

2024 SUSTAINABILITY REPORT

Our Steps Today and Now for the Future



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About the Report

About the Report

As Gülsan Holding A.Ş., we are pleased to share our sustainability performance, strategic objectives, and corporate responsibilities in a transparent manner. With this report, we aim to present our best practices in environmental, social, and governance (ESG) areas, our corporate governance principles, our performance, and to share our forward looking commitments with our stakeholders.

The report covers the data of Gülsan Holding A.Ş. and its subsidiaries, Gülsan Sentetik, Mav Elyaf, Gülsan Egypt, Gül Enerji, Paşa HES Elektrik, Mav Elektrik, TPCL Yenilenebilir Enerji, and Inova Elektrik, for the period of 1 January – 31 December 2024, 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.



You may share all your questions, opinions, and suggestions regarding our report with us via gulsansustainability@gulsanholding.com

Message from board of directors



Mustafa TOPÇUOĞLU
Chairman of the Board



İbrahim Vedat TOPÇUOĞLU
Vice Chairman of the Board

Our esteemed stakeholders,

In 2024, sustainability moved beyond being merely a concept and became a reality that radically transformed business processes around the world. Issues such as drought, extreme weather events, resource scarcity, social inequalities, and energy security reshaped both global economies and societies.

Regulations such as the CSRD (Corporate Sustainability Reporting Directive) that came into force in the European Union made transparent reporting and sustainability compliance a requirement, while the introduction of the TSRS (Turkish Sustainability Reporting Standards) framework in Türkiye showed that this process is also progressing rapidly at the national level. In this context, addressing the environmental, social, and governance performance of institutions with a holistic approach has now become not a choice, but a strategic necessity.

With this report, as Gülsan Holding, we share the sustainability journey of our company with the public. With our pioneering and innovative approach, we align our business model within the framework of sustainability principles and design our economic growth in line with these principles. In our facilities equipped with state-of-the-art applications, where we consider quality, efficiency, and environmental responsibility together, we produce various types of yarn and fabric (BCF Yarn, PP BAG, Film, Nonwoven Fabric and Meltblown Fabric) that are used in many sectors. Through our wind, hydroelectric, and biomass power plants, we simultaneously carry out an environmentally sensitive production approach and a contribution-oriented approach to the energy supply of our country. In 2024, within our Gülsan Sentetik company, we obtained approximately 10% of our total energy consumption from renewable energy sources. Through the steps we have taken focusing on energy efficiency and sustainability, we aim to minimize our environmental impacts and to build a cleaner future. In this regard, we manage our business processes with the target of reducing our Scope 1 and Scope 2 emissions by 30% by the year 2030.

We aim to establish a more systematic structure for our corporate responsibility towards the environment and to integrate this approach permanently into our business processes. Within this scope, we continue to carry out efforts to make the principle of environmental sustainability an inseparable part of our way of doing business. We embrace a comprehensive strategy that will also support sustainability from economic and social perspectives. We believe that “our employees are the cornerstone of our success”. From our employees to our suppliers, from our customers to the community in which we operate, we focus on improving the well-being of our stakeholders.

In 2024, we attached great importance to the development of our employees.. In order to increase the competencies of our employees, we organized a total of 3,920 hours of comprehensive training programs.

Strengthening our collaboration with local business partners and producing high-quality and fast solutions continue to remain among our priorities. In line with our goal of enhancing the sustainability of our supply chain, we initiated our supplier audit processes in 2024. Through these audits, we aim to establish a supplier ecosystem within the framework of environmental, social, and ethical criteria, and to transform existing business partnerships into a more transparent, traceable, and long-term structure.

Since our establishment in 1934, we have been contributing value to our country with our innovative vision, our business approach focused on quality and trust, and the roles we have undertaken in different sectors as we have grown. Together with our more than 2,800 employees, we continue to maintain our reliability with a sense of responsibility, working to leave a sustainable and prosperous world for future generations.

While extending our gratitude to all our stakeholders who support us in this process, we would like to emphasize that we will continue moving forward together on the path of building a sustainable, inclusive, and promising future.

Respectfully,

Mustafa TOPÇUOĞLU
Chairman of the Board

İbrahim Vedat TOPÇUOĞLU
Vice Chairman of the Board



Corporate Profile

About Gülsan Holding



Our journey began in 1934 as Topçuoğlu Otomotiv and has since evolved into a transformed into a strong company. 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.



Our success is driven by our commitment to teamwork and our continuous investments in R&D and P&D. Believing that At the core of a workplace's success are its employees. we support the development of our employees and provide a harmonious working environment.

We continue our collaborations with leading global companies in the sectors in which we operate. Through our companies Gülsan Sentetik Dokuma San. ve Tic. A.Ş., Gulsan Egypt Nonwoven Industries S.A.E, and Mav Elyaf Sanayi ve Ticaret A.Ş., we carry out pioneering initiatives in the field of technical and hygienic textiles and continue our high-capacity production.

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., Inova Elektrik Üretim Sanayi ve Ticaret A.Ş., Mav Elektrik Üretim Sanayi ve Ticaret A.Ş., and TPCL Yenilenebilir Enerji Üretim A.Ş. We continue to contribute to our country and nature by upholding our environmental responsibilities in the field of renewable energy.

Gülsan Holding in Numbers



Our Vision

With our firsts and principles, we aim to specialize in our field and create value and resources for our customers, employees and society.



Our 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.



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.



As of 2024, **by ranking 140th** among all companies in **the ISO 500 Largest Industrial Enterprises** list, we have certified our leadership in the sector.



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.



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



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

History



1934

"First Steps"

We took our first step into business life by establishing our transportation company. In this process, we had the opportunity to closely observe the needs of our city. In line with our observations, we started the sales of automotive spare parts and fuel in Kilis, thereby continuing to contribute to the region.



1971

"Fiat, in Gaziantep"

By recognizing the increasing demand for transportation, we opened a spare parts shop in Gaziantep and subsequently launched the Fiat dealership. In this way, we met an important need in the region.



1978

"Production is essential for the development of the country!"

Recognizing that trade alone is not sufficient for the development of the country, we turned to production. Under the leadership of Ali, Naci, and Vedat Topçuoğlu, we established Gülsan Sentetik on a 3,000 m² area with a team of 40 people, beginning our production journey.



1982

"PP Bag Investment"

We launched our company producing PP bags in 1982, and since that time, we have achieved many firsts both in Türkiye and worldwide.



1993

"We are growing with our carpet yarn business"

In order to transfer the experience we gained in PP BAG production to a different sector, we established our Carpet Yarn (BCF - Bulk Continuous Filament) production facility. As a first in Türkiye, we started the production of polypropylene (PP) carpet yarn.



1999

"Gül Energy"

We entered the energy sector by commissioning the first autoproducer power plant in Anatolia.



2003

"Nonwoven Fabric: Spunbond"

Always prioritizing customer satisfaction, we have strived to produce at world-class standards. We transferred this experience to nonwoven fabric production and entered the hygiene sector with our Spunbond investment.



2009

"Under One Roof: Gülsan Holding"

Our journey, which began in 1934, grew and led to our consolidation under the umbrella of Gülsan Holding.



2010

"Hygienic Film Production"

In 2011, we began production in the hygiene and medical sectors with a facility capable of 10-color printing, which was the first in Türkiye and one of the few in Europe.



2011

"ISO first 100"

In 2011, we ranked among the top 100 in the first 500 largest industrial enterprises list of the Istanbul Chamber of Industry (ISO).



2012

"Kaşmir Yapı: We create living spaces"

In addition to our activities in textiles and energy, we also entered the construction sector with residential projects in Ankara under Kaşmir Yapı.



2014

"We became a global company with Gulsan Egypt "

With the Spunbond production we established in 2003, we guided the market. Our second investment in this field was realized in Egypt under the name Gulsan Egypt.



2015

"PAŞA HES"

We commissioned Paşa HES (8.68 MW), which was our first step in the renewable energy sector and an important laboratory for us.



2017

"Gül Enerji"

We continued to expand our energy investments. By incorporating the Almus and Köklüce Hydroelectric Power Plants in Tokat, with a total capacity of 117 MW, we contributed to Türkiye's energy production.



2019

"MAV Elyaf"

In Çorlu, Tekirdağ, we started Spunbond production under our Mav Elyaf brand for the hygiene and medical sector.



2021

"Inova Elektrik"

The Metristepe Wind Power Plant, located in Bozüyük, Bilecik, with an installed capacity of 40 MW and commissioned in 2021, became a sustainable and environmentally friendly step in our renewable energy initiatives.

"Meltblown Production"

In 2021, Gulsan Sentetik, by combining the company's experience and quality with Europe's latest Meltblown technology, started the production of Meltblown fabrics suitable for use in masks, vacuum cleaner bags, air filters, and many other filtration areas.



2022

"MAV Elektrik"

The Arıkçayırı Biomass Power Plant, with an installed capacity of 30 MW and commissioned in 2022 in Göynük, Bolu, constituted an important example of innovative and environmentally friendly energy production by using poultry waste as fuel.



2023

"TPCL Yenilenebilir Enerji"

In 2023, with the 30 MW capacity Kula Biomass Power Plant established in Kula, Manisa, we added another link to our energy production under our TPCL Yenilenebilir Enerji brand.

2024 Highlights



Environment

Within Gülsan Sentetik, we recycled
85% of non-hazardous waste.

Of the hazardous waste disposed of,
we recovered more than 200 tons
for energy production purposes.

With our Ecolefin project,
we started yarn production by
recycling waste polypropylene
and introduced this environmentally
friendly product to the market.

We reduced resource consumption by
optimizing grammage in our
products and decreasing packaging
material usage.

At Gülsan Sentetik, we achieved energy
savings by switching to **LED lighting and**
optimizing our equipment.

At Mav Elektrik, by increasing our electricity
generation, we achieved a **35% reduction**
in the electricity drawn from the grid.



Social

We organized
3,920 hours of training for our employees.

Through 5S practices in our
production areas,
we raised our standards and provided a more
organized and efficient working environment.

With the **G Future Intern Program**
we started to provide internship and career
support to university students.

With the **blue-collar women**
employee initiative we launched in 2024,
we have made a significant contribution
to female employment by supporting the
active participation of women in
production processes.



Governance

In line with our goal of enhancing the
sustainability of our supply chain,
we initiated our supplier audit
processes in 2024.

With software-supported quality
control systems, we both reduced
manual tasks and increased data accuracy
and traceability.

Through the penetration test we conducted in
2024 **we identified and prioritized**
our information security
vulnerability.

With the Feedback System,
we received 401 suggestions and
implemented 200 of them.

Awards

In 2024, we were granted the ISO 500 award for ranking among Türkiye's Top 500 Industrial Enterprises.

Gülsan Sentetik Dokuma Sanayi Ticaret A.Ş. stood out with their export performance and were entitled to receive the **"Stars of Export" award in 2024.**

As a result of the international assessment of our sustainability performance, we were awarded **the Bronze Medal by Ecovadis.**

As Gülsan Sentetik Dokuma Sanayi Ticaret A.Ş., we are proud to be ranked **189th in the "Top 1000 Exporters" list announced by the Turkish Exporters Assembly.**





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

Corporate Governance

We conduct all our activities and decision-making processes with a management approach based on trust, transparency, and responsibility. We establish open communication with our stakeholders, creating a participatory business culture by informing them regularly and accurately. By maintaining our high-quality standards, we aim to maximize customer satisfaction, and we regularly evaluate our performance based on the level to which we achieve our set goals and our ability to use resources effectively.

Fully aware of our environmental and social responsibilities, we adopt sustainable production methods and ensure continuous improvement to reduce our environmental impacts. At the same time, we actively contribute to social responsibility projects, prioritizing social benefit. We act with a fair, equal, and inclusive approach towards all our stakeholders, safeguarding employee rights and not allowing any discrimination or unfair practices in the workplace. Our corporate governance approach forms the foundation of our sustainable success and the strong ties we have established with our stakeholders.



Governance Structure

Our corporate governance approach is built on the principles of transparency, accountability, equity, and responsibility. With this approach, we conduct our activities not only in compliance with legal requirements but also in accordance with ethical and sustainability standards.

Our financial processes are regularly audited by independent audit firms, and the accuracy of financial reporting and the effectiveness of our internal control systems are evaluated through external consultants. Through our transparent reporting practices, we provide reliable and accurate information to all our stakeholders.

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 Procurement Committee, Procurement Committee, and Finance Committee actively work to advance our environmental, social, and economic performance.

We have also established a Sustainability Committee to embed our sustainability approach across operations. By holding joint meetings with all departments, we ensure that necessary actions are taken in all our businesses, and that the results of these actions are monitored and reported. Where required, we implement revisions to continuously improve and dynamically manage the process.

Our Sustainability Committee plays a key role in calculating product carbon footprints, reducing waste from production processes, increasing energy efficiency, and promoting circular economy practices. In addition, we strengthen our sustainable supply chain approach by periodically sharing supplier codes of conduct and evaluation forms with our suppliers, and by conducting on-site audits accordingly.

These efforts are carried out in parallel with our target to reduce Scope 1 and Scope 2 emissions by 30% by 2030.

Through our Ethics Board, we reinforce adherence to ethical principles in our corporate culture and provide systems for employees to safely report unethical practices they may encounter. All reports are carefully evaluated, and necessary steps are taken to resolve issues.

