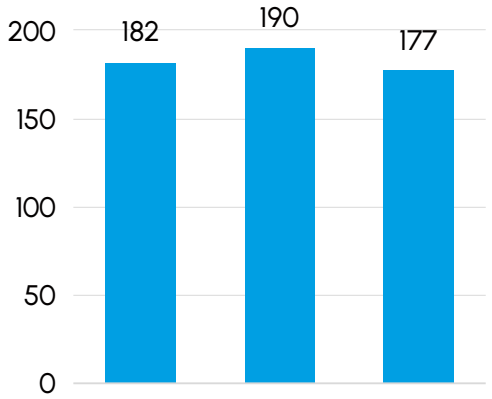
Employee Rights and Welfare

We are committed to ensuring that our employees enjoy equal rights within a fair, safe and supportive working environment. Our compensation, promotion and appointment processes are based on competency, experience, education and performance criteria. We implement a fair remuneration policy and ensure that both regular and overtime payments are made in full compliance with applicable legislation. Across all our human resources processes, from recruitment to career development, we adhere to the principles of transparency, equal opportunity and merit. Our approach to employment is aligned with the Universal Declaration of Human Rights and the fundamental labour principles and conventions of the International Labour Organization (ILO).

We reinforce the value we place on our employees through a comprehensive range of employee benefits and social support programmes. In this context, we provide support enabling our employees and their first-degree relatives to benefit from contracted healthcare providers, and we offer shuttle transportation services to all employees for their daily commute. We also provide support mechanisms that enable employees with children to benefit from discounted childcare services.

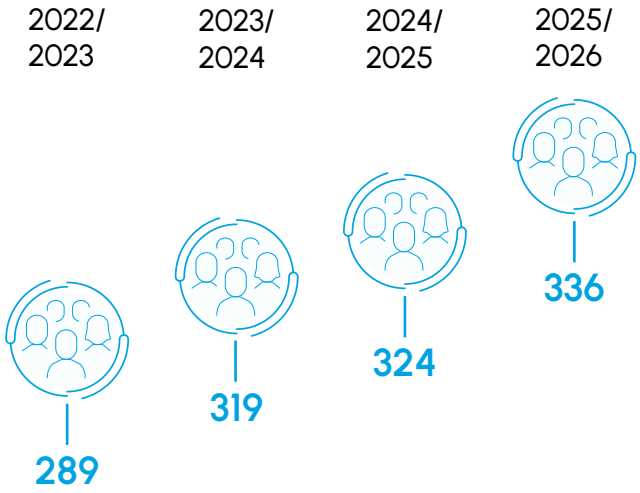
We recognise the importance of supporting employees throughout their parenting journey, not only operationally but also socially and emotionally. Accordingly, during the reporting period, we continued our awareness initiatives related to parenthood. In 2025, 177 employees benefited from maternity and parental leave.

Number of Employees Utilizing Maternity/ Parental Leave



We do not limit our support for our employees' family life to early childhood alone; we also contribute to their children's educational journey. In this context, we continue to provide scholarship support to the children of our employees throughout their university education, without any quota limitations.

Number of Students Receiving Support by Term





Working Conditions and Benefits

As the Gülsan family, we are committed to providing a fair, orderly, and safe working environment. We shape our working conditions according to the needs and expectations of our employees and we create a rights-based, respectful, and transparent work culture.

Working Hours

We maintain our weekly work schedule from Monday to Friday, operating five days a week.

Maternity Leave

Our pregnant female employees are entitled to a total of 16 weeks of maternity leave, consisting of 8 weeks before and 8 weeks after childbirth. Upon request and with a doctor's report, a portion of the prenatal leave may be postponed and used after childbirth. In addition, to support family life, we provide 10 days of paid paternity leave to eligible employees.

Nursing Breaks

We grant our female employees a total of 2 hours per day for nursing breaks until their child turns one. Employees are free to schedule this time as they see fit, and it is considered part of their working hours.

Absence Notification

When we are unable to come to work for any reason, we inform the relevant manager on the same day, ensuring transparency in the process.

Salary Confidentiality

We all take care to maintain the confidentiality of our salary information and do not share these details with third parties.

Business Travel

For our domestic and international business trips, we complete the necessary preparations in advance and manage our travel processes in an organized and complete manner.

Personal Data Security

The confidentiality of all personal information is safeguarded under the assurance of Gülsan Holding. We demonstrate a high level of diligence in protecting personal data.

To provide a more comfortable and supportive working environment for employees during the breastfeeding period, we continued the Nursing Room initiative, which was introduced in 2024, throughout the 2025 reporting period. This hygienic and easily accessible facility, established within our administrative building and designed with users' needs in mind, aims to provide a workplace that responds to the physical needs of our employees. Through this initiative, we support the health and well-being of both mothers and infants while strengthening employee well-being and our inclusive workplace approach.

During the reporting period, we also continued initiatives aimed at strengthening employees' sense of belonging and supporting internal communication. Through our Birthday E-mail Initiative, we celebrate our employees' special occasions and help them feel recognised as valued members of our organisation. This initiative enables us to foster closer communication with our employees while continuing to support employee satisfaction and engagement.

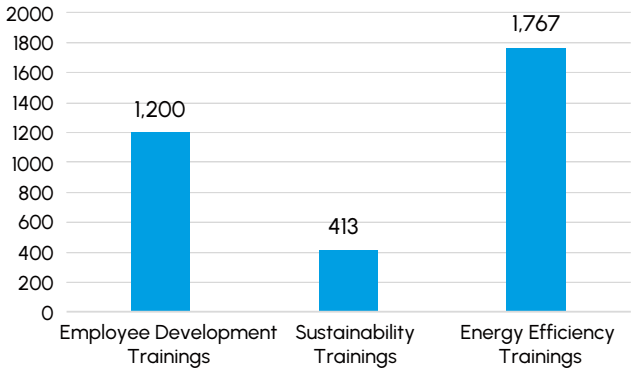
Training, Development and Talent Management

We regard the professional, technical, social and personal development of our employees as one of the fundamental drivers of our sustainable growth. Accordingly, we implement training and development initiatives that support our employees in enhancing their existing competencies while equipping them with the knowledge and skills required to adapt to future needs.

To strengthen our culture of continuous learning, we provide our employees with flexible learning opportunities independent of time and location through the Gülsan Academy online learning platform. Through this platform, we offer training programmes covering professional qualifications, leadership, technical competencies and personal development, thereby supporting our employees throughout their learning journey.

During the reporting period, we continued to implement training and development programmes tailored to different employee groups. In this context, we organised programmes focusing on communication and relationship management, leadership development and process improvement, with the aim of strengthening both the individual and managerial competencies of our employees. In 2025, we delivered a total of 1,200 hours of employee development training. In addition, we provided 413 hours of sustainability training and 1,767 hours of energy efficiency training, supporting our employees' active contribution to our sustainability transformation.

Training Provided to Employees (Hours)



We design our training programmes around topics that support the professional development of our employees, including self-awareness, team management, leadership skills, stress and change management, teamwork, creative problem-solving and decision-making.

At the beginning of each year, our white-collar employees define and record their objectives in accordance with the SMART (Specific, Measurable, Achievable, Realistic and Time-bound) criteria. During the mid-year review period, these objectives are reassessed, updated where necessary and



progress is monitored on a regular basis. Our performance management approach focuses not only on the achievement of objectives but also on the behavioural competencies required for each role. At year-end, the evaluation process is completed through an initial assessment by the employee's direct manager, followed by approval from a second-level manager, ensuring that the process is conducted in a transparent, objective and development-oriented manner. In 2025, 228 white-collar employees participated in the Performance Management System evaluation process.



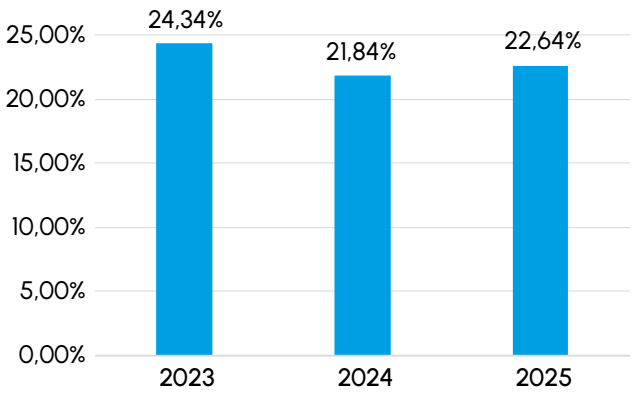
G-Future Student Program

As part of the G-Future Student Program, we implemented a structured development programme for long-term university interns. Within the program, each intern was assigned a mentor to provide one-to-one development support, participated in various training programs to strengthen their competencies, and completed project assignments that enabled them to apply their learning in practice. In addition, through site visits to our facilities, interns gained first-hand experience of our Company's different operations, allowing them to develop a deeper understanding of our corporate structure. The primary objective of the program is to support students in their transition to professional life while providing them with the opportunity to gain direct experience of our Company's working environment. During the 2025–2026 program period, 7 out of 11 participants in the G-Future Student Program successfully progressed through the recruitment process.

Equality, Diversity and Inclusion

We regard diversity and inclusion as one of the fundamental pillars of our corporate culture and prioritise creating an equal, fair and inclusive working environment for all our employees. Across our workforce, individuals are evaluated solely on the basis of their competencies, experience and performance, without discrimination based on race, colour, language, religion, gender, age, ethnic origin, marital status, pregnancy, political opinion or any other discriminatory factor.