We prioritize awareness and dissemination of corporate governance principles throughout the organization. All employees and managers are regularly informed about policies, procedures, ethical rules, and governance principles, and we shape our operations in accordance with these guidelines.

Increasing female representation within the company and its management is among our corporate sustainability goals. We are committed to fostering an inclusive and equitable management culture across the organization. Our corporate governance framework Guides all stages of our operations as a robust structure that strengthens our corporate reputation based on continuous improvement, effective control, sustainability, and ethical principles.

Board of Directors



MUSTAFA TOPÇUOĞLU

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

- Non Executive Member
- Term of Office: 3 Years
- Non 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."



İBRAHİM VEDAT TOPÇUOĞLU

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

- Non 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 departments and managerial 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 ÖZİL

Gülsan Sentetik Board Member

- Executive Member
- Term of Office: 3 Years
- Non 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
- Non Independent Member
- Year of Birth: 1982

Burcu Topçuoğlu, born on November 25, 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 across various departments and managerial 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 Turkish Businesswoman Association (TİKAD). Since 2023, she has been serving as the Vice Chairperson of the TOBB Gaziantep POA.

“
As Gülsan Holding, one of the key drivers of our over 90-year legacy of stability and success is our strong and visionary Board of Directors. With their business experience, strategic perspectives, and the values they uphold within the company, our board members are among the most significant guarantees of our sustainable success.



Guided by a holistic approach, our corporate structure ensures high standards in quality, environmental, energy management, occupational health and safety, and product safety through our **Integrated Management System Policy**. With the full support of our management, we prioritize sustainability at every stage of our business processes.

The Board of Directors at Gülsan Holding is composed of a Chairperson and a Vice Chairperson, both individually authorized to represent the Company. They are unanimously elected by the General Assembly and serve a minimum term of three years. Both board members are male, but as in all areas of our organization, we aim to increase female representation and continue our efforts in this regard. The board convenes at least once a year, typically three to four times annually, including extraordinary sessions.

Our Board of Directors guides not only our governance processes but also the consistent development of our corporate culture and our ability to achieve long-term goals. In every strategic step we take, the leadership of our board continues to be a cornerstone of our corporate future.



Business Ethics and Human Rights

Business ethics and human rights form the cornerstone of Gülsan Holding's corporate governance approach. In all our activities, we act in accordance with the principles of integrity, transparency, fairness, and social responsibility, prioritizing these principles in all our stakeholder relationships.

To promote an ethical management culture across all our companies, we regularly provide ethics training to our employees, thereby strengthening internal engagement and increasing ethical awareness. While adhering to the principles of transparency and accountability, we continuously develop internal control mechanisms to prevent ethical violations. We prepare guiding documents to ensure full compliance with laws and regulations in all our companies, and we regularly monitor legislative changes to update our internal regulations accordingly. In this context, monitoring the Official Gazette and conducting legal analyses have become an integral part of our business processes.

At Gülsan Holding, we conduct all our activities in accordance with ethical principles, integrity, and fairness, respecting the rights of our employees, business partners, and society. We act in full compliance with national and international regulations and strictly prohibit discrimination, forced labor, and child labor. We provide a safe and healthy working environment where employees have equal rights and can express themselves freely. By respecting working hours and employees right to unionize, we fulfill our social responsibilities.

We place ethical values at the core of our corporate culture and, accordingly, establish transparent and responsible relationships with all our stakeholders. To prevent potential ethical violations and encourage reporting, we have an anonymous Whistleblowing System accessible both internally and externally. Based on the reports received through the system, the Disciplinary Committee evaluates the reported issues when necessary. We maintain a zero-tolerance policy toward all forms of bribery, corruption, fraud, and illegal practices.



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

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.

Our risk management approach is structured as a holistic and systematic process covering all business units. Every year, we conduct detailed risk assessments across all departments of our companies, allowing us to identify potential risks in advance and develop strategic actions to minimize their impacts.

Our risk management process is not limited to identifying risks; it also includes the regular monitoring, reporting, and management of the identified risks. The Risk Committees established within our companies convene at regular intervals with representatives from each relevant department to assess the current status of risks and take necessary measures. We carefully evaluate risk notifications submitted by our employees, incorporating them into our risk analysis to ensure that our risk map remains comprehensive and up to date.

At Gülsan Holding, we regard risk management as an integral part of our business strategy and aim to contribute to the sustainable growth of our company by continuously adapting to evolving conditions in this field.

Stakeholder Communication

As Gülsan Holding, we consider the expectations and suggestions of our stakeholders and maintain communication based on mutual transparency and trust. We make a concerted effort to stay in regular contact with our key stakeholder groups, including employees, suppliers, regulatory authorities, certification bodies, customers and local communities.

We actively participate in various fairs and sectoral meetings, valuing continuous engagement with our stakeholders.

To establish effective communication with our stakeholders, we make efficient use of social media platforms.



We share current information and news about our activities and company on our website and regularly communicate our latest initiatives via [LinkedIn](#).

Another communication tool we use is surveys. Through these surveys, we directly gather the opinions of our employees, customers, and business partners, enabling us to better understand their needs and expectations and to manage our business processes accordingly.

STAKEHOLDERS	COMMUNICATION CHANNELS	COMMUNICATION FREQUENCY	PURPOSE OF COMMUNICATION
Employees	In-house social activities External activities (e.g., bowling tournaments) Trainings Meetings Departmental meetings Telephone Suggestion boxes Performance reviews E-mail	Several times a year Several times a year Several times a year Continuous Continuous Continuous Continuous Several times a year 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 fulfillment of customer requirements and quality standards.
Suppliers	Face-to-face meetings E-mail Telephone Specifications Seminars, fairs	Several times a year Continuous Continuous Several times a year Several times a year	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 fulfill our environmental responsibilities.
Customers	Mutual Visits Seminars, fairs E-mail Phone Customer Surveys Factory Tours	Several times a year Several times a year Continuous Continuous Once a year Several times a year	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 fulfillment of customer requirements and quality standards.
Community	Social Media Website Phone	Several times a year Several times a year 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

As Gülsan Holding, we base our activities not only on legal requirements but also on ethical values, sustainability principles, and our understanding of quality. To materialize this approach and create a unified corporate culture across all processes, we have established our core policies.

Our policies reflect our responsible management approach across a wide range, from environmentally conscious production to employee satisfaction, from customer orientation to information security. Each policy is continuously updated in line with our strategic objectives and applied as a guiding principle throughout the organization.

Our existing policies are:



Certifications

We conduct our activities with a continuous improvement approach through our management systems, which certify our compliance with international standards in areas such as quality, environment, information security, customer satisfaction, and occupational health. These certificates, updated annually and maintained valid, are concrete indicators of our integrated management approach and corporate responsibility understanding.



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
Local Goods Certificate	Gülsan Sentetik
Halal Certificate	Gülsan Sentetik

Our Production and Non-Production Certificates:

- Certificate of Conformity to Turkish Standards (Food PP BAG)
- Certificate of Conformity to Turkish Standards (Bale Twine)
- Oeko-Tex Certificate (Nonwoven Fabric)
- Oeko-Tex Certificate (Yarn)

Our Memberships:

- EcoVadis Membership
- SEDEX Platform Membership (SMETA)

Sustainability Approach

As Gülsan Holding, we manage our sustainability approach with a value-creation perspective that considers economic development, social welfare, and environmental balance. We view sustainability not only as an environmental obligation but also as a means of creating value for our stakeholders.

We conduct our activities in line with the fundamental values of the United Nations Universal Declaration of Human Rights. Our sustainability strategy is built on combating climate change, using natural resources efficiently, protecting the environment, and adopting renewable energy solutions.



Within this framework, we carry out our activities under our **Sustainability Policy**. Within the scope of our Sustainability Policy, we manage all our environmental, social, economic, and governance impacts with a holistic approach. We aim to increase our social impact through corporate social responsibility projects, initiatives that contribute to society, and donation and sponsorship activities, while supporting resource efficiency through practices aligned with circular economy principles. At the same time, we implement a technology-focused transformation process through R&D, product development, and digitalization investments.

We support the education, development, and equality-based progress of our employees and society, adhering to principles of fairness, transparency, and anti-discrimination in human resources processes. Through policies that promote gender equality, we provide equal opportunities.

We establish ethical communication with our stakeholders and prioritize stakeholder management and communication to ensure that sustainability is spread throughout our value chain.

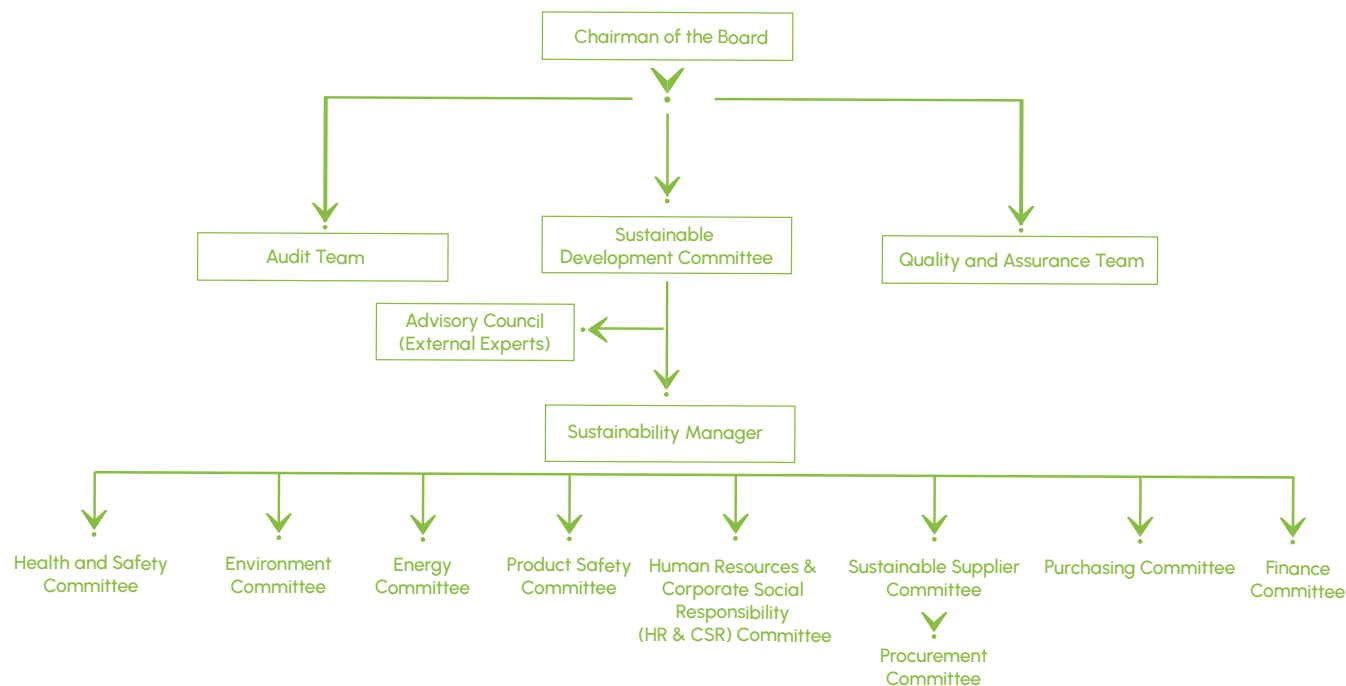


Sustainability Governance Structure

Sustainability is addressed at the highest level of management through the Sustainability Committee, which reports directly to the Chairman of the Board. Within our organization, a dedicated Sustainability Department is responsible for planning, implementing, and monitoring all sustainability-related initiatives. This department provides analytical support for the Board of Directors in environmental, social, and governance (ESG) matters and submits an annual report containing evaluations and recommendations to the Board. The Chairman of the Board, along with the Quality and Assurance Team, Audit Team, and Sustainable Development Committee, also plays a key role in coordinating the company's sustainability efforts.

To systematically and holistically manage sustainability objectives, our company has established sustainability committees operating in different areas of expertise. These committees take responsibility in environmental, social, and governance fields, contributing to strategic decision-making processes. Each committee focuses on a specific sustainability dimension and aims to enhance the effectiveness of related activities.

Within this scope, the committees and departments actively working on sustainability topics are listed below:



Each of our units communicates current developments and risks related to their area of expertise to management. Our Board of Directors conducts a Management Review (MR) meeting once a year to evaluate the company's risks and opportunities and to create an action plan.

Additionally, there is close collaboration between the Sustainable Development Committee and the Quality and Assurance Team, enabling the monitoring and auditing of the impacts of sustainability activities.

Our Sustainability Material Issues

As Gülsan Holding, we conducted our first materiality analysis in 2023 to identify our sustainability topics and shape our strategic decision-making processes around these issues. To ensure that our sustainability approach remains current, dynamic, and oriented toward long-term impact, we updated our priority topics in 2024 by examining industry trends and conducting competitor analyses.

This reflects the issues prioritized by our stakeholders and Gülsan Holding employees.