Percentage of White-collar Female Employees

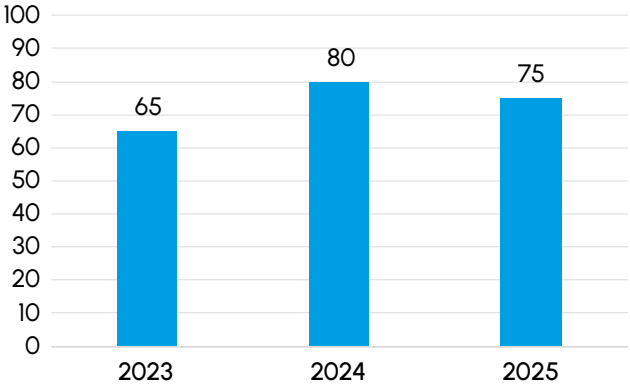


By placing equal opportunity at the centre of our human resources processes, we adopt a transparent and fair approach to recruitment, promotion and career development. We are committed to fostering an inclusive corporate culture that embraces diverse perspectives and values diversity throughout our workplace.

We continue our efforts to increase the employment of women and implement initiatives that encourage greater participation of female employees, particularly within our production operations. In this context, we continue to take steps to increase the number of female blue-collar employees while strengthening gender diversity across our workforce. During the reporting period, we further advanced our efforts in this area.

We regard supporting the participation of disadvantaged groups in the workforce as part of our social responsibility and continue to implement initiatives aimed at increasing the employment of persons with disabilities. We strive to create an accessible and inclusive working environment for everyone while continuously enhancing our human resources policies to promote equal opportunity.

Total Number of Employees with Disabilities



Employee Loyalty and Satisfaction

We believe that the opinions and feedback of our employees are among the most important elements in creating a sustainable working environment. Accordingly, we continue to operate mechanisms that promote open communication and enable our employees to share their views directly and contribute to continuous improvement initiatives.

Through the Feedback System implemented across our operations, employees are provided with channels through which they can submit suggestions, opinions, complaints and notifications. All feedback received is regularly reviewed by our Human Resources teams and shared with the relevant departments. Through this system, we seek to strengthen employee participation and shape our continuous improvement processes together with our employees.

In 2025, a total of 885 submissions were received from our employees. Of these, 515 were implemented, while 156 entered the implementation phase. The remaining submissions are currently under evaluation, and work continues to implement those proposals considered appropriate. To encourage employee participation, we actively support our suggestion process and communicate implemented improvements back to our employees.

We regard employee engagement as a key component of our long-term sustainability and support internal career development and promotion opportunities. As of 2025, 24% of our employees had 5–10 years of service, while 42% had 10 years or more of service. We consider this workforce profile to be a strong indicator of employee loyalty and organisational continuity.



Employee Ratios by Working Hours

%42 10 Years and Over

%34 0-5 Years

%24 5-10 Years

In the coming years, we plan to introduce employee satisfaction and engagement surveys to measure and further improve the employee experience through a more systematic approach.

Our Fair Participations

Throughout 2025, we participated in both national and international trade fairs across our business segments, providing valuable opportunities to engage with our customers and industry stakeholders. Our BCF Division participated in the International Carpet and Flooring Expo 2025 (ICFE Istanbul), our PP Bag Division took part in the Eurasia Packaging Fair 2025, and our Hygiene Division attended MEDICA and IDEA. These events enabled us to showcase our products and solutions, establish new business collaborations and closely monitor the latest developments in our industries.



IDEA 2025



International Carpet and Flooring Expo 2025 (ICFE İstanbul)



MEDICA 2025



Eurasia Packaging Fair 2025

Occupational Health and Safety

Creating a safe and healthy working environment for our employees is one of our highest priorities. Accordingly, we conduct all our operations in accordance with the *Gülsan Holding Occupational Health and Safety Policy* across all our facilities.

At Gülsan Holding, we regard occupational health and safety as a fundamental element of all our activities and operate in accordance with our principle of "doing every job right the first time and every time." By prioritising the safety of our employees, contractors and visitors, we aim to provide healthy, safe and sustainable working environments, while implementing all occupational health and safety practices in accordance with our corporate policy.

Our approach to occupational health and safety extends beyond compliance with legal requirements. We focus on proactively identifying risks, implementing preventive measures and continuously improving our processes, while also meeting our customers' expectations in this area. We regularly monitor workplace hazards, risks and near-miss incidents across our operations, conduct root cause analyses of identified findings and implement the necessary corrective and preventive actions.

As part of our risk management processes, we conduct risk assessments at all our facilities using the Fine-Kinney methodology. We systematically assess critical operational risks, including fire, explosion, flash fire, traffic accidents, electrical hazards, working at height, hot surfaces, chemical exposure, rotating equipment and excessive noise. Based on the identified risks, we regularly review and update our control and prevention measures.

To support the safety of our employees, we use warning and informational signage throughout our workplaces, provide Personal Protective Equipment (PPE) appropriate to task-specific risks, and regularly monitor its proper use. We also prioritise the safety of all visitors to our facilities by conducting visits under supervision and providing appropriate protective equipment for the relevant operational areas.

To ensure preparedness for emergencies, we establish emergency response plans at all our facilities and regularly conduct drills covering fire, evacuation, earthquakes, accidents resulting in loss of limbs and first aid. We maintain designated emergency response teams, including first aid, evacuation and firefighting teams, to ensure a rapid and effective response to potential emergencies. In addition, we continue to monitor our employees' health through occupational physician support and periodic medical examinations.

To strengthen our occupational health and safety culture across the organisation, we encourage the active participation of our employees in occupational health and safety processes. Occupational health and safety-related feedback submitted through our Feedback System is regularly reviewed and incorporated into our continuous improvement activities. Furthermore, Occupational Health and Safety Committee meetings are held regularly across all our operations to review current performance and jointly identify new areas for improvement.

In 2025, we remained firmly committed to further strengthening our safety culture and providing healthier and safer working environments for all our employees.

Textiles and Hygienic Textiles

Gülsan Sentetik

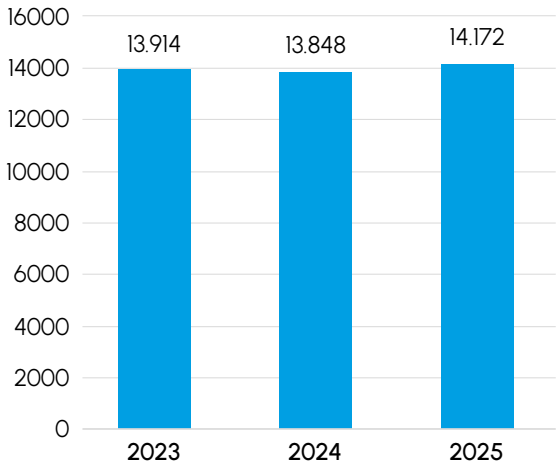
At Gülsan Sentetik, we have been operating in accordance with the ISO 45001 Occupational Health and Safety Management System since 2020 to effectively manage workplace hazards and risks, prevent occupational accidents and diseases, and promote continuous improvement. Under the scope of our certification, we manage the occupational health and safety aspects of our spunbond fabric, woven PP Bag, hygienic film, masterbatch and carpet yarn production, together with the associated logistics, administrative and management processes. As of 2025, our ISO 45001 certification covered 100% of our facilities and all 2,362 employees.

Our occupational health and safety approach is built on compliance with national and international legislation, eliminating risks at their source, and achieving our "zero occupational accidents" and "zero occupational diseases" objectives. We regularly identify and map workplace risks, including noise, hot surfaces, slips, trips and falls, and plan preventive actions in accordance with the hierarchy of controls.

At Gülsan Sentetik, we have established eight Occupational Health and Safety Committees, comprising a total of 100 members, based on the active participation of our employees. These committees include 22 employee representatives, together with employer representatives, occupational safety specialists, workplace physicians, human resources representatives, supervisors and employee representatives. Meetings are held regularly at intervals determined according to the hazard classification of each workplace.

In 2025, we delivered a total of 14,172 hours of occupational health and safety training to our employees, based on the hazard classifications of our workplaces. A total of 2,362 employees participated in training covering general occupational health and safety awareness, as well as fire safety, chemical and ergonomic risks, Personal Protective Equipment (PPE) usage, evacuation and rescue procedures, and job-specific technical risks.

OHS Training Hours Provided to Employees at Gülsan Sentetik



To protect employee health, we provide occupational physician services at all our facilities and conduct periodic medical examinations. In addition, through our trained first aiders and emergency response teams at each of our operations, we maintain our capacity to respond rapidly and effectively to potential emergencies.

We actively utilise our reporting system to encourage employee participation in occupational health and safety processes. Near-miss incidents and other occupational health and safety observations are submitted by employees through the system, reviewed by the relevant committees and incorporated into our continuous improvement activities. In 2025, 99.5% of the corrective actions identified within the scope of occupational health and safety were successfully completed.

To maintain preparedness for emergencies, we continue to conduct regular emergency drills and internal audits, while also viewing third-party audits as valuable opportunities for continuous learning and improvement. Through this approach, we aim to further strengthen our occupational health and safety culture at Gülsan Sentetik each year.