Material Topics



High Priority Topics

- 1 Corporate Governance
- 2 Energy Management
- 3 Circular Economy and Waste Management
- 4 Occupational Health and Safety
- 5 Equality, Diversity, and Inclusion
- 6 Business Ethics and Human Rights
- 7 Customer Health and Safety
- 8 Employee Engagement and Satisfaction
- 9 Customer Experience and Satisfaction
- 10 Employee Rights and Well-being
- 11 R&D and Innovation
- 12 Digitalization

Priority Topics

- 13 Information Security
- 14 Risk Management
- 15 Greenhouse Gas Emissions and Air Quality
- 16 Water and Wastewater Management
- 17 Responsible Supply Chain
- 18 Workforce Management
- 19 Education, Development, and Talent Management
- 20 Product and Production Quality
- 21 Corporate Social Responsibility

Contribution to Sustainable Development Goals

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



Our Steps Today and Now for Quality

Value to Production

Product and Production Quality

At Gülsan Holding, producing high-quality and reliable products is not only a business objective but also an integral part of our sustainability approach. In all our activities, we prioritize customer satisfaction while managing product and process quality with a systematic, participatory, and innovative mindset.

Our quality policy is based on full compliance with national and international legislation, sectoral regulations, relevant standards, and the requirements of the certifications we hold. We adopt a trust-based, fast, and high-quality service approach across all stages, from procurement to post-sales services.

We embrace a strong quality culture encompassing all employees, guided by the principle of "doing every job right the first time and every time." In this direction, we provide regular training to enhance employees' quality awareness and continuously develop their knowledge and competencies. Through a participatory approach, feedback from our employees is considered in process improvements, actively encouraging engagement in quality. Our production infrastructure uses 24/7 monitoring and control systems to continuously monitor process quality.

Quality is central not only to our products but also to our sustainability perspective. Our quality approach, shaped with leadership support, is disseminated to all employees through FMEA analyses, internal audits, quality corners, and weekly quality meetings. All feedback, from customer complaints to internal reports, is evaluated using root cause analysis, and systematic solutions are developed and implemented.



Action plans tracked digitally via QDMS ensure that corrective and preventive measures are effectively monitored, providing timely and lasting solutions.



With the supplier audit program launched in 2024, we have extended our quality approach throughout the supply chain while maintaining full compliance with international standards such as **ISO 9001** and **ISO 10002**.

Software-supported quality control systems have reduced manual operations in production processes and improved data accuracy and traceability. Lean Six Sigma projects identify improvement areas across all departments and are systematically managed under the leadership of our Green Belt engineers. Successful processes are shared among our different production sites, ensuring global alignment of our quality standards.

In quality management, we set measurable targets and plan and implement necessary actions to achieve them. Through risk and opportunity analyses, potential quality risks are identified in advance, and opportunities are effectively leveraged. This approach enhances not only product quality but also the reliability and sustainability of all our business processes. We place the highest importance on product safety, particularly in sectors such as hygiene, agriculture, and food, which directly impact human health.



Our Quality Assurance Department is responsible for the effective implementation of our **Quality Policy**. The provision of necessary resources and its continuity are ensured by our Board of Directors. Our Quality Policy is reviewed at least once a year in accordance with changing conditions and needs and is updated and improved when necessary. Through this systematic and holistic quality approach, we are committed to producing safe and sustainable products that meet not only the needs of today but also those of the future.

Integrated Management Systems

At Gülsan Holding, we systematize our sustainability approach through an integrated management system encompassing critical elements such as quality, environment, Occupational Health and Safety, Energy Management, product safety, and hygiene. Our Integrated Management System (IMS), applied across all business processes, not only ensures legal compliance but also serves as a fundamental guarantee for sustainable growth, stakeholder satisfaction, and social responsibility.

Ensuring full compliance with national and international standards, applicable regulations, and the requirements of our certifications in every area of operation is our top priority. We manage all management systems—including quality, environment, energy, and Occupational Health and Safety—as a unified structure and run our processes in line with this multidimensional approach. Implemented with full support from our top management, this system allows us to maintain our industry-leading position while continuously increasing our competitive strength.

At the heart of our IMS practices are employee participation and continuous improvement. We provide all employees with equal access to information, training, and resources, aiming to embed quality not only in outputs but at every stage of our processes. We are committed to preventive and protective practices to ensure a safe and healthy working environment and to prevent occupational accidents and diseases.

Within our environmentally sustainable approach, we focus on preventing environmental pollution, reducing waste at the source, and increasing recycling and recovery rates. We ensure the environmentally safe disposal of non-recyclable waste while investing in eco-friendly technologies.

Energy efficiency and the preservation of natural resources are also key components of our integrated management approach. We prioritize efficiency in all equipment, services, and designs affecting energy performance, continuously monitor our energy performance, and implement improvement initiatives. In this context, we set concrete targets for sustainable resource use and systematically manage the necessary resources to achieve these objectives.

Customer satisfaction and stakeholder trust are among the key pillars of our integrated management approach. Across all processes from procurement to after-sales, we operate under the principle of “getting it right the first time, every time.” We view our customers not just as users but as long-term partners and trusted allies. Accordingly, we are committed to fully meeting their needs and expectations and systematically evaluating their feedback.

The Quality Assurance Department is responsible for the effective implementation of our Integrated Management System. Our policy is reviewed at least once a year according to changing needs and developments, and updated when necessary to ensure that the system remains current, effective, and active.

Through this comprehensive management system, Gülsan Holding continues to build a strong and sustainable structure, not only for today but also for the future, in terms of responsible production, environmental awareness, employee safety, and customer satisfaction.

Lean Production

“
At Gülsan Holding, we embrace the lean manufacturing approach in our production processes to eliminate waste, increase efficiency, and optimize resource utilization. Through continuous improvement initiatives conducted with the participation of our employees, we reduce our environmental impacts while strengthening occupational safety and product quality. In this way, we create a sustainable and competitive production model.

Within this scope, at our Gülsan Sentetik, MAV Elyaf, and Gülsan Egypt facilities, we apply the Lean Six Sigma methodology to continuously improve business processes and enhance operational efficiency. This approach combines the strengths of two powerful methodologies:

Lean: It aims to eliminate non-value-adding steps (waste) in processes. The types of waste defined by the Lean methodology are as follows: overproduction, overprocessing, waiting, transportation, excess inventory, unnecessary motion, defects/rework, and underutilized employee potential.

Six Sigma: It focuses on reducing errors and variability in processes. Through data-driven analyses, it improves process performance to achieve more consistent and sustainable results.

By combining these two approaches, the Lean Six Sigma methodology enables us to simplify our processes while simultaneously enhancing operational efficiency, thereby advancing toward a more efficient, sustainable, and competitive structure.



Lean Production Projects



1

Increasing Production Efficiency: Through the projects we implement to enhance the efficiency of our production processes, we have optimized resource usage and significantly reduced waste rates. Improvements carried out in our production areas have increased overall efficiency while decreasing overproduction and scrap. By shortening setup times, simplifying process changes, and minimizing startup losses, we have contributed to continuous production. This approach has enabled us to build a more sustainable, flexible, and competitive production infrastructure.



2

Energy and Resource Efficiency: We have implemented various energy efficiency projects to reduce energy consumption and use natural resources more effectively. In particular, initiatives focused on gram weight optimization and reducing packaging consumption have allowed us to decrease resource usage while minimizing our environmental impact. Through these efforts, we have taken a significant step toward reducing our carbon footprint.



3

Supply Chain and Inventory Management: We have implemented various improvement projects to make our supply chain more efficient and sustainable. By reducing returned stock, optimizing demand and order processes, and prioritizing aged inventory in stock management, we have utilized resources more effectively. This approach has enhanced our operational efficiency while preventing resource waste and contributing to environmental sustainability.



4

Improvement of Breakdown and Maintenance Processes: We carried out improvement initiatives to reduce mechanical and electrical failures on our production lines. This not only ensures production continuity but also prevents energy and time losses that may occur due to potential stoppages.



5

Operational Excellence and Standardization: To ensure that processes in all our production facilities are carried out more sustainably and efficiently, we standardized operational definitions, improved process control systems, and enhanced employee productivity. Improvement activities such as implementing 5S practices and optimizing quality control waiting times have raised the level of discipline on the production floor. As a result, we have established a more controlled, traceable, and low-error production environment.

Value to R&D and Innovation

R&D and Innovation

R&D and Innovation activities play a strategic role in enhancing our company's competitive strength. By continuously introducing innovations in products and processes, we both optimize costs and elevate quality standards. This enables us to respond more quickly and effectively to changing customer expectations, thereby increasing customer satisfaction. Our commitment to innovative solutions and Continuous investments serves our long-term value creation objectives, supporting sustainable growth and differentiating our company in the market. Our continuous investments in R&D and Innovation not only address today's needs but also anticipate future requirements, strengthening our corporate identity, systems, and products.

At Gülsan Holding, we embrace an open innovation approach and integrate it into our business practices. We believe that innovation is not the responsibility of specific teams alone but a multifaceted process that evolves with the participation of all employees. In line with this understanding, we have established a suggestion system where employees can freely express their ideas, and we encourage these ideas to be evaluated and implemented. Feasible suggestions are transformed into concrete projects, and contributing team members are rewarded.

Through our open innovation approach, we amplify not only individual ideas but also corporate knowledge and experience by sharing them. By considering opinions and suggestions from different units, we enhance internal interaction and facilitate the emergence of innovative ideas. We ensure regular knowledge transfer between Gülsan Holding's operations in different locations, enabling successful practices to be replicated across units. Systematic sharing of experiences across locations contributes to a shared culture of innovation and creativity encompassing all our companies.

In addition to internal stakeholders, we strengthen our processes with expertise and technical knowledge obtained from external sources. In areas where support is needed, we collaborate with suppliers to integrate their sector-specific expertise and experience into our R&D processes. Through these collaborations, we create solutions and generate value that also benefits our stakeholders.

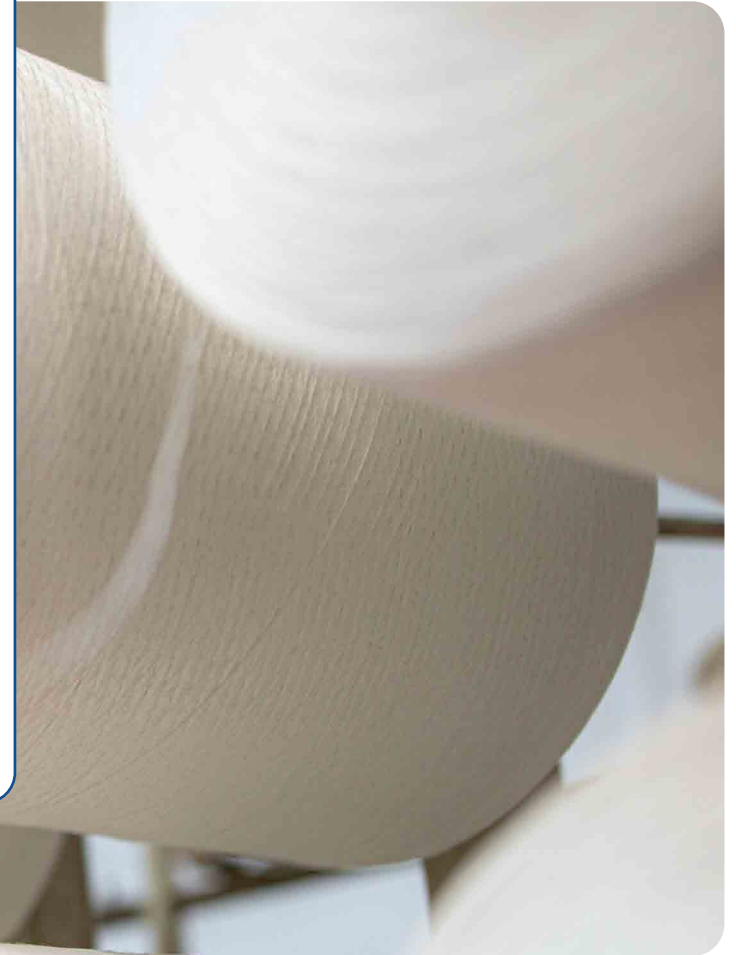
This flexible and collaborative structure allows us to develop more efficient business models and ensures that innovations are rapidly and effectively reflected in field operations, reinforcing our competitive edge. By taking a holistic approach to both internal and external resources, we advance toward our goal of being an organization that not only addresses the present but also designs for the future.

Within Gülsan Sentetik, we have developed a new product called Silky Soft+ to expand our product range in nonwoven fabric production. Distinguished by its soft texture and emphasis on user comfort, this product has been successfully integrated into our production processes.



As part of our sustainability projects, at the end of 2022 we initiated efforts to produce our own recycled polypropylene (PP) raw material. In this process, we collected waste polypropylene materials from all departments within Gülsan Holding and converted them into raw material through mechanical recycling methods. Starting in 2023, we began producing yarn from this recycled material, thereby reducing our environmental impact and concretely implementing our circular economy approach.

The yarns produced from this recycled PP raw material are marketed under "the Ecolefin" brand. Ecolefin-branded products have been available in the market for over two years and continue to serve as a key representation of our sustainable production vision.



To reinforce our commitment to superior quality and develop high value-added products, we have established a comprehensive R&D laboratory capable of serving all the sectors in which we operate.

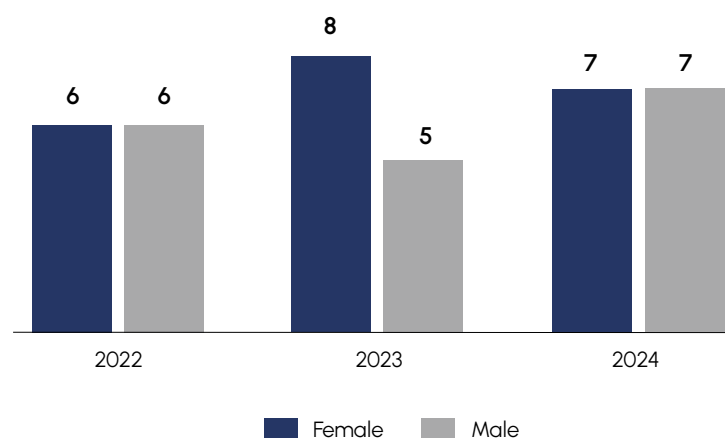
This laboratory is equipped with advanced instruments including energy-dispersive X-ray spectroscopy, Fourier-transform infrared spectroscopy, spectrophotometry, differential scanning calorimetry, Sedigraph, and various physical analysis/testing devices.