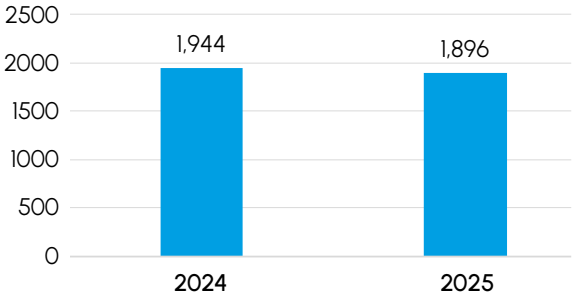
> *In 2025, **%99,5%** of the corrective actions identified within the scope of occupational health and safety were successfully completed.*

Gulsan Egypt

At Gulsan Egypt, we manage our occupational health and safety processes in accordance with applicable legislation and our Company policy, with the provision of a safe working environment as a top priority. We regularly assess workplace risks, particularly those related to noise, hot surfaces, slips, trips and falls, and implement the necessary preventive measures.

All employees receive occupational health and safety and hygiene training upon joining the Company, and these training programmes are updated periodically. In 2025, we delivered a total of 1,896 person-hours of occupational health and safety training, with 100% of our 158 employees participating in the programme.

OHS Training Hours Provided to Employees at Gülsan Egypt



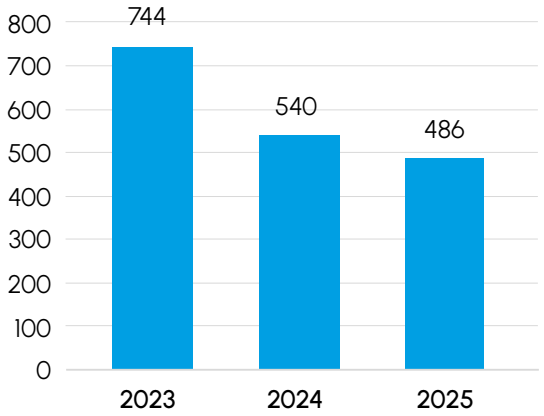
Our occupational health and safety processes are overseen by a 20-member Occupational Health and Safety Committee, which meets monthly to review performance and related matters. Employee observations and reports are submitted through our reporting system and are systematically evaluated by the Committee.

MAV Elyaf

At MAV Elyaf, we manage our occupational health and safety processes in accordance with applicable national and international legislation as well as our Company policy. We regularly assess workplace risks and implement preventive measures, particularly for risks related to noise, hot surfaces, slips, trips and falls.

All employees receive occupational health and safety training upon joining the Company, and this is reinforced through periodic training programmes appropriate to the hazard classification of the workplace. In 2025, we delivered a total of 486 person-hours of occupational health and safety training, with 100% of our 81 employees participating in the programme.

OHS Training Hours Provided to Employees at MAV Elyaf



Our OHS processes are managed by the OHS Committee, which covers all 81 employees. The Committee meets regularly to review workplace risks and evaluate corrective actions. In 2025, 25 corrective actions were implemented, all of which were successfully completed.

As part of our employee health services, occupational physician services are provided through an Authorised Joint Health and Safety Unit (OSGB). No near-miss incidents were recorded during 2025. The ISO 45001 Occupational Health and Safety Management System is implemented across the entire facility and covers 100% of our workforce.



Hydroelectric Energy

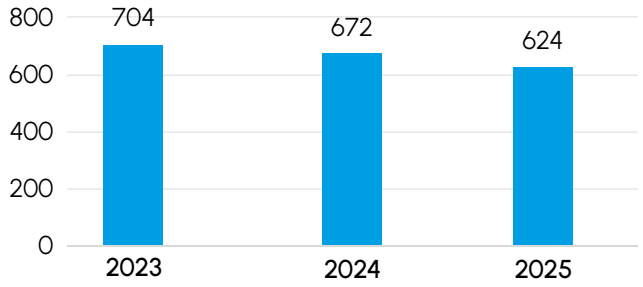
Gül Enerji

At the Almus and Köklüce Hydroelectric Power Plants (HPPs) operated by Gül Enerji, occupational health and safety activities are carried out in accordance with the Gülsan Holding's Occupational Health and Safety Policy and applicable legislation. Workplace hazards and risks are regularly assessed at both facilities, and the relevant preventive and corrective measures are implemented to ensure that risks remain under control.

Employees receive occupational health and safety training upon recruitment as well as job-specific training tailored to their responsibilities. In addition, awareness activities and practical exercises are conducted to ensure preparedness for emergency situations. Employee health services are provided in cooperation with an Authorised Joint Health and Safety Unit (OSGB), and periodic medical examinations are carried out for all employees.

In 2025, a total of 624 person*hours of occupational health and safety training were delivered, comprising 256 person*hours at Almus HES and 368 person*hours at Köklüce HES. All employees participated in the training program.

OHS Training Hours Provided to Employees at Gül Enerji



There were no occupational accidents at either facility. Similarly, there were no recorded near-miss incidents or outstanding corrective actions within the scope of occupational health and safety (OHS). OHS processes are carried out with the support of the Joint Health and Safety Unit (JHSU), and there are no OHS committees at Köklüce HES or Almus HES. Employee health services are provided through an occupational physician and other healthcare personnel (OHP), and periodic health examinations are conducted.



Paşa HES

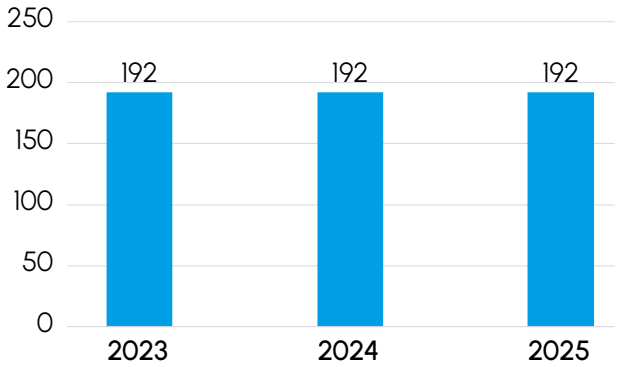
Occupational health and safety (OHS) activities at Paşa HES are carried out in accordance with the applicable legislation and Gülsan Holding's OHS approach. Risk assessment studies aimed at identifying and controlling risks are conducted on a regular basis, and the processes are monitored through outsourced Joint Health and Safety Unit (JHSU) services.

Employees are provided with OHS and hygiene training appropriate to their duties, and emergency response equipment and personal protective equipment (PPE) are provided. Employee health services are provided through an occupational physician and other healthcare personnel (OHP), and periodic health examinations are conducted.



As of 2025, a total of 192 person-hours of OHS training had been provided at Paşa HES, and all employees are covered by the training.

OHS Training Hours Provided to Employees at Paşa HES



OHS processes are carried out through outsourced JHSU services, and there is no OHS Committee established specifically for the facility. Employee participation is ensured through the Near-Miss Incident Notification Form.

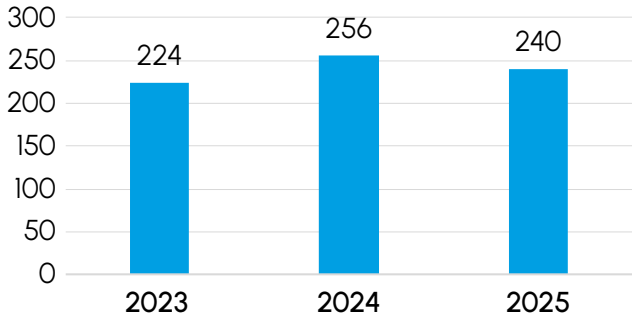
Vemus Yenilenebilir Enerji

As Vemus HES is a new power plant that joined Gülsan Holding in 2025, there is no comparative OHS data available for previous years. In the first year of our operations, we structured our OHS processes in accordance with the Gülsan Holding OHS Policy. We provided a total of 208 person-hours of occupational health and safety (OHS) training to all of our employees. With the support of the Joint Health and Safety Unit (JHSU), we provided occupational physician and other healthcare personnel (OHP) services, while regularly conducting periodic health examinations and emergency preparedness activities

İnova Elektrik

Within İnova Elektrik, we carry out our OHS activities in accordance with the applicable legislation and relevant standards. We regularly assess the risks that our employees may encounter and keep key risks, including noise, hot surfaces, slips, trips, and falls, under control. In 2025, we provided a total of 240 person-hours of OHS training to our 15 employees. Our OHS Committee consists of eight members, and our employee representative serves on the Committee. We provide employee health services with the support of an occupational physician and other healthcare personnel (OHP), and regularly conduct periodic health examinations and emergency preparedness activities. During the reporting period, there were no occupational accidents, near-miss incidents, or cases of occupational disease.

OHS Training Hours Provided to Employees at İnova Elektrik



TPCL Yenilenebilir Enerji

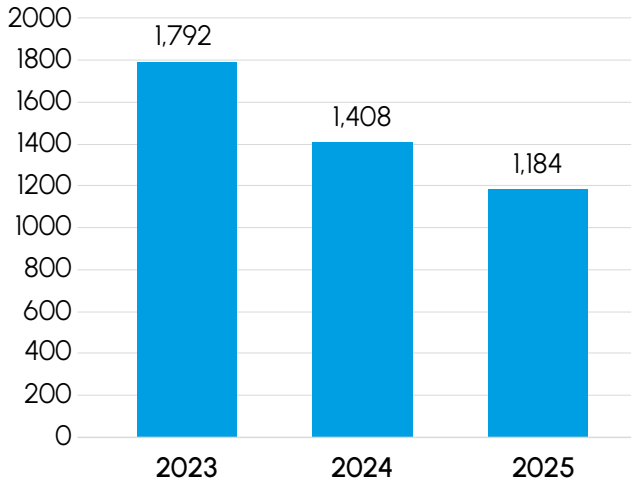
At TPCL Yenilenebilir Enerji, we carry out our occupational health and safety (OHS) activities in accordance with the applicable legislation and relevant standards. We regularly assess the risks that our employees may encounter and keep risks related to noise, hot surfaces, slips, trips, falls, and flammable and explosive chemicals under control.



In 2025, we provided a total of 1,184 person* hours of OHS training to our employees. Our OHS Committee consists of 13 members, including two employee representatives, and a total of 74 employees are involved in OHS processes. We provide employee health services with the support of an occupational physician and other healthcare personnel (OHP), and regularly conduct periodic health examinations and emergency preparedness activities.

Contractor employees receive 6 hours of OHS training before commencing work. During the reporting period, there were no near-miss incidents, occupational accidents, or cases of occupational disease.

OHS Training Hours Provided to Employees at TPCL Yenilenebilir Enerji



Traffic Accident Prevention Efforts

To minimize traffic-related risks within the site, we clearly segregated pedestrian and vehicle routes and established safe crossing areas through ground markings. To control vehicle speed, we installed speed bumps at designated locations, thereby strengthening on-site traffic safety.

Use of Safe Fuel Transportation Equipment

To enhance safety during fuel transfer processes, we replaced the plastic containers used for fuel transportation with standards-compliant metal transport containers that are more resistant to impact and environmental conditions. Through this practice, we reduced the risks of leakage and similar incidents that may occur during fuel transportation.

Strengthening Working at Height Safety

To enhance employee safety during maintenance, cleaning, and other working at height activities performed on the overhead travelling bridge cranes located in the fuel storage area, we installed lifeline systems. Through this practice, we aimed to prevent the risk of occupational accidents arising from working at height.

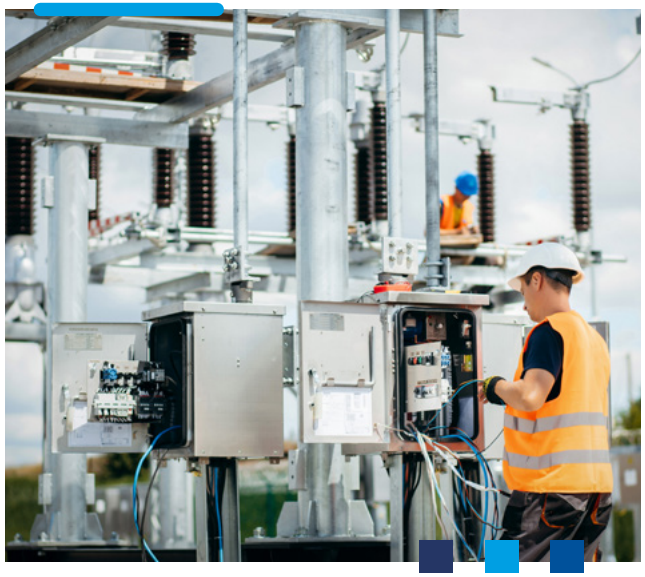
Use of Barriers

To protect critical equipment within the site, we installed physical barriers around fire response equipment exposed to the risk of impact from construction machinery. Through this practice, we reduced the potential risk of collision and damage, thereby supporting operational safety.

MAV Elektrik

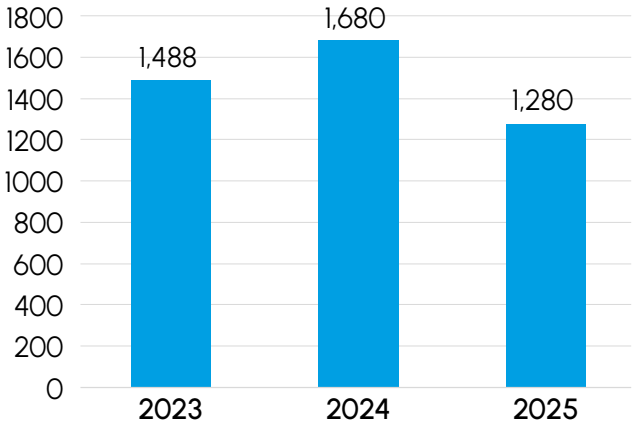
At MAV Elektrik, occupational health and safety (OHS) management is carried out through a structured system aimed at protecting the health of employees and customers. A current OHS policy is in place, and regular training is provided with the objectives of ensuring compliance with applicable legislation, preventing occupational accidents, and continuously improving OHS performance.

OHS processes within the Company are carried out under the coordination of an OHS specialist through a 20-member OHS Committee and are monitored through monthly meetings. Risk assessments address hazards such as rotating machinery, sharp surfaces, hot surfaces, chemical hazards, and noise risks. A near-miss reporting system is actively implemented, and reported incidents are analysed and incorporated into the risk register.



During the reporting period, 1,280 person*hours of OHS training were provided, with 80 employees participating in the training programmes. Contractor employees are also included within the scope of OHS, and training and monitoring activities are carried out accordingly. Within a total of 187,200 working hours, five near-miss incidents and five corrective actions were recorded, monitored, and closed. The most common occupational accidents involved cuts, sprains, and slips/falls.

OHS Training Hours Provided to Employees at MAV Elektrik



Implementation of the LOTO (Lockout/Tagout) System

To prevent risks arising from the uncontrolled energisation of equipment or energy sources during maintenance, repair, and cleaning activities, we implemented the LOTO (Lockout/Tagout) system. Through this system, which is applied in accordance with international Lockout/Tagout (LOTO) standards, we ensure the safe isolation of equipment and aim to prevent occupational accidents and operational losses that may result from unexpected energy release.

Light Warning Systems Supporting Forklift Safety

To enhance visibility during on-site forklift operations and strengthen employee safety, we integrated illuminated warning systems into our forklifts. Through this practice, which increases awareness particularly in areas with limited visibility, we aimed to reduce the risks of occupational accidents such as collisions, entrapment, and crushing.

Strengthening Professional Competencies

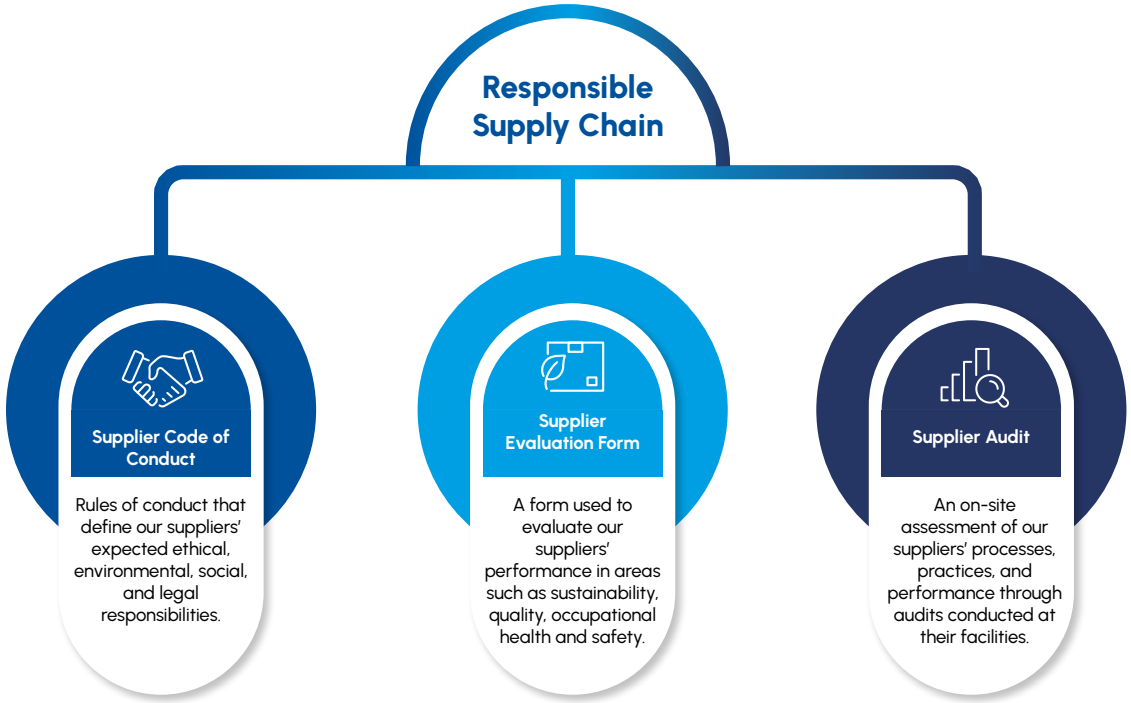
We prioritise the development of our employees' professional competencies as one of the fundamental elements of a safe and efficient working environment. In this context, we focus on increasing the number of professionally trained personnel, with the aim of strengthening our employees' technical knowledge of work processes, risk awareness, and compliance with safe working practices.