Utilizing our prototyping and testing equipment, we conduct product development work with high efficiency and precision.

Thanks to this robust infrastructure, we are able to evaluate both raw material and final product quality based on scientific methods and work with high accuracy in product design and improvement processes. Our laboratory capabilities play a critical role in both quality control and new product development activities. With a continuously growing team each year, we aim to deliver reliable and sustainable performance at international standards.

We position our R&D laboratory not only to enhance our internal processes but also to provide added value to our stakeholders. This infrastructure is actively utilized in numerous projects, from material compliance analyses conducted with our suppliers to the development of specialized products in collaboration with our customers. The scientific and technical knowledge generated by our R&D laboratory is shared in a coordinated manner with relevant departments to create synergy, continuously improving our efficiency, product and service quality, and ultimately maximizing customer satisfaction.

Number of Full-Time Employees in R&D and Innovation Departments



Digitalisation

At Gülsan Holding, we regard digitalization as a cornerstone of our sustainable growth journey and position it among our strategic priorities. We pursue our digital transformation journey resolutely through software-based systems integrated across all business processes. Digital technologies are actively utilized across multiple areas, from production to quality control and from R&D to process management; efficiency on our production lines can be monitored in real time, and quality control stages achieve error-free results through rapid and reliable data analyses. In R&D projects, digital tools accelerate design processes and enable more efficient management of test scenarios.

This comprehensive digital infrastructure has made our operational processes more transparent, traceable, and auditable. Real-time data flow and analytics capabilities allow us to make fast and accurate decisions at every stage of the process, enhancing efficiency and effectiveness in areas ranging from resource management to quality processes. Our data-driven management approach not only increases operational agility but also provides key advantages in early risk detection, accurate opportunity evaluation, and strategic goal achievement.

In this way, digitalization strengthens our innovative and competitive structure while preparing us for the future. Information security is an integral part of our digitalization vision.

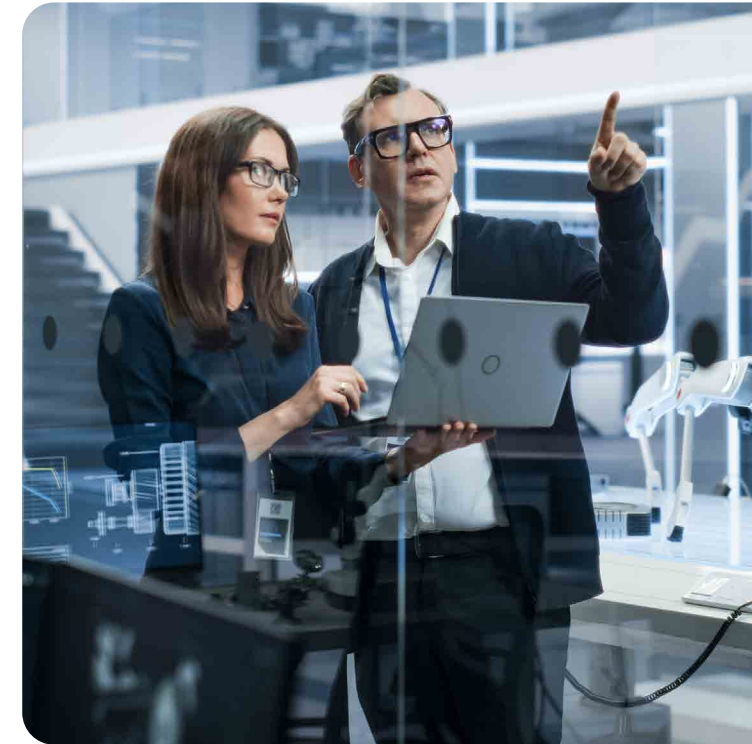


Accordingly, our company, Gülsan Sentetik, implements the **ISO/IEC 27001 Information Security Management System**, ensuring full compliance with its requirements.

This system is not only a technological framework but also a proactive management approach that protects our corporate information assets, manages risks, and fosters a culture of security throughout the organization. Implemented with a continuous improvement mindset, this system treats information security as a strategic responsibility within the sustainability framework.

In 2024, we conducted a penetration test on our IT systems to identify existing security vulnerabilities. Simulating real attack scenarios, this test highlighted and prioritized our security gaps.

Our aim is to objectively assess our defense capabilities against possible cyberattacks and to strengthen our information security infrastructure. These initiatives in information security demonstrate that our digitalization strategy is built not only on efficiency and performance but also on the foundations of trust and sustainability.





Customer Value

Product Safety

In addition to being a legal requirement, we view product safety as a key factor in ensuring customer satisfaction and loyalty. We are committed to producing products that comply with human health and safety standards. We fully comply with national and international legal regulations.

In line with this commitment, we regularly conduct raw material assessments for our products. We make every effort to source raw materials used in our products from environmentally and socially sustainable sources, free from substances that may harm human health. When determining our production processes, we prioritize methods that carefully consider the health and safety of our customers.

We consider our suppliers an integral part of our product safety approach. By maintaining close collaborations, we manage potential health, safety, and environmental risks. We aim to prevent risks arising from improper use of our products by providing transparent information to customers about the safe and correct usage of our products.

We regularly review the safety requirements in applications where our hygiene and medical products are used. We make every effort to design new products in accordance with current safety standards and evaluate our existing products based on these requirements.

Our Product Safety Department conducts compliance assessments of raw materials and auxiliary chemicals to ensure sustainable and safe product manufacturing. They obtain the necessary documents from suppliers and record them in the product safety database. By closely monitoring national and international regulations, the department plays an active role in researching alternative materials and coordinating with operations in cases of bans or restrictions (e.g., PFAS). Supplier document updates are regularly tracked within the scope of regulations such as REACH and KKDIK, and the necessary notification and registration processes are managed accordingly.

Declarations are prepared in accordance with product safety forms and content requests received from customers. Solutions are developed to meet special raw material requests, and relevant parties are informed accordingly. To verify product safety, testing processes are conducted in collaboration with accredited laboratories, and the results are analyzed and evaluated in line with customer expectations.

Customer Experience and Satisfaction

As Gülsan Holding, we consider customer satisfaction as one of the key indicators of our commercial success and corporate reputation. We aim to maintain the highest level of customer satisfaction and foster long-term customer loyalty. Within this framework, we adopt a customer-centric approach, providing services that meet the needs and expectations of our customers. Preventing negative experiences and complaints is a top priority. Our processes are shaped in accordance with the Board-approved **Customer Satisfaction Policy**, which is overseen by our Sales and Marketing Department.



You can access our **Customer Satisfaction Policy** [here](#).

We conduct our activities based on the principle of improving the customer experience, taking into account incoming requests and suggestions. In all communications, we act with honesty, transparency, respect, and courtesy, ensuring accurate information and ethical marketing practices. We continuously measure and analyze satisfaction levels, striving to exceed our targets. We process personal data in line with our privacy principles, ensuring full compliance with all applicable legal regulations.



Gülsan Sentetik, a company within our Holding, holds the **ISO 10002 Customer Satisfaction Management System certification**, which aims to effectively manage customer complaints and continuously improve customer satisfaction.

We organize training programs for our employees within our holding to enhance their communication skills and competencies. We monitor the customer experience through satisfaction surveys, Customer Notification Channels, and a Customer Feedback Loop, implementing improvement actions based on the data collected. Complaints are managed in accordance with the "Customer Complaint Evaluation Procedure." Initially, complaints are communicated to our Sales and Marketing Department, logged into the Customer Complaint Management System, and forwarded to the Quality Control Department.

The Quality Control Department oversees the process, conducts an investigation, and performs root-cause analysis in coordination with the relevant department to identify the nonconformities causing the complaint. Based on these findings, corrective and preventive actions are planned. The customer is informed about the status of their complaint within the specified timeframe. Planned actions are implemented, and their effectiveness is monitored. All complaints are analyzed and evaluated monthly under the leadership of the Quality Control Department.





Our Steps Today and Now for the Environment

Value to Environment

At Gülsan Holding, sustainability and environmental protection are fundamental principles embedded in every stage of our operations. We prioritize the continuous improvement of our environmental performance to conserve natural resources, maintain ecosystem balance, and leave a livable world for future generations.



In line with the principles outlined in our **Environmental Policy**, we meticulously implement our environmental management systems in full compliance with national and international regulations, standards, and the certifications we hold.

At Gülsan Holding, our commitment to the environment is grounded in our desire to foster a strong environmental culture in which all our stakeholders actively participate. We are dedicated to continuously improving our processes and developing innovative solutions to minimize environmental impact, aiming to execute our operations correctly and completely the first time.

We conduct comprehensive analyses of environmental risks and opportunities, developing effective solutions accordingly. Measures are planned and implemented to prevent pollution, reduce waste at its source, and ensure the effective management of recycling and recovery processes. Waste is disposed of in accordance with international standards to prevent environmental harm. Additionally, we closely monitor technological developments and aim to integrate eco-friendly production techniques and energy-efficient practices into our processes.



Efficient use of critical resources such as energy, water, and raw materials is a core objective for our company. In line with this goal, we regularly calculate our greenhouse gas inventory to reduce our carbon footprint, increase the use of renewable energy, and make tangible contributions to combating climate change. We take the necessary measures to conserve and sustainably manage water resources while respecting the rights of our stakeholders and local ecosystems.

Following the principles of a circular economy, we adopt a zero-waste policy, focusing on reusing resources and preventing waste generation throughout all stages from production to consumption. In procurement processes, we prioritize choices that minimize environmental impact and encourage the use of environmentally friendly materials and technologies.

To ensure the effectiveness of our environmental management, we conduct regular internal audits and incorporate feedback from third-party audits into our processes. We also organize training programs to raise environmental awareness and educate our employees, supporting their active participation in achieving our sustainability goals.

Gülsan Holding prioritizes environmental responsibility at every stage, continuing our journey toward creating a more livable world today and for future generations.

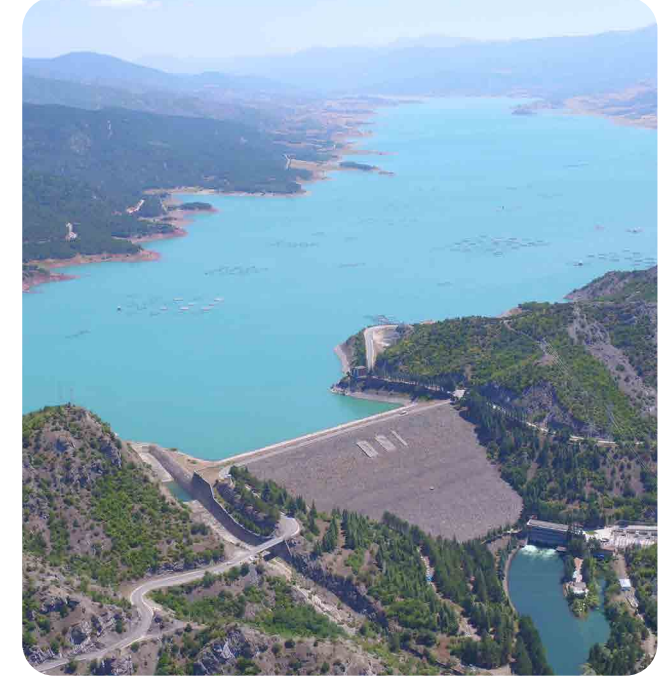
Textile and Hygienic Textile

Gülsan Sentetik - Mav Elyaf - Gulsan Egypt:

Gülsan Sentetik has held the **ISO 14001 Environmental Management System** certification since 2019, and Mav Elyaf since 2021, covering all employees at these facilities. At the beginning of each year, our environmental management teams and the Quality Assurance Department Manager meet with senior management to review the previous year's targets, compliance with legal regulations, completed trainings, types and quantities of waste, and to share planned projects for the new period. Our two-member environmental teams at Gülsan Sentetik and MAV Elyaf conduct quarterly inspections to all facilities to assess environmental risks and opportunities. Identified issues are recorded in the relevant follow-up lists, and necessary actions are planned accordingly.

Hydroelectric Energy

In the renewable energy sector, working with natural resources such as water makes environmental protection one of our priority issues. We pay close attention to the efficient use of resources such as energy, water, and raw materials while considering the environmental expectations of our stakeholders.



Gül Enerji:

Within Gül Enerji, we contribute to greening the environment through tree planting, aiming to leave a more livable environment for the future. Additionally, we are subject to regular inspections by the Ministry of Environment, Urbanization, and Climate Change.

Paşa HES:

Through monthly environmental flow inspections conducted by the State Hydraulic Works (DSİ) and our annual internal audits, we continuously monitor and uphold our environmental responsibility.