Value to the Responsible Supply Chain

Responsible Supply Chain

As Gülsan Holding, we consider our supply chain not merely as a process that we manage operationally, but as a strategic component of our sustainability approach. In this context, we aim to establish ethical, transparent, and long-term business relationships with our suppliers by taking environmental, social, and governance (ESG) criteria into consideration.

As of 2025, we work with a total of 1,569 suppliers across the Holding, with a 69% local supplier ratio. Our local supplier network plays an important role in enhancing supply security while contributing to the local economy.





General Approach and Management Principles

For Gülsan Holding, supplier selection processes are based not only on cost and quality criteria, but also on occupational health and safety, environmental performance, ethical business practices, and compliance with international standards as key evaluation criteria. Within this framework, we give priority to assessing our suppliers' alignment with our sustainability approach.

Within the scope of supply chain risk management, suppliers are classified and monitored by taking into consideration their fields of activity, their roles in business continuity, and their sustainability impacts.

Supply Chain & Logistics Process Improvement

We are implementing digital infrastructure initiatives to manage our supply chain and logistics processes in a more effective, traceable, and integrated manner. In this context, we are introducing applications that enable transportation operations to be monitored through a single system, thereby enhancing the transparency and controllability of our processes.

In addition, through alternative logistics solutions in which different transportation modes are evaluated together, we aim to increase operational efficiency and reduce logistics-related environmental impacts. Through this approach, we seek to establish a more flexible, efficient, and sustainable supply chain structure.

Through evaluation processes based on environmental and social criteria, we aim to enhance transparency across the supply chain, strengthen compliance levels, and support supplier development. We believe that this approach contributes not only to risk management but also to a culture of continuous improvement.

Through our high proportion of local suppliers, we reduce logistics-related environmental impacts, enhance operational resilience, and contribute to strengthening the local economy.

As Gülsan Holding, our objective is to continuously improve a more transparent, traceable, and sustainable supply chain structure and to create long-term value together with all our stakeholders.



Social Responsibility Approach

As Gülsan Holding, we regard not only creating economic value but also contributing to social, environmental, and societal development as one of our fundamental responsibilities in all areas in which we operate. We build our Corporate Social Responsibility (CSR) approach on a framework that is aligned with the Sustainable Development Goals (SDGs), inclusive, and focused on creating long-term value. Through the initiatives we implement in the areas of education, social support, volunteering, and social solidarity, we aim to create value at both the local and national levels.

Within this scope, during 2025, we continued to strengthen our social impact by implementing various projects supporting education, social assistance and employee volunteering.

1. Publication of the Sustainability Newsletter

We publish a sustainability bulletin every six months to regularly share the environmental, social, and governance (ESG)-focused activities carried out across our companies with our employees. Through this initiative, we increase the visibility of our corporate sustainability activities, facilitate the sharing of good practices, and strengthen the sustainability culture across the organisation.

2. Scholarship Support for Employees' Children

Through a scholarship programme for the children of Gülsan Holding employees studying at universities and vocational schools, we support their educational journeys. Through this initiative, we aim to strengthen equal opportunities in education, contribute to the academic development of young people, and enhance employee engagement.

3. Sponsorship of the Gaziantep Wheelchair Basketball Team

During the 2025–2026 period, we are supporting the Gaziantep Wheelchair Basketball Team as its official sponsor. Through this collaboration, we aim to contribute to increasing the visibility of wheelchair basketball and promoting the inclusive power of sports.

4. Blood Donation Campaign

In cooperation with the Turkish Red Crescent, we regularly organise blood donation campaigns at our Gaziantep Administrative Building and Region 2 campuses with the voluntary participation of our employees. Through this initiative, we strengthen the culture of volunteering among our employees and contribute to meeting the community's urgent need for blood donations.

5. Grocery Card Assistance Project

Within the scope of this project carried out in cooperation with the Gaziantep Governorship, we provide shopping cards during the month of Ramadan to support citizens in need in meeting their basic food requirements. At the same time, we aim to support local grocery retailers economically, thereby establishing a structure that strengthens both social solidarity and the local economy. Within the scope of the project, support amounting to TL 2 million was provided.



Appendixes

Appendixes

Performance Indicators

Environmental Performance Indicators

Environmental Investments and Expenditures	2023	2024	2025
Total Environmental Investments and Expenditures (TL)	3,934,782.89	3,432,561.84	7,744,351.00
Measurement and Analysis Costs (TL)	2,539,847.37	1,530,325.00	5,927,759.00
Documentation and Permit Expenses (TL)	461,609.00	474,636.84	175,430.00
Consulting and Training Expenses (TL)	649,855.52	795,072.00	1,211,102.00
Other (TL)	283,471.00	632,528.00	430,060.00

Air Emissions [4]	2023	2024	2025
NOx (kg/year)	65,561.76	69,015.76	29,686.80
SOx (kg/year)	1,501.68	1,640.68	1,643.40
Total Organic Carbon (TOC) (kg/year)[5]	-	-	12,507.39
Volatile Organic Compounds (VOC) (kg/year)	314.00	469.00	464.00
Hazardous Air Pollutants (HAP) (kg/year)	678.00	1,213.00	772.00

Emission Releases	2023	2024	2025
Scope 1 (tCO2e)	31,942.59	21,201.05	22,234.71
Scope 2 (Location based) (tCO2e)	146,002.08	151,634.49	161,857.52
Scope 3 (tCO2e)	719,480.84	745,056.68	810,833.90

Energy Consumption (GJ)	2023	2024	2025
Diesel	6,843.66	7,109.56	5,884.72
Gasoline	663.87	781.72	544.15
Natural Gas	520,340.40	317,594.54	322,892.80
Poultry Litter	4,351,944.00	4,879,944.00	5,353,343.60
Total Electricity Consumption	1,399,285.14	1,485,692.25	1,616,581.46
Electricity Generated from Renewable Sources	18,247.60	100,315.49	209,290.40
Net Renewable Energy Consumption	6,279,077.08	6,691,032.06	7,299,246.73

4 The data presented in the table comprise the air emissions data of our Gülsan Sentetik, MAV Elyaf, MAV Elektrik, and TPCL Yenilenebilir Enerji companies.

5 As of 2025, in line with the practice introduced by the Republic of Türkiye Ministry of Environment, Urbanization and Climate Change, Total Organic Carbon (TOC) has become the primary parameter monitored in measurements, while VOC assessments are conducted where the relevant limits are exceeded. Therefore, TOC data is not available for 2023 and 2024.

Total Waste Management Performance (tons)[6]	Hazardous Waste	Non-Hazardous Waste
Waste Recycled & Reused	262.60	6,970.12
Total Waste Disposed	198.98	0
Total	461.58	6,970.12

Recycled Waste (ton)[7]					
Hazardous Waste			Non-Hazardous Waste		
2023	2024	2025	2023	2024	2025
165.00	263.00	262.60	3,796.00	4,433.00	5,778.00

Water Management (m^3)[8]	2023	2024	2025
Total Withdrawn Water Volume	253,416.00	264,397.00	306,556.00
Total Net Water Consumption	147,362.00	142,067.00	162,821.00
Total Discharged Water Volume	106,054.00	122,330.00	143,735.00

6 Includes data from Gülsan Sentetik, Gülsan Egypt, and MAV Elyaf.
7 Includes data from Gülsan Sentetik, Gülsan Egypt, MAV Elyaf.
8 Includes data from Gülsan Sentetik, Gülsan Egypt, MAV Elyaf, and MAV Elektrik.

Social Performance Indicators

Employee Turnover Rates (Percentage)	2023	2024	2025
Employee Turnover Rate - White Collar	0.64%	2.27%	9%

Employee Profile	2025		
	Female	Male	Total
Total Number of Employees in 2025	140.00	2,743.00	2,883.00
Total Number of Employees in 2024	114.00	2,709.00	2,823.00
Average Number of Employees in 2025	127.00	2,726.00	2,853.00

Employee Profile by Year	2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of White-Collar Employees	83.00	258.00	341.00	76.00	272.00	348.00	79.00	270.00	349.00
Number of Blue-Collar Employees	23.00	2,354.00	2,377.00	38.00	2,437.00	2,475.00	61.00	2,473.00.00	2,534.00
Total Number of Employees	106.00	2,612.00	2,718.00	112.00	2,709.00	2,823.00	140.00	2,743.00	2,883.00

Female White-Collar Employees	2023	2024	2025
Percentage of Female White-Collar Employees	24.34%	21.84%	22.64%

Number of Employees with Disabilities	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of Employees with Disabilities by Gender	2.00	63.00	3.00	77.00	2.00	86.00

Number of Employees by Age Group and Gender	2023				2024				2025			
	Blue Collar		White Collar		Blue Collar		White Collar		Blue Collar		White Collar	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Under 30	9.00	680.00	31.00	54.00	24.00	641.00	28.00	56.00	38.00	664.00	30.00	56.00
Ages 30-50	14.00	1,538	49.00	168.00	14.00	1,637.00	42.00	182.00	22.00	1,636	43.00	170.00
Over 50	0.00	136.00	3.00	36.00	0.00	156.00	6.00	37.00	1.00	177.00	6.00	40.00

Employees by Working Hours	2025		
	Female	Male	Total
Employed for 0-5 Years	105.00	880.00	985.00
Employed for 5-10 Years	18.00	682.00	700.00
Employed for 10 Years or More	17.00	1,181.00	1,198.00