Biomass Energy

We utilize biomass energy efficiently and in an environmentally conscious manner, providing sustainable solutions for both present and future needs. Our environmental management system is designed in compliance with regulations and sustainability principles, supported by operational policies and procedures. Through this system, we monitor our environmental performance, plan resource usage, and analyze and report outcomes. Our environmental strategy focuses on waste reduction, recycling, emission tracking, eco-friendly investments, and transparent communication with society.

Mav Elektrik - TPCL Yenilenebilir Enerji:

In Türkiye, TPCL Renewable Energy and Mav Elektrik aim to reduce the environmental impact of manure waste from poultry farming. At our Kula and Arıkçayırı facilities, waste is converted into energy, benefiting both the environment and the economy. With the new Mav Elektrik facility scheduled to be operational by the end of 2025, we aim to implement a "Zero Waste" approach through the utilization of the ash generated from energy conversion.

Wind Energy

INOVA Elektrik:

We strive to manage wind energy efficiently, minimizing negative impacts on the environment. Our environmental management practices fully comply with legal regulations and are regularly audited by the Ministry of Environment, Urbanization, and Climate Change. In line with climate change and sustainability principles, we work to enhance energy efficiency and invest in innovative technologies. Advanced sensor and analysis systems are employed to monitor turbine performance. Through the Gold Standard Certificate, we certify at an international level our success in reducing carbon emissions and improving energy efficiency.



Climate Change Adaptation and Mitigation

As Gülsan Holding, we address the issue of climate change adaptation with an approach encompassing all our companies, and we monitor the risks and opportunities arising within the scope of sustainability through a system that allows effective management both across all stages of our value chain and within the company itself. This system ensures a two-way communication flow, from top-down and bottom-up, enabling the ownership of sustainability matters at every level of the organization.

Sustainability efforts carried out across all our companies is coordinated by the Sustainability Committee, which operates directly under the Chairman of the Board. Through this structure, environmental and climate-related issues are addressed as a strategic priority by our senior management, while the actions taken and planned by all our companies can be monitored independently by senior management. Through various teams and sub-committees with different areas of responsibility within the Committee, we evaluate our agenda items in a multidimensional manner, incorporating diverse expertise to ensure effective governance.

We closely follow local and international regulations, and standards related to the environment and climate change, and we plan accordingly to fulfill our legal obligations on time. We continuously improve our business processes by reviewing agendas and issues related to the environment and climate change, striving to use all natural resources—primarily energy, water, and raw materials—efficiently and to minimize our environmental impacts. Across all our companies, we implement preventive measures to avoid air, water, soil, and noise pollution arising from our business processes, reduce waste at its source, and manage recycling and recovery processes effectively. Waste that cannot be recovered is disposed of using appropriate methods.

We analyze the risks arising from climate change and develop and implement preventive and mitigative measures to address these risks. By closely following global developments in environmental and climate change matters and integrating solutions suitable for our organizational structure, we take responsibility in combating climate change.



Greenhouse Gas Emissions and Air Quality Management

In order to play an active role in combating climate change and minimizing our environmental impacts, we consider the management of our greenhouse gas (GHG) emissions as a fundamental element of our environmental policy.

We regularly calculate, monitor, and report both our direct (Scope 1) and indirect (Scope 2) emissions. In addition, we continue our work on tracking and analyzing emissions associated with other indirect emissions (Scope 3) arising across the upstream and downstream value chains included in the operations of our companies.

In 2024, our total greenhouse gas emissions amounted to 917,892.25 tons of CO₂e. Of this total, 21,205.05 tons of CO₂e originated from Scope 1 direct emissions, 151,634.49 tons of CO₂e from Scope 2 emissions related to purchased electricity, and 745,056.71 tons of CO₂e from Scope 3 other indirect emissions.

tCO ₂ e	Scope 1			Scope 2			Scope 3		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Gül Enerji Almus HES	64.08	3.98	4.88	168.72	154.62	173.36	42.78	45.01	48.13
Gül Enerji Köklüce HES	18.11	12.97	13.95	217.86	189.64	297.04	54.78	38.64	55.44
Inova Elektrik	24.35	28.11	28.17	71.69	104.23	103.99	59.24	34.34	33.92
Paşa HES	19.38	13.92	11.71	8.47	12.16	17.56	32.28	105.64	20.32
TPCL	-	6,806.36	3,176.76	-	418.57	229.84	-	19,964.30	24,397.14
Mav Elektrik	3,814.62	2,458.32	1,840.29	1,149.62	528.22	334.95	7,126.22	18,840.39	22,859.69
Gülsan Sentetik	26,582.32	20,646.67	14,060.63	103,098.19	108,958.14	114,216.88	366,570.83	534,767.83	555,474.20
Gulsan Egypt	247.68	932.06	1,059.85	21,874.27	24,070.08	24,452.03	61,725.91	89,920.70	89,596.22
Mav Elyaf	976.33	1,040.21	1,004.81	12,030.34	11,566.42	11,808.84	39,390.17	55,763.99	52,571.65

At Gülsan Sentetik, to reduce our carbon footprint, we transport the majority of the raw materials we procure from abroad by sea. Shipments arriving at Mersin or İskenderun Ports are then transported to our facilities by road. In cases where there is an urgent need for raw materials or disruptions occur in shipping schedules, we utilize trucks for road transportation. By prioritizing effective inventory management and cost efficiency, we plan the most suitable sea routes and organize shipments to ensure timely and accurate delivery of our products.

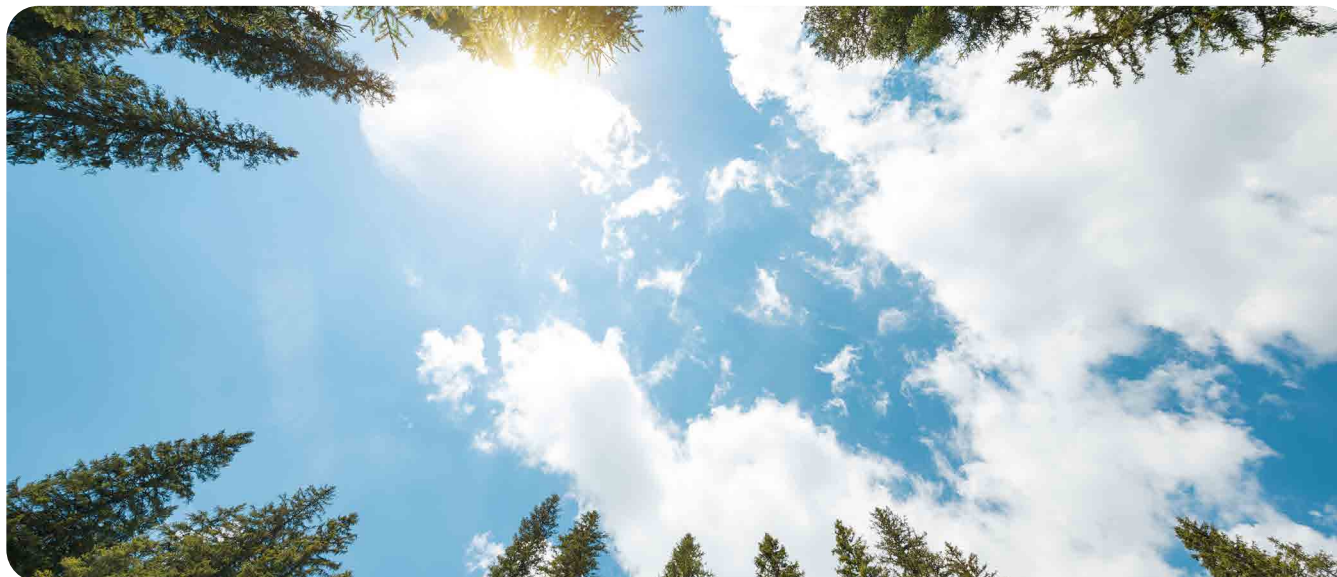
Within Mav Elyaf, after our shipments arrive at the ports of Istanbul or Tekirdağ via sea, our logistics department organizes the import processes while implementing solutions aimed at minimizing environmental impacts. Following customs procedures, shipments are transported to our facilities by road, during which we prioritize vehicles with low emissions and high energy efficiency.

At Gulsan Egypt, we ensure that our orders primarily reach the ports of Sokhna or Alexandria in Egypt via sea. While our logistics department coordinates and initiates the import procedures, we organize the transportation of completed orders from the ports to our facility by road through transport companies. Alternatively, we also conduct our import processes via warehouses in Mersin, İskenderun, or Gebze.



Air Quality Management and Air Emissions

Within the scope of our approach to preserving air quality, we implement technologies across all our facilities to control emission sources and monitor air pollutant emissions such as dust, volatile organic compounds (VOCs), nitrogen oxides (NOx), and sulfur oxides (SOx), managing them in compliance with regulations. By ensuring full compliance with both legal and voluntary environmental standards, we strive to integrate not only national regulations but also global best practices into our operations.



Gülsan Holding Air Emissions ¹	2023	2024
NOx (kg/year)	65,561.76	69,015.76
SOx (kg/year)	1,501.68	1,640.68
Persistent Organic Pollutants (POPs) (kg/year)	143.00	156.36
Volatile Organic Compounds (VOCs) (kg/year)	2,201.40	2,201.40
Hazardous Air Pollutants (HAPs) (kg/year)	314.00	469.00
Particulate Matter (PM) (kg/year)	678.00	1,213.00

¹The data presented in the table represent the air emissions of our companies Gülsan Sentetik, Mav Elyaf, Mav Elektrik, and TPCL Renewable Energy.

Energy Management

As Gülsan Holding, with our clean energy production capacity and robust infrastructure, we aim to reduce our impact on nature and provide sustainable solutions to meet the growing energy demand. In all the areas where we operate, we are committed to the efficient use of resources and the minimization of environmental impacts. While working with all our companies to address the increasing global energy demand through environmentally conscious and long-term solutions, we consider energy efficiency not only an operational requirement but also a strategic priority.

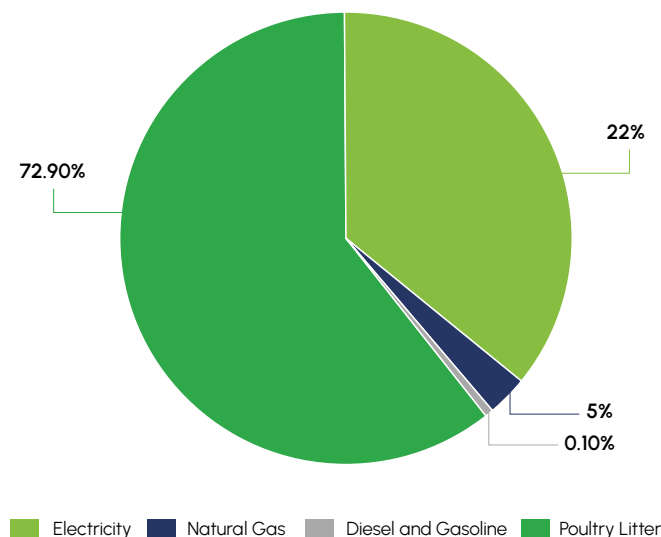
Our energy management policies, developed in line with energy efficiency, carbon footprint reduction, and sustainable resource use, are implemented across all group companies with a shared understanding. Each company within our group shapes its Energy Management strategies according to the specific dynamics of its sector and contributes to the targets set through centralized coordination with local implementations.

Thanks to our clean energy production capacity and strong infrastructure, we minimize our environmental impact while providing sustainable energy solutions for society and industry. In line with this approach, we continuously develop our renewable energy investments and enhance our energy efficiency year by year through technology-focused improvements.

In 2024, approximately 5% of Gülsan Holding's energy consumption consisted of natural gas used for production and heating, while 72.9% came from biomass (poultry litter waste). A minor 0.1% originated from vehicle fuels such as diesel and gasoline, as well as generator consumption, while electricity accounted for 22% of our total energy consumption.



Energy Consumption Sources



In 2023, by obtaining the **ISO 50001 Energy Management System** certification, we documented that our corporate Energy Management practices meet international standards. We successfully completed the annual audit required for this certification again in 2024, and we continue to carry out regular internal audits.

Gülsan Sentetik:

To enhance the effectiveness of our energy management system, we monitor key components such as automation, cooling, compressed air, and electricity distribution systems in an integrated structure through our SCADA infrastructure. In 2022, we took a significant step toward producing our own energy and transitioning to renewable energy by establishing a solar power plant (SPP) at our facility. The amount of energy generated by the SPP increases annually through Continuous investments. In 2024, approximately 10% of our facility's total energy consumption was met through renewable energy.

After the transfer of our Cogeneration Facility in 2024, we have remained committed to our sustainable growth by consistently focusing on investments in renewable energy.

Within the scope of our Energy Management in 2024, we implemented numerous projects and improvements aimed at energy savings and efficiency enhancements. We achieved energy savings in lighting by replacing fluorescent lamps with LED units and installing motion sensor-equipped lighting. Additionally, we have made efficiency-enhancing investments in high-energy-consuming equipment. Through the optimization of machinery and equipment across our facilities and the replacement of motors with more efficient ones, we successfully reduced overall energy consumption.

Mav Elyaf:

In our facility, which is equipped with high technology and built on a structure that prioritizes environmental and economic sustainability, we strengthen our Energy Management by controlling and planning key systems such as cooling, compressed air, electricity distribution, and climate control through an integrated SCADA infrastructure. Through the optimization of machinery and equipment across our facilities, we have achieved significant energy savings. Since 2022, we have consistently reduced both diesel and natural gas consumption.

Gulsan Egypt:

We leverage advanced technologies to enhance energy efficiency and continuously improve our processes.

INOVA Elektrik:

Our company, operating in the field of wind energy, places the principles of sustainability and energy efficiency at the core of all operational processes. In line with our commitment to renewable energy, we maximize the utilization of our wind potential and continuously enhance our production capabilities through environmentally friendly and technologically advanced solutions. In 2024, we obtained a license from the Energy Market Regulatory Authority (EMRA) for a total installed capacity of 29 turbines and 115 MW. Currently, 16 turbines are operational, while preparations and negotiations with suppliers are ongoing for the installation of the remaining 13 turbines. In the upcoming period, we plan to commission high-performance, state-of-the-art turbine systems to enhance efficiency on site.

We prioritize efficiency in our Energy Management and aim to reduce consumption compared to the same period of the previous year. Production data is monitored daily, and energy consumption data is tracked monthly to support continuous improvement. Annual maintenance is scheduled during low-wind periods, and our subcontractor implements a weekend on-call system to respond quickly to potential malfunctions. In line with our energy reduction targets, we optimized lighting operations by using two-mode systems, achieving energy savings. Additionally, we successfully reduced our net energy consumption compared to the previous year.



Gül Enerji:

By centralizing renewable energy production and managing our energy use efficiently, we aim to utilize resources effectively while minimizing our environmental impacts. At our Almus and Köklüce facilities, we have established a comprehensive energy management system to continuously improve our energy performance and ensure its effective operation. Our activities are regularly audited through external inspection processes conducted by the Electricity Generation Company (EÜAŞ). In addition, we certify our renewable energy usage with the I-REC certificate.

In our procurement processes, we integrate this responsible approach into our product, service, and design decisions by considering energy efficiency. All equipment and machinery in our facilities are monitored and controlled in real time through the SCADA system. Furthermore, we have transitioned to a PLC automation system across all our operations to ensure fast and secure data flow. In our lighting systems, we prioritize next-generation solutions with high energy efficiency.

Mav Elektrik - TPCL Yenilenebilir Enerji:

At our facility, we consider energy production processes alongside waste disposal activities, aiming to enhance both energy efficiency and resource utilization. We carry out our efforts to reduce environmental impacts in alignment with our Energy Management strategies. During organized meetings, we review developments related to energy, clearly define roles and responsibilities within the facility, and share them accordingly.

Within Mav Elektrik, the amount of electricity we produce and use for internal consumption increased by approximately 20% compared to the previous year, while the electricity drawn from the grid decreased by around 35% due to our in-house production.

Paşa HES:

As Paşa HES Elektrik, we approach our Energy Management with a strategic perspective, aligned with our environmental responsibilities and long-term sustainability goals. Through a systematic analysis of internal and external factors, we identify the risks and opportunities affecting our energy consumption and plan actions to enhance efficiency accordingly.

We monitor our energy performance by considering the sustainability of water resources, climate change, and relevant legal regulations, and we develop scenario analyses to address potential threats and uncertainties. Our renewable energy usage is certified with the I-REC certificate. In 2024, while our total electricity consumption and net energy usage decreased significantly, 62% of our energy consumption was met from renewable energy sources.

Circular Economy and Waste Management

As Gülsan Holding, we place the circular economy approach at the core of our business model to minimize the environmental impacts of our operations. We redesign our processes for the efficient and effective use of limited natural resources, focusing on preventing waste generation at its source.



In line with the **Gülsan Holding Environmental Policy**, we implement an integrated waste management system across all our subsidiaries, based on resource reuse, recycling, and energy recovery.

Our priorities include not only the regular monitoring, classification, and compliant disposal of waste but also implementing practices to reduce waste generation before it occurs. Through these activities, we both minimize our environmental impact and enhance efficiency in our business processes, creating sustainable value.

Our circular economy practices play a significant role in combating climate change while also reducing resource dependency, supporting our long-term sustainability.



Product Life Cycle Analysis

As Gülsan Holding, we carry out various initiatives to integrate our environmental sustainability approach into our production processes. One of the key initiatives we focused on in 2024 was the Product Life Cycle Analysis. Through this study, we aim to assess the environmental impacts of our hygiene product group more effectively using a science-based evaluation method, thereby enabling clearer steps in our efforts to combat climate change.

Conducted based on the "cradle-to-gate" methodology, the analysis calculates the emissions generated throughout the lifecycle of our hygiene products, from raw material extraction to delivery to our customers. This work has allowed us to identify the processes contributing the most to emissions in our products, thereby highlighting opportunities for improvements in areas such as energy efficiency, waste management, and packaging materials.



Gülsan Sentetik:

As Gülsan Sentetik, in line with circular economy principles, we not only segregate and dispose of our waste in compliance with regulations but also maximize opportunities for recycling and reuse. By keeping up with sectoral and technological developments, we prioritize the effective management of waste.

Within the scope of the Zero Waste System requirements of the Organized Industrial Zone, we have established waste collection areas in our administrative building and operational offices to separate paper, cardboard, plastic, glass, and metal packaging, as well as collect metal seals from containers for recycling.

We have also planned to reuse waste plastic pallets generated in Gülsan Sentetik facilities in another facility within our group, eliminating the need for that facility to procure plastic pallets externally. Through this project, we reduced plastic waste by 151.06 tons while generating financial benefits for our company. Additionally, by optimizing machinery and equipment in our facilities, we reduced natural resource consumption by 28.08 tons and decreased the amount of waste generated.

In line with our waste management processes, our Environment and Sales departments coordinate through weekly meetings to ensure that waste is sent to licensed firms within the legally required periods. Through quarterly inspections, we regularly monitor waste collection points, labeling, and contamination controls.

In 2024, we successfully recycled 85% of non-hazardous waste.

We recovered more than 200 tons of hazardous waste for energy production purposes.

Mav Elyaf:

At Mav Elyaf, we approach waste management collaboratively across our different departments. Following assessments with the relevant units based on the type of waste, we ensure that waste is delivered to licensed recycling firms within legally required timeframes. Through our Zero Waste Project, we have established waste collection points and temporary storage areas within our facility.

Additionally, we collect metal seals from containers and channel them into recycling. We monitor the organization of waste collection points, labeling, and contamination control through annual internal audits. The optimization of machinery and equipment in our facility is regularly reviewed, enabling us to reduce both natural resource consumption and the amount of waste generated. In 2024, we recycled nearly all of our non-hazardous waste, reinforcing our determination in waste management.

Gulsan Egypt:

We continuously develop our waste management strategy by taking technological and sectoral advancements into account. While reducing the environmental impact of waste, we also promote its circular use. Pallets on which raw materials are delivered are processed in our carpentry workshop and reintegrated into use. By optimizing our machinery and equipment, we achieve improvements in energy efficiency and reductions in waste generation. The amount of non-hazardous waste recycled increased compared to the previous year, reaching 1,175 tons.

INOVA Elektrik:

As a wind power plant, we prioritize minimizing the waste generated in our operations and directing it toward recovery. We segregate our waste by type and safely deliver it to authorized firms. Through infrastructure such as temporary storage areas compliant with regulations and a 100-ton capacity concrete septic tank, we ensure that waste is managed without causing harm to the environment.

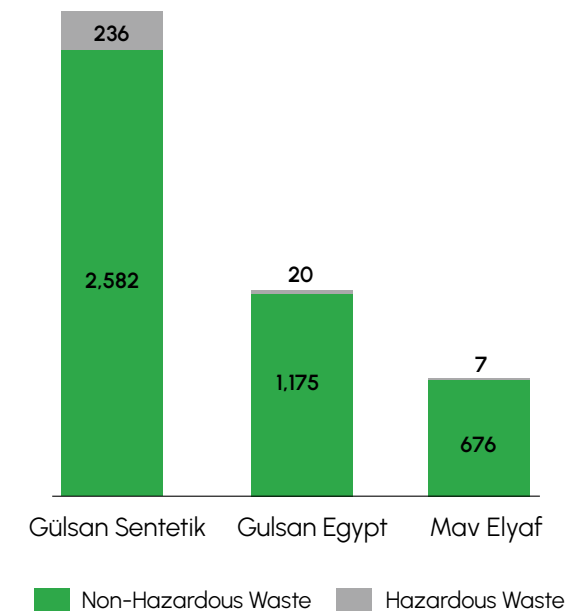
Mav Elektrik – TPCL Yenilenebilir Enerji:

At our biomass facilities, we utilize organic materials considered as waste for energy production, thereby making a meaningful contribution to the circular economy.

As a result of the activities carried out at our Arıkçayırı and Kula Renewable Energy Production Facilities, we aim to recover the mineral-rich ash generated from the combustion of poultry litter instead of disposing of it. We are establishing the Arıkçayırı Fertilizer Production Facility to process the resulting ash as a raw material for fertilizer.

We are also working on processing the waste ash obtained from the TPCL Renewable Energy Production Facility at our Arıkçayırı facility. In this way, we ensure that waste is transformed into a useful product without harming the environment, while also providing a local and sustainable solution to meet the fertilizer needs of our country.

Recycled Waste (tons)



Responsible Sourcing of Raw Material

We consider our environmental, social, and economic responsibilities in all processes, from raw material procurement to product design and delivery to the end consumer, in line with our sustainable production approach. To ensure that our products are safe, environmentally friendly, and sustainable throughout their life cycle, we carefully select the raw materials we use and support this selection process with scientific 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.

Transparency, quality, and sustainability are among our core priorities in our supply chain. The majority of our suppliers consist of manufacturing companies, and we regularly monitor their performance and financial structure. To mitigate potential supply risks, we strengthen our relationships with alternative sources and develop scenarios aimed at maintaining production continuity during times of crisis.

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.

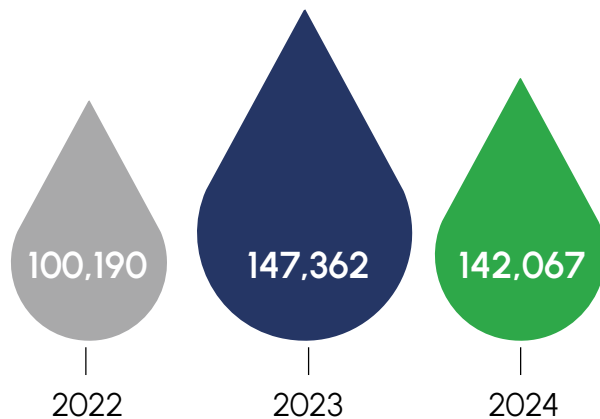
Through all these practices, we not only produce high-quality and safe products but also build a production model that is environmentally conscious, socially responsible, and economically sustainable. Our approach to responsible raw material use is one of the cornerstones of our goal to create a cleaner future and a stronger value chain.



Water and Wastewater Management

The companies operating in different sectors under Gülsan Holding consider water management as a fundamental part of all our operations. We develop sustainable and efficient practices at every stage, from water supply and usage to wastewater management and reuse. By using our resources efficiently, we aim to minimize environmental impacts and manage operational risks. In line with this approach, we focus on the ethical and responsible use of water and carry out continuous improvement efforts to minimize consumption and preserve water quality. Additionally, within the scope of our water management practices, we also aim to achieve energy savings through methods that contribute to the prevention of environmental pollution.

Total Net Water Consumption (m³)



Textile and Hygienic Textile

The companies of Gülsan Holding operating in the textile and technical textile sectors carry out comprehensive water management practices aimed at optimizing water consumption by prioritizing the sustainable use of resources. In this context, we aim to reduce our ecological footprint through efficient water use and contribute to sustainable development. In all three of our companies, water is softened and used in a controlled manner to meet the needs of auxiliary facilities. The water supplied to auxiliary facilities is precisely monitored through automatic dosing systems to ensure maximum water efficiency. In addition, in these facilities, water is used in restrooms and washbasins to support personnel hygiene. We continue to significantly reduce our domestic water consumption by installing water-saving devices on faucets in water-use areas. The wastewater generated at our Mav Elyaf and Gülsan Sentetik companies is safely discharged into the sewer system in compliance with the standards of the Organized Industrial Zone Wastewater Treatment Plant to which they are connected.

Hydroelectric Energy

At our hydroelectric power plants, we use advanced technology systems that allow us to monitor and manage water levels, flow rates, and reservoir capacities in real time. In doing so, we enhance the efficiency of our energy production processes while ensuring the optimal use of water resources and minimizing flood risks. Our smart monitoring systems contribute to sustainable energy production by reducing environmental impacts. In addition, through advanced technology, we increase our operational continuity by enabling early fault detection and rapid response.

In our power plants, we prefer modern turbine and energy technologies that optimize water usage. At Almus HES, we replaced our old turbines with new generation technological turbines to produce more energy with the same amount of water and to increase our efficiency. At Paşa HES, we use ecosystem-friendly technologies to reduce the impact of water usage on the river ecosystem. Within this scope, our fish passage system, which facilitates the movement of aquatic organisms, makes a significant contribution to preserving the natural balance of the river ecosystem, thereby preventing damage to the migration routes and habitats of aquatic life.

Wind Energy

Wind energy power plants have a much lower environmental impact in terms of water consumption compared to other energy production methods. Effectively leveraging this advantage, we place great importance on water savings and efficiency at the Metristepe Wind Energy Power Plant, owned by Inova Elektrik. In our plant, the use of air and oil instead of water in the cooling systems of the turbines reduces water consumption to nearly zero, directly contributing to the conservation of water resources.