Metrics on Maternity Leave/Parental Leave by Gender	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of Employees Taking Maternity/Parental Leave	3.00	179.00	2.00	188.00	2.00	175.00

OHS Committee	Number of OHS Boards/ Committees	Total Number of Members of the OHS Board/ Committee Total Number of Members	Number of Employees Represented on the OHS Board / Committee	Number of Employee Representatives on the OHS Board / Committee
Gülsan Sentetik	8.00	100.00	All employees	22.00
Gulsan Egypt	1.00	20.00	158.00	0.00
Mav Elyaf	1.00	81.00	All employees	8.00
Gül Enerji Almus	-	-	-	1.00
Gül Enerji Köklüce	-	-	-	1.00
Paşa HES Elektrik	-	-	-	-
İnova Elektrik	1.00	8.00	All employees	1.00
TPCL Yenilenebilir Enerji	1.00	13.00	74.00	2.00
MAV Elektrik	1.00	30.00	All employees	2.00
Vemus Hes	0.00	0.00	0.00	1.00

Gülsan Sentetik

Gülsan Sentetik OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	13,914.00	13,848.00	14,172.00
Number of Employees Participating in OHS Training	2,319.00	2,308.00	2,326.00

Gülsan Sentetik OHS Indicators	2023	2024	2025
Number of Near-Miss Incidents	0.00	0.00	0.00
Number of Corrective Actions Identified Under OHS	290.00	298.00	221.00
Number of Corrective Actions Closed Under OHS	290.00	298.00	220.00

Gülsan Sentetik OHS Indicators	2023	2024	2025
Total Number of Employees	2,319.00	2,308.00	2,362.00
Total Working Hours	5,426,460.00	5,400,720.00	5,527,080.00
Number of Accidents	91.00	99.00	121.00
Number of Lost Days	534.00	989.00	539.00
Number of Lost Time Accidents	87.00	58.00	56.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0,00	0,00	0,00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0,10.00	0,18.00	0,10.00
Weight Ratio of Lost Time Work Accidents	16,03.00	10,74.00	10,13.00
Total Frequency Rate of Occupational Accidents	16,77.00	18,33.00	21,89.00

Gülsan Egypt

Gulsan Egypt OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	-	1,944.00	1,896.00
Number of Employees Participating in OHS Training	158.00	162.00	158.00

Gulsan Egypt OHS Indicators	2024	2025
Number of Near-Miss Incidents	3.00	0.00
Number of Corrective Actions Identified Under OHS	30.00	0.00
Number of Corrective Actions Closed Under OHS	30.00	0.00

Gulsan Egypt OHS Indicators	2023	2024	2025
Total Number of Employees	158.00	162.00	158.00
Total Working Hours	345,072.00	353,808.00	345,072.00
Number of Accidents	7.00	4.00	4.00
Number of Lost Days	87.00	431.00	244.00
Number of Lost Time Accidents	7.00	4.00	4.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0,00	0,00	0,00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.24	1.15	0.66
Weight Ratio of Lost Time Work Accidents	20.29	11.31	11.59
Total Frequency Rate of Occupational Accidents	20,28	11,30	11,59

Mav Elyaf

Mav Elyaf OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	744.00	540.00	486.00
Number of Employees Participating in OHS Training	124.00	90.00	81.00

Mav Elyaf OHS Indicators	2024	2025
Number of Near-Miss Incidents	0.00	0.00
Number of Corrective Actions Identified Under OHS	65.00	25.00
Number of Corrective Actions Closed Under OHS	65.00	25.00

Mav Elyaf OHS Indicators	2023	2024	2025
Total Number of Employees	124.00	90.00	81.00
Total Working Hours	290,160.00	210,600.00	189,540.00
Number of Accidents	3.00	7.00	1.00
Number of Lost Days	25.00	55.00	0.00
Number of Lost Time Accidents	1.00	5.00	0.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0,00	0,00	0,00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.09	0.26	0.00
Weight Ratio of Lost Time Work Accidents	3.45	23.74	0.00
Total Frequency Rate of Occupational Accidents	10.34	33.23	5.28

Gül Enerji Almus HES

Gül Enerji Almus OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	336.00	304.00	256.00
Number of Employees Participating in OHS Training	21.00	19.00	16.00

Gül Enerji Almus OHS Indicators	2023	2024	2025
Number of Near-Miss Incidents	0.00	0.00	0.00
Number of Corrective Actions Identified Under OHS	0.00	0.00	0.00
Number of Corrective Actions Closed Under OHS	0.00	0.00	0.00

Gül Enerji Almus OHS Indicators	2023	2024	2025
Total Number of Employees	21.00	19.00	16.00
Total Working Hours	49,140.00	44,460.00	37,440.00
Number of Accidents	0.00	0.00	0.00
Number of Lost Days	0.00	0.00	0.00
Number of Lost Time Accidents	0.00	0.00	0.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0.00	0.00	0.00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.00	0.00	0.00
Weight Ratio of Lost Time Work Accidents	0.00	0.00	0.00
Total Frequency Rate of Occupational Accidents	0.00	0.00	0.00

Gül Enerji Köklüce HES

Gül Enerji Köklüce OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	368.00	368.00	368.00
Number of Employees Participating in OHS Training	23.00	23.00	23.00

Gül Enerji Köklüce OHS Indicators	2023	2024	2025
Number of Near-Miss Incidents	0.00	0.00	0.00
Number of Corrective Actions Identified Under OHS	0.00	0.00	0.00
Number of Corrective Actions Closed Under OHS	0.00	0.00	0.00

Gül Enerji Köklüce OHS Indicators	2023	2024	2025
Total Number of Employees	23.00	23.00	23.00
Total Working Hours	53,820.00	53,820.00	53,820.00
Number of Accidents	0.00	0.00	0.00
Number of Lost Days	0.00	0.00	0.00
Number of Lost Time Accidents	0.00	0.00	0.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0.00	0.00	0.00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.00	0.00	0.00
Weight Ratio of Lost Time Work Accidents	0.00	0.00	0.00
Total Frequency Rate of Occupational Accidents	0.00	0.00	0.00

Paşa HES Elektrik

Paşa HES Elektrik OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	192.00	192.00	192.00
Number of Employees Participating in OHS Training	12.00	12.00	12.00

Paşa HES Elektrik OHS Indicators	2023	2024	2025
Number of Near-Miss Incidents	0.00	0.00	0.00
Number of Corrective Actions Identified Under OHS	0.00	0.00	0.00
Number of Corrective Actions Closed Under OHS	0.00	0.00	0.00

Paşa HES Elektrik OHS Indicators	2023	2024	2025
Total Number of Employees	12.00	12.00	12.00
Total Working Hours	28,080.00	28,080.00	35,040.00
Number of Accidents	0.00	0.00	0.00
Number of Lost Days	0.00	0.00	0.00
Number of Lost Time Accidents	0.00	0.00	0.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0.00	0.00	0.00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.00	0.00	0.00
Weight Ratio of Lost Time Work Accidents	0.00	0.00	0.00
Total Frequency Rate of Occupational Accidents	0.00	0.00	0.00

İnova Elektrik

İnova Elektrik OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	224.00	256.00	240.00
Number of Employees Participating in OHS Training	14.00	16.00	15.00

İnova Elektrik OHS Indicators	2023	2024	2025
Number of Near-Miss Incidents	0.00	0.00	0.00
Number of Corrective Actions Identified Under OHS	0.00	0.00	0.00
Number of Corrective Actions Closed Under OHS	0.00	0.00	0.00

İnova Elektrik OHS Indicators	2023	2024	2025
Total Number of Employees	14.00	16.00	15.00
Total Working Hours	32,760.00	37,440.00	35,100.00
Number of Accidents	0.00	0.00	0.00
Number of Lost Days	0.00	0.00	0.00
Number of Lost Time Accidents	0.00	0.00	0.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0.00	0.00	0.00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.00	0.00	0.00
Weight Ratio of Lost Time Work Accidents	0.00	0.00	0.00
Total Frequency Rate of Occupational Accidents	0.00	0.00	0.00

TPCL Yenilenebilir Enerji

TPCL Yenilenebilir Enerji OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	1,792.00	1,408.00	1,184.00
Number of Employees Participating in OHS Training	112.00	88.00	74.00

TPCL Yenilenebilir Enerji OHS Indicators	2024	2025
Number of Near-Miss Incidents	0.00	0.00
Hours of Training Provided to Subcontractors on OHS	53.00	0.00
Number of Employees of Subcontractors Participating in OSH Training	43.00	0.00

TPCL Yenilenebilir Enerji OHS Indicators	2023	2024	2025
Total Number of Employees	112.00	88.00	74.00
Total Working Hours	262,080.00	205,920.00	173,160.00
Number of Accidents	1.00	4.00	1.00
Number of Lost Days	0.00	2.00	0.00
Number of Lost Time Accidents	0.00	1.00	0.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0.00	0.00	0.00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.00	0.01	0.00
Weight Ratio of Lost Time Work Accidents	0.00	4.86	0.00
Total Frequency Rate of Occupational Accidents	3.81	19.43	5.78

Mav Elektrik

Mav Elektrik OHS Training (Employees)	2023	2024	2025
Hours of Training Provided on OHS	1,488.00	1,680.00	1,280.00
Number of Employees Participating in OHS Training	93.00	105.00	80.00