At the same time, we take various measures to minimize water usage and conduct regular training programs to raise awareness among our employees on this matter. Led by our plant managers, these trainings aim to create awareness about water management and conservation and support the optimization of water use in daily operations.

Biomass Energy

At our Arikçayırı and Kula Renewable Energy Production Facilities, we utilize both licensed surface water and underground water resources in our production processes. To minimize our water consumption and use our resources sustainably, we develop and implement water-saving focused strategies.

We utilize the water generated during the demineralization process, which is not directly suitable for use in the process, in the ash wetting system to reduce our environmental impacts. This practice helps control dust emissions while also supporting water recovery. Our facilities have separate treatment systems for both domestic and industrial wastewater management.

Through these systems, we meticulously treat wastewater and discharge it into receiving environments that meet standards preventing environmental harm. In this way, we contribute to the protection of our water resources and environmental sustainability.

To optimize energy and water use, we prefer air-cooled condenser systems. The condensation water generated in these systems is collected and reused in processes or water storage units.



A group of five business professionals (three men and two women) are walking down a modern glass staircase. They are all smiling and looking at each other, suggesting a positive and collaborative work environment. The man in the center is holding a tablet. The woman next to him is laughing. The woman on the far left is looking towards the group. The man on the far left is looking towards the group. The woman on the far right is looking towards the group. The background shows a modern office building with large glass windows and a bright sky.

Our Steps Today and Now for the People

Our Value to Employees

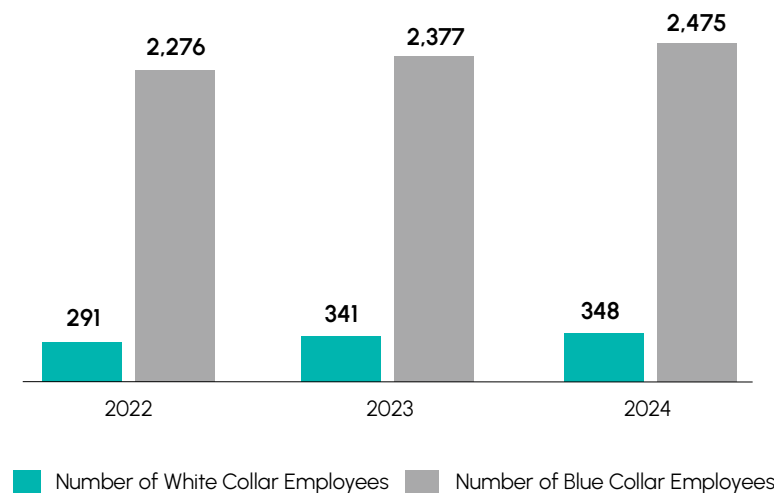
Workforce Management

We conduct our activities with the awareness that human resources are the foundation of our company's success. We prioritize employee satisfaction and engagement; therefore, we support the development of both our employees and our company by establishing transparent and secure communication channels in employee-management relations. We take a holistic approach from the recruitment of our employees, offering tasks and development opportunities that will reveal their potential.



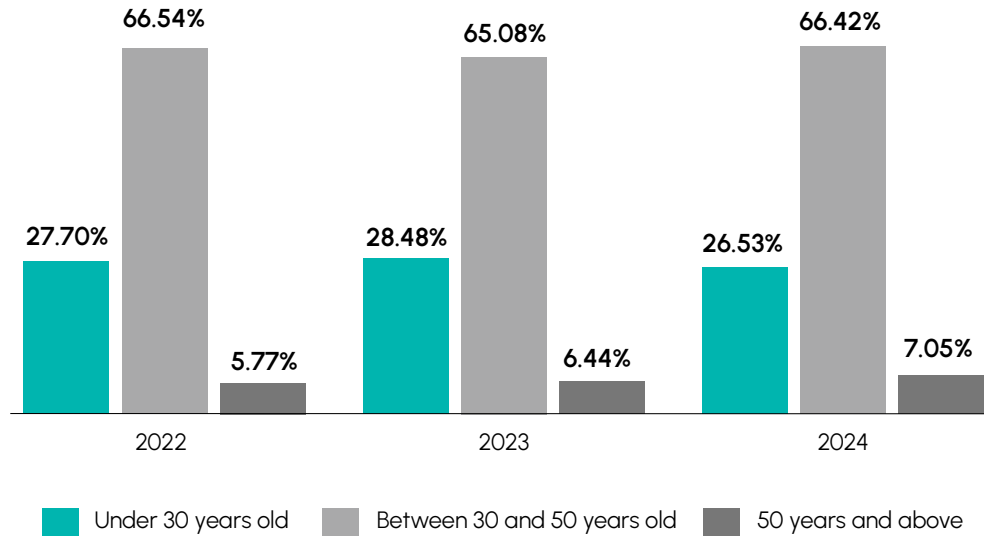
In line with this, through our senior management-approved **Human Resources Policy**, we strive to ensure that our employees have a high-standard, peaceful, fair, comfortable, and safe working environment.

Number of Employees by Year

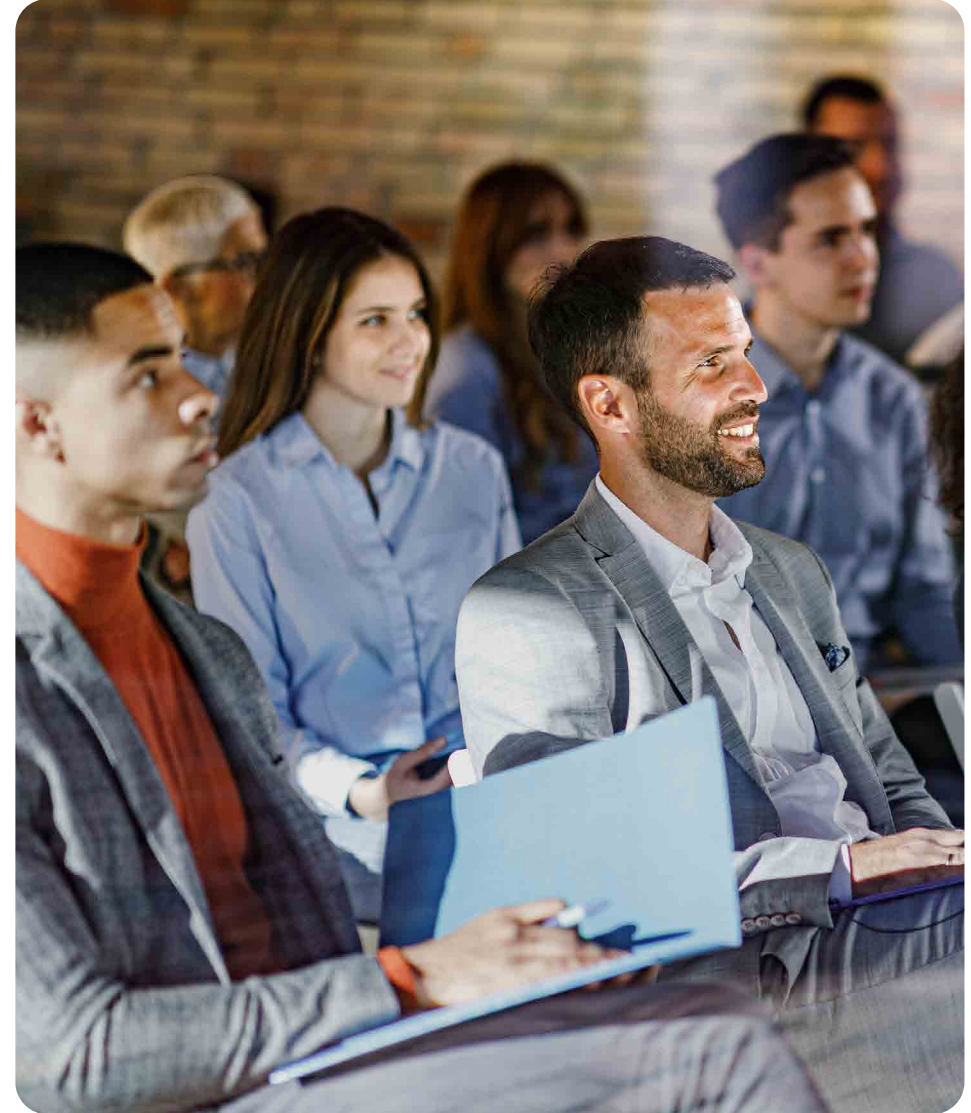


We consider employees from different age groups to be important for intergenerational experience sharing and corporate continuity. In our workforce structure, we benefit from both the dynamism of young talents and the knowledge of experienced employees. We firmly reject any age-based discrimination and implement an egalitarian Human Resources Policy that values the contributions of every age group. As of the reporting year, approximately 27% of our employees are aged 30 and under, 66% are between 31 and 50, and 7% are over 50 years old.

Employee Percentages by Age Group



As Gülsan Holding, we absolutely do not employ forced labor, involuntary workers, or child labor. We ensure that the suppliers we contract with are also sensitive to this issue. We do not hire anyone below the legal minimum age. We do not tolerate corruption, fraud, embezzlement, bribery, or illegal behavior at any stage or in any form of our business relationships. We conduct our operations in compliance with the applicable national and international laws, and in a manner consistent with principles of fairness, ethics, and integrity.



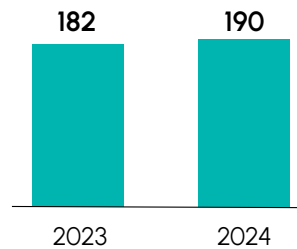
Employee Rights and Welfare

We believe that employees are the foundation of a workplace, and accordingly, we ensure that our most important stakeholders, our employees, have equal rights in a fair working environment, and we do not tolerate any discrimination. We comply with our employees' rights to fair wages and make regular and overtime payments in accordance with laws. We provide wages that meet living standards, we conduct remuneration, promotion, and appointment criteria based on competence, experience, education, and performance evaluation principles. From the recruitment process onwards, we act fairly and transparently in all human resources processes, do not discriminate, and assign employees to suitably qualified jobs. We support the United Nations Universal Declaration of Human Rights and comply with the International Labour Organization (ILO) fundamental human rights conventions.

We demonstrate the value we place on our employees through the benefits we provide. We offer discounts at contracted hospitals that our employees and their first-degree relatives can use, and we provide all our employees with access to company shuttle services for commuting to and from work. We provide opportunities for employees with children to benefit from discounted childcare services.



Number of Employees Utilizing Maternity/
Parental Leave



Through the seminar titled "Günümüzde Ebeveyn Olmak," which we organize during the year, we aim to offer moral support to our employees who are parents. In 2024, a total of 190 of our employees with children took maternity leave. We continue the support we provide to our employees' children throughout their university education by offering scholarship opportunities without any quota limitations.

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.



Lactation Leave

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 domestic or international assignments, we complete the Temporary Assignment Form prior to travel to ensure organizational processes are conducted thoroughly.



Personal Data Security

The confidentiality of all our personal information is guaranteed by our Human Resources department. As an organization, we demonstrate a high level of sensitivity regarding this matter.

With the Lactation Room Project launched in 2024, we aimed to enable our female employees in the nursing period to continue their work life in a healthier, safer, and more comfortable manner. In this context, we created a hygienic, accessible, and inclusive nursing area in our administrative building. The main purpose of the project is to support nursing mothers and create a more equitable and sensitive environment in the workplace. At the same time, through this initiative, we aim to improve the physical conditions that protect the health of both mother and baby, increase employee satisfaction to reduce workforce loss, and take concrete steps toward gender equality.

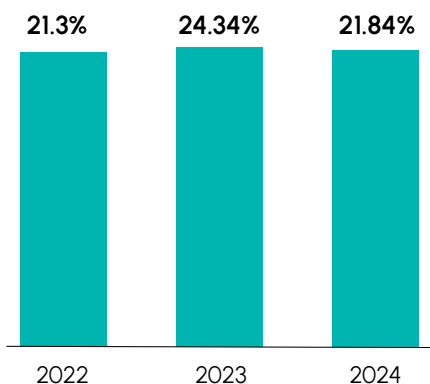
As of 2025, we aim to provide suitable, accessible, and comfortable nursing areas for all nursing mothers working in the administrative building.

The Birthday Email Application, which we implemented to remember our employees' special days and make them feel valued, is one of our important steps to strengthen internal communication and employee engagement. Within the scope of this application, we send congratulatory emails to all our employees on their birthdays. In this way, we convey that we value not only their professional achievements but also their individual presence, we aim to increase the sense of belonging and satisfaction. With the continuity of this practice, we strengthen our connection with our employees on a warmer and more sincere basis.

Equality, Diversity and Inclusion

As Gülsan Holding, we prioritize offering a work environment that promotes diversity and inclusion. We employ our employees based on their professional qualifications rather than race, color, language, religion, gender, ethnic and national origin, political views, marital status, age, pregnancy, or sexual orientation. We aim to increase the number of female employees across all our operations. Additionally, compared to the 2021 baseline year, we target a 22% increase in the number of female white-collar employees by 2030.