Mav Elektrik OHS Training	2023	2024	2025
Number of Near-Miss Incidents	4.00	7.00	5.00
Hours of Training Provided to Subcontractors on OHS	3.00	1.00	5.00
Number of Employees of Subcontractors Participating in OSH Training	3.00	1.00	5.00

Mav Elektrik OHS Indicators	2023	2024	2025
Total Number of Employees	93.00	105.00	80.00
Total Working Hours	217,620.00	245,700.00	187,200.00
Number of Accidents	1.00	11.00	1.00
Number of Lost Days	0.00	22.00	7.00
Number of Lost Time Accidents	0.00	2.00	1.00
Number of Fatal Accidents	0.00	0.00	0.00
Number of Occupational Diseases	0.00	0.00	0.00
Number of Lost Days from Occupational Disease	0.00	0.00	0.00
Weight Ratio for Lost Day Work Accidents	0.00	0.09	0.04
Weight Ratio of Lost Time Work Accidents	0.00	8.14	5.34
Total Frequency Rate of Occupational Accidents	4.60	44.77	5.34

Vemus HES

Vemus HES OHS Training (Employees)	2025
Hours of Training Provided on OHS	208.00
Number of Employees Participating in OHS Training	13.00

Vemus HES OHS Indicators	2025
Number of Near-Miss Incidents	0.00
Hours of Training Provided to Subcontractors on OHS	0.00
Number of Employees of Subcontractors Participating in OHS Training	0.00

Vemus HES OHS Indicators	2025
Total Number of Employees	13.00
Total Working Hours	30,420.00
Number of Accidents	0.00
Number of Lost Days	0.00
Number of Lost Time Accidents	0.00
Number of Fatal Accidents	0.00
Number of Occupational Diseases	0.00
Number of Lost Days from Occupational Disease	0.00
Weight Ratio for Lost Day Work Accidents	0.00
Weight Ratio of Lost Time Work Accidents	0.00
Total Frequency Rate of Occupational Accidents	0.00

GRI Content Index

GRI CONTENT INDEX ESSENTIALS SERVICE 2026

Statement of Use	Gülsan Holding has reported in accordance with the GRI Standards for the period from 1 January to 31 December 2025.
Service Statement	GRI Services reviewed and confirmed, as part of the Content Index – Essentials Service, that the GRI content index is presented consistently with the reporting requirements of the GRI Standards and that the information in the index is clear and accessible to stakeholders.
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
GRI 2: General Disclosures 2021	2-1 Organizational Profile	Corporate Profile	
	2-2 Entities Included in the Organization's Sustainability Reporting	About the Report	
	2-3 Reporting Period, Frequency and Contact Point	About the Report	
	2-4 Restatements of Information		There is no restated information.
	2-5 External Audit		No limited assurance engagement has been obtained for the Report.
	2-6 Activities, Value Chain and Other Business Relationships	Corporate Profile	
	2-7 Employees	Equality, Diversity and Inclusion Social Performance Indicators	
	2-8 Employees of the subcontracting firm	Social Performance Indicators	
	2-9 Governance Structure	Governance Structure	
	2-10 Nomination and Selection of the Highest Governance Body	Governance Structure	
	2-11 Chair of the Highest Governance Body	Governance Structure	

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
GRI 2: General Disclosures 2021	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Sustainability Governance Structure	
	2-13 Delegation of Responsibility for Managing Impacts	Sustainability Governance Structure	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Sustainability Governance Structure	
	2-15 Conflicts of Interest	Equality, Diversity and Inclusion	
	2-16 Communication of Critical Concerns	Risk Management	No critical matters were communicated to the Board of Directors during the reporting period.
	2-17 Collective Knowledge of the Highest Governance Body	Equality, Diversity and Inclusion	
	2-18 Evaluation of the Performance of the Highest Governance Body	Governance Structure	
	2-19 Remuneration Policies	Governance Structure	
	2-20 Process to Determine Remuneration	Policies	Not disclosed due to confidentiality. Details related to the remuneration process are not publicly disclosed, as they contain employees' personal data and competitively sensitive information.
	2-21 Annual Total Compensation Ratio		Not disclosed due to confidentiality. Details related to annual remuneration ratios are not publicly disclosed, as they contain employees' personal data and competitively sensitive information.
	2-22 Statement on Sustainable Development Strategy	Sustainability Approach Sustainability Governance Structure	
	2-23 Policy Commitments	Policies	

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
GRI 2: General Disclosures 2021	2-24 Embedding Policy Commitments	Policies	
	2-25 Processes to Remediate Negative Impacts	Customer Experience and Satisfaction Stakeholder Engagement	
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Equality, Diversity and Inclusion	
	2-27 Compliance with Laws and Regulations		No significant non-compliance with laws and regulations occurred during the reporting period.
	2-28 Membership Associations	Stakeholder Engagement	
	2-29 Approach to Stakeholder Engagement	Stakeholder Engagement	
	2-30 Collective Bargaining Agreements		During the reporting period, none of our employees were covered by collective bargaining agreements.

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
Priority Issues			
GRI 3: Material Topics 2021	3-1 Process to Determine Priority Issues	2025 Materiality Analysis	
	3-2 List of Priority Issues	2025 Materiality Analysis	
Corporate Governance			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Corporate Governance	
GRI 205: Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption		During the reporting period, no operations were assessed for risks related to corruption.
	205-2 Communication and Training on Anti-Corruption Policies and Procedures	Ethical principles and transparency	
	205-3 Confirmed Incidents of Corruption and Actions Taken		During the reporting period, there were no confirmed incidents of corruption.
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal Actions for Anti-Competitive Behaviour, Anti-Trust, and Monopoly Practices		During the reporting period, there were no legal actions concerning anti-competitive behaviour, anti-trust, or monopoly practices.
Energy Management and Efficiency			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Energy Management	
GRI 302: Energy 2016	302-1 Internal energy consumption	Energy Management Environmental Performance Indicators	
	302-4 Reduction of energy consumption	Energy Management	

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
Water and Wastewater Management			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Water and Wastewater Management	
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	Water and Wastewater Management	
	303-2 Management of impacts associated with water discharge	Water and Wastewater Management	
	303-3 Water abstracted from source	Water and Wastewater Management	
	303-4 Water discharge	Water and Wastewater Management	
	303-5 Water consumption	Water and Wastewater Management	
Greenhouse Gas Emissions and Air Quality			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Climate Change Mitigation	
GRI 305: Emisyonlar 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Climate Change Mitigation Environmental Performance Indicators	
	305-2 Indirect energy-related greenhouse gas (GHG) emissions (Scope 2)	Climate Change Mitigation Environmental Performance Indicators	
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Climate Change Mitigation Environmental Performance Indicators	
	305-5 Reduction of greenhouse gas (GHG) emissions	Climate Change Mitigation Environmental Performance Indicators	
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other sig	Climate Change Mitigation Environmental Performance Indicators	

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
Circular Economy and Waste Management			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Circular Economy and Waste Management	
GRI 306: Waste 2020	306-1 Significant impacts related to waste generation and waste	Circular Economy and Waste Management	
	306-2 Management of significant impacts related to waste	Circular Economy and Waste Management	
	306-3 Waste generated	Circular Economy and Waste Management Environmental Performance Indicators	
	306-4 Waste diverted from disposal	Circular Economy and Waste Management Environmental Performance Indicators	
	306-5 Waste directed to disposal	Circular Economy and Waste Management Environmental Performance Indicators	
Responsible Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis	
GRI 308: Supplier Environmental Assessment 2016	308-2 The negative environmental impacts of the supply chain and the measures taken		During the reporting period, no suppliers with significant actual or potential negative environmental impacts were identified.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts within the supply chain and measures taken		During the reporting period, no suppliers with significant actual or potential negative environmental impacts were identified.

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Occupational Health and Safety	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	
	403-2 Types of injuries and injury rates, occupational diseases, lost days, absenteeism and the number of work-related fatalities	Occupational Health and Safety	
	403-3 Occupational health services	Occupational Health and Safety	
	403-4 Employee participation, consultation and communication related to occupational health and safety	Occupational Health and Safety	
	403-5 Employee training on occupational health and safety	Occupational Health and Safety	
	403-6 Promotion of employee health	Occupational Health and Safety	
	403-7 Prevention and reduction of occupational health and safety impacts directly linked to industrial relations	Occupational Health and Safety	
	403-8 Employees covered by the occupational health and safety management system	Occupational Health and Safety	
	403-9 Work-related injuries	Occupational Health and Safety	
	403-10 Work-related cases of illness	Occupational Health and Safety	
Employee Experience and Talent Management			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Value We Provide to Our Employees	
GRI 404: Training and Education 2016	404-1 Average number of training hours per employee per year	Value We Provide to Our Employees	
	404-2 Talent management and lifelong learning programmes that support employee development	Value We Provide to Our Employees	
	404-3 Percentage of employees who undergo regular performance development reviews	Value We Provide to Our Employees	

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
Equality, Diversity and Inclusion			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and staff	Governance Structure	
Business Ethics and Human Rights			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Value We Provide to Our Employees	
GRI 409: Forced or Compulsory Labour 2016	409-1 Activities and suppliers identified as posing a significant risk in relation to cases of forced or compulsory labour, and the measures taken	Value We Provide to Our Employees	
Contribution to Society and Regional Development			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Stakeholder Communication	
GRI 413: Local Communities 2016	413-1 Percentage of operations in which local community participation, impact assessments and development programmes are implemented	Stakeholder Communication	
	413-2 Activities that have significant current and potential adverse impacts on local communities	Stakeholder Communication	
Product Safety			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Product Safety	
GRI 416: Customer Health and Safety 2016	416-2 Cases of non-compliance relating to the health and safety impacts of products and services		During the reporting period, there were no instances of non-compliance relating to the health and safety impacts of products and services.
GRI 407: Freedom of Association and Collective Bargaining 2016	417-2 Cases of non-compliance relating to product and service information and labelling		During the reporting period, there were no instances of non-compliance relating to product and service information and labelling.
	417-3 Cases of non-compliance relating to marketing communications		During the reporting period, there were no instances of non-compliance relating to marketing communications.

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES 2021			
Customer Experience and Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Customer Experience and Satisfaction	
R&D and Innovation			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis R&D and Innovation	
Digitalisation			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Digitalisation	
Information Security			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Risk Management	
GRI 418: Customer Privacy 2016	418-1 Verified complaints related to breaches of customer privacy and the loss of customer data		During the reporting period, there were no verified complaints related to breaches of customer privacy or the loss of customer data.
Risk Management			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Risk Management	
Product and Production Quality			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Product and Production Quality	
Sustainable Value Creation			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis	
Regulatory Compliance and Corporate Transparency			
GRI 3: Material Topics 2021	3-3 Management of priority issues	2025 Materiality Analysis Corporate Governance Risk Management	

Glossary

R&D: Research and Development

Waste Management: Systematic practices aimed at reducing, recovering, and disposing of waste generated from production or consumption.

Cradle to Gate: A system boundary that covers all stages in a product's life cycle from raw material extraction to the point it leaves the production facility. Distribution, use, and disposal phases are excluded. It is used in production-focused life cycle assessments to evaluate environmental impacts.

CO2: Carbon Dioxide

Corporate Sustainability Reporting Directive: The regulation adopted by the European Union in 2022 that significantly expands companies' reporting obligations on environmental, social, and governance (ESG) issues.

ESG: Environmental, Social, and Governance

Circular Economy: An economic model where resources are used efficiently, waste generation is minimized, and reuse and recycling are promoted.

EKED: Effective and Safe De-energization of Energy Sources

Emission: Gases released into the atmosphere (especially greenhouse gases).

IMS: Integrated Management System.

Recycling: The process of reprocessing waste materials to be used again as raw materials or products.

GJ: Gigajoule, a unit of energy.

GRI: Global Reporting Initiative

SBTi (Science-Based Targets): A methodology that enables companies to set emission reduction targets aligned with climate science.

IEC (International Electrotechnical Commission): An organization that develops international standards for electrical and electronic technologies, referenced in sustainable energy and efficiency practices.

ILO (International Labour Organization): A UN agency promoting international labor standards and workers' rights; critical in sustainable supply chain governance.

I-REC: International Renewable Energy Certificate

ISO: International Standards Organization

OHS: Occupational Health and Safety

Carbon Footprint: The total greenhouse gas emissions, both direct and indirect, caused by an individual, organization, or product.

Personal Data: Any information relating to an identified or identifiable natural person.

PPE: Personal Protective Equipment

Cogeneration: The simultaneous production of electricity and heat within the same system. It increases energy efficiency and reduces the carbon footprint.

Condenser: A heat exchanger device that converts a gas (typically steam) into a liquid. It is used in energy systems for waste heat recovery.

Megawatt (MW): An international standard unit of power equal to one million watts.

MWh: Megawatt-hour, a unit of energy representing one megawatt of power used for one hour.

OEKOTEX (STANDARD 100 by OEKO-TEX®): An independent certification system ensuring textile products are free from harmful substances, supporting social and environmental responsibility in production.

Stakeholder: Individuals, groups, or organizations affected by or able to affect the activities of an organization.

Risk Management: The process of identifying, analyzing, and responding to potential threats, environmental, financial, operational, that may affect an organization. Foundational to sustainability strategy.

SCADA: Supervisory Control and Data Acquisition

SEDEX (Supplier Ethical Data Exchange): A global data-sharing platform used to manage social, ethical, and environmental risks in the supply chain. It promotes transparency and ethical trade monitoring.

Greenhouse Gases (GHG): Gases that trap heat in the atmosphere and contribute to climate change (e.g., CO_2, CH_4).

Zero Waste: An approach aimed at preventing waste generation by prioritizing reuse and recycling, ensuring no waste is sent to the environment. It is a fundamental strategy for environmental sustainability.

Six Sigma: A management methodology based on statistical data analysis aimed at minimizing errors and improving quality in processes.

SDGs: Sustainable Development Goals

NGO: Non-Governmental Organization

Sustainable Supply Chain: Management of supply processes by considering environmental and social criteria.

Sustainability: The principle of meeting present needs without compromising the ability of future generations to meet their own, by balancing environmental, social, and economic resources.

P&D (Product Development): R&D activities aimed at improving existing products in terms of sustainability, functionality, efficiency, or quality.

Life Cycle Assessment (LCA): The process of evaluating the environmental impacts of a product throughout its entire life cycle, from raw material extraction to production, use, and disposal. Used for sustainable design and decision making.

Green Belt (Six Sigma): A certified individual who actively participates in process improvement projects within Six Sigma initiatives.

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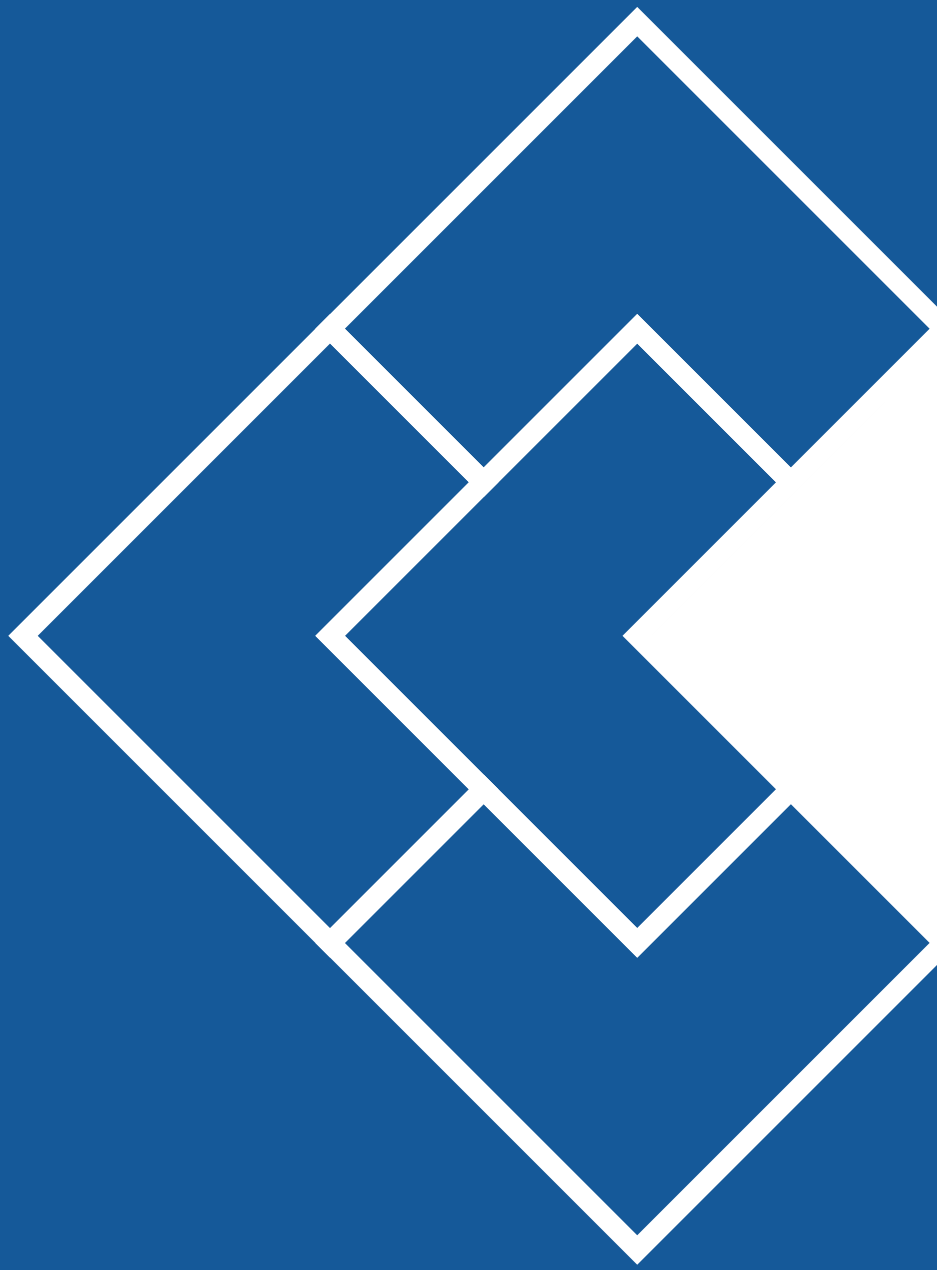
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