Percentage of White-collar Female Employees

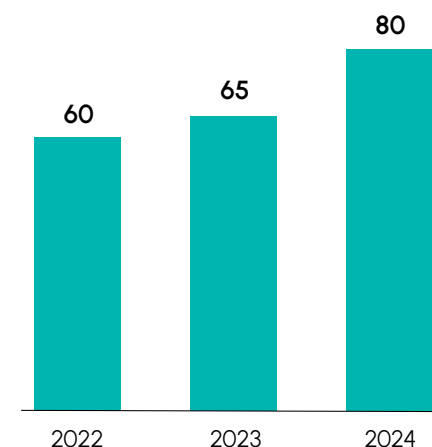


In 2024, we took an important step to increase female employment in our hygiene businesses by implementing the blue-collar female employee initiative. Through this application, we support the active participation of our female employees in production processes and aim to create diversity and equal opportunity in our workforce. During the year, our blue-collar female employees have started their roles, and our efforts to increase employment in this area continue.

Recognizing the importance of including disadvantaged individuals in the workforce, we strive each year to employ more people with disabilities.



Total Number of Disabled Employees



Education, Development and Talent Management

We prioritize the professional, technical, social, and personal development of our employees and, accordingly, offer opportunities that contribute to their growth. To enable our employees to receive training anytime and anywhere, we launched the Gülsan Academy online training platform. Through this platform, we provide our employees with courses on professional competency, leadership, and personal development.

We continue our commitment to lifelong learning through our Employee Development Programs. In 2024, we conducted the Shift Supervisor Communication and Relationship Management Program, Leadership Development Program, and Green Belt Training sessions. In total, we provided 3,920 hours of training to our employees. The trainings primarily focus on self-awareness and self-management, followed by managing external relationships, team management, leadership skills, stress management, change management, working as a team toward a common goal, leadership during challenging times, teamwork, creative problem-solving, and decision-making. In addition to these programs, to reinforce our company's sustainability vision, we delivered 560 hours of sustainability training. Parallel to this, we conducted 471 hours of energy efficiency training, emphasizing the rational use of our energy resources.

Performance Management System

At Gülsan Holding, we implement a performance management system based on the goals and competencies that our employees aim to achieve throughout the year. This system consists of four main stages: goal setting, defining goals within the system, mid-year evaluation, and year-end evaluation. At the beginning of the year, our white-collar employees set their goals in accordance with the SMART criteria (Specific, Measurable, Achievable, Realistic, Time-bound) and record them in the system. During the mid-year evaluation period, we update these goals as necessary and track progress. Our performance system focuses not only on goals but also on competencies. Within the scope of competency assessments, we analyze our employees' behavioral characteristics based on their roles. At the end of the year, employees' goal and competency performances are evaluated by their primary managers and then submitted for approval by a secondary manager to ensure the process is completed transparently and objectively.



G-Future Internship Program

We continue to strengthen our human resources by investing in the talents of the future today. Within this scope, in 2024, we launched the G Future Internship Program, offering four young talents who have completed their engineering education the opportunity to gain professional experience within our company. Throughout the program, these young engineering candidates actively participated in projects across various departments, from production to R&D, supporting both their professional and personal development. At the end of the program, based on their demonstrated success, adaptability, and development potential, three of our intern engineers were employed full-time. This program, which contributes to bringing young talents into the industry, has also been an important step in expanding our talent pool and creating a sustainable human resource.

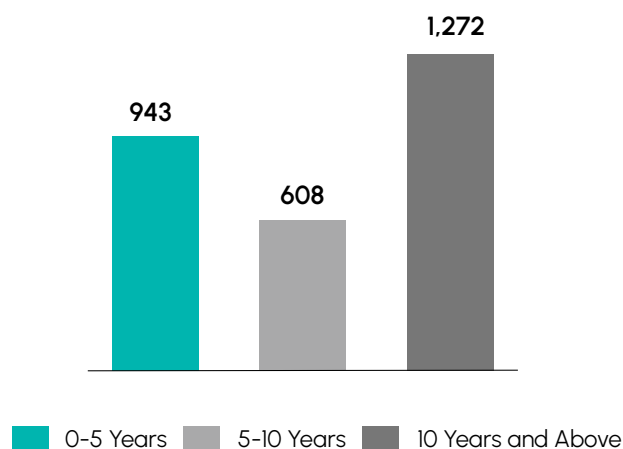


Employee Engagement and Satisfaction

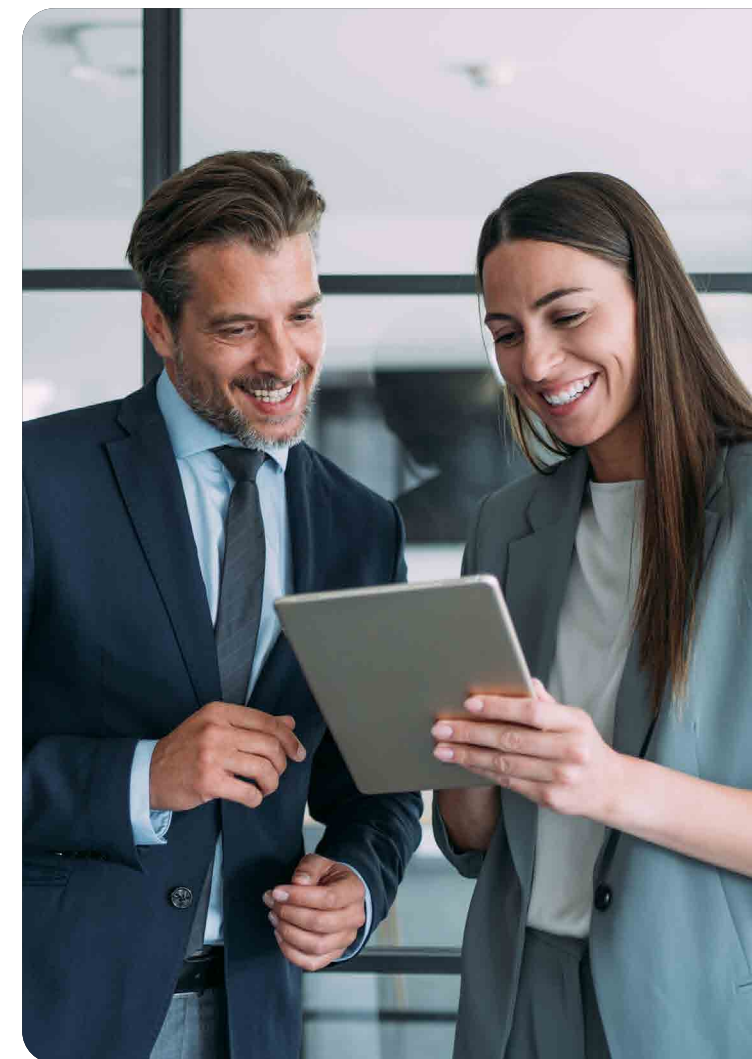
We operate with the belief that a peaceful work environment is only possible through the participation of our employees. To listen to their opinions, we utilize the "Feedback System" implemented by our Human Resources Department, which covers all personnel. In line with this approach, "Suggestion Boxes" have been placed in various locations within our facilities, allowing employees to confidentially submit their opinions, suggestions, complaints, and notifications. This practice is encouraged. The Human Resources Department is responsible for daily monitoring and reporting of the boxes to ensure that necessary corrective actions based on the received feedback are promptly implemented. To encourage feedback submissions, we express our appreciation to employees who provide notifications with certificates, and we reward suggestions that are approved for implementation following evaluations. In 2024, a total of 401 suggestions related to employee benefits, cleanliness, and working conditions were submitted through this system; of these, 200 have been implemented, and processes have been initiated to implement 21 more.

We believe that employee engagement is one of the key factors contributing to sustainability, and we actively support internal promotion. Currently, 21% of our employees have been with us for more than 5 years, and 45% have been with us for over 10 years.

Employees by Employment Duration



Taking these data into account, we aim to develop improvement programs based on employee feedback. Accordingly, we plan to conduct employee satisfaction surveys in the coming years.



Occupational Health and Safety



With the priority of providing our employees a safe and healthy work environment, we comply with the Gülsan Holding Occupational **Health and Safety Policy** across all our operations.

We act with the principle of "Doing every job right the first time and every time." To ensure workplace safety, we identify hazards, risks, and near-miss situations, conducting root cause analyses to drive continuous improvement and development. We follow and implement the latest practices and technologies in occupational health and safety. To be prepared for emergencies, we develop emergency response plans and conduct regular drills. We set OHS goals and carry out action plans to achieve these objectives.

To protect our employees from the hazards and risks associated with their work, we provide appropriate Personal Protective Equipment (PPE), first aid kits, fire extinguishers, and fire equipment cabinets for potential emergencies. We offer health services at all our facilities through occupational physicians and conduct regular health examinations. In the event of an emergency, our trained and competent first aid responders ensure prompt and accurate intervention. When necessary, we facilitate professional medical treatment through our contracted healthcare providers to effectively manage the situation.

Through the notification system available in our companies, all employees can freely share their opinions, suggestions, and complaints on any matter. We actively encourage employee participation in Occupational Health and Safety (OHS) processes and integrate their feedback into our procedures. OHS-related notifications are forwarded to the OHS Committee for review during meetings. For more information about our notification system, please refer to the **Employee Engagement and Satisfaction** section.



We identify potential hazards and risks using “the Fine-Kinney Method” and conduct risk assessment mapping accordingly. Across all our companies, the risk assessments have mapped the probabilities of fire incidents, explosions, flash fires, traffic accidents, live electrical lines, high-pressure steam lines, electrical-related accidents, work at heights, and chemical-related accidents. In other risk assessments conducted within our companies, areas identified as carrying Occupational Health and Safety (OHS) risks include zones with rotating machinery, sharp and pointed surfaces, hot surfaces, areas where chemicals are used, and regions exposed to high noise levels.

To ensure employee safety and enable early identification of risks, we install Occupational Health and Safety (OHS) and Warning-Informative signs in visible areas. To protect employees against potential physical, chemical, biological, and mechanical hazards, we regularly monitor the correct selection and proper use of Personal Protective Equipment (PPE). We also ensure that all visits to our facility are accompanied by a guide, and provide visitors with appropriate Personal Protective Equipment for the areas they will enter.

Aware of the direct impact of fire suppression systems on employee safety, we conduct content analysis (MAP) of the alcohol-based foams and dry chemical powder fire extinguishers used in our facilities. By examining the fire extinguishing performance of the foams, we determine their effectiveness in the event of a fire.

We prioritize the correct and safe stacking of products shipped to our customers to prevent any accidents or hazards during transportation and unloading processes.

In all our companies, the Occupational Health and Safety Committee convenes regularly. These meetings are attended by the employer's representative, occupational safety specialists, workplace physicians, employee representatives, shift supervisors, craftsmen, all engineers, and human resources representatives. The meeting agenda includes general occupational health and safety topics related to the workplace, the status of Continuous OHS activities, feedback reported by employees, and findings and recommendations from internal and external audits. Meeting outcomes are formally documented, signed by relevant participants, and securely stored in our corporate archives.



Technical and Hygienic Textile

Gülsan Sentetik

To control workplace hazards and risks, reduce accidents and health issues, ensure legal compliance, and support continuous improvement, we have been complying with the ISO 45001 Occupational Health and Safety Management System standard since July 2020 and undergo certification audits annually. Within the scope of Gülsan Sentetik's **ISO 45001**

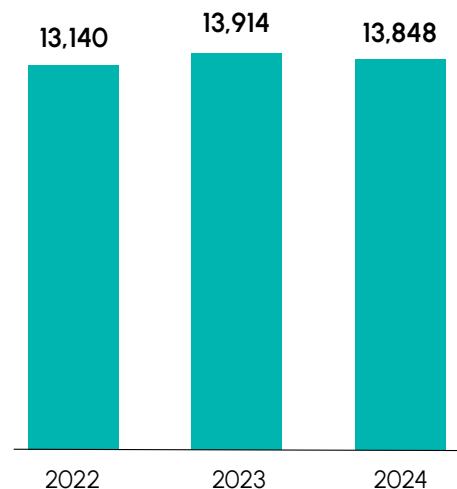
Occupational Health and Safety Management

System certification requirements, we meticulously manage activities related to the production, marketing, and sales of spunbond fabric, woven PP BAG, hygienic film, masterbatch, and carpet yarn design, as well as customs and foreign trade operations such as import, export, transit, and customs clearance, along with the related logistics, management, and administrative organizational activities.

Within our company Gülsan Sentetik, there are 7 different Occupational Health and Safety (OHS) Committees consisting of 147 representatives of our employees. Depending on the specific workplace, OHS Committee meetings are held either once or twice a month across various facilities under Gülsan Sentetik.

In 2024, within Gülsan Sentetik, we identified 298 corrective actions related to occupational health and safety and successfully concluded all of them by taking the necessary measures. We also provided our employees with a total of 13,848 hours of OHS training.

OHS Training Hours Provided to Employees at Gülsan Sentetik



We have prepared the Explosion Protection Document to ensure that Ex-Proof equipment operates safely, in compliance with regulations, and efficiently. To enable regular maintenance activities to be carried out by competent and informed personnel, we organized Ex-Proof equipment maintenance trainings to enhance our employees' knowledge and competencies.

We organized emergency drills to ensure that our employees are prepared for possible emergencies and to test the effectiveness of our emergency management system. We paid special attention to having these drills conducted by individuals certified in Level I Fire Instructor Training. In order to raise employee awareness to the highest level, we prepared training materials on different topics each month and implemented regular training programs.





Gulsan Egypt

At our Gulsan Egypt company, a dedicated Occupational Health and Safety Manager is authorized to oversee all matters related to health and safety and reports directly to top management. We have an OHS Committee consisting of 16 employee representatives, which convenes every two months. In 2024, we provided 1,944 hours of OHS training to 162 employees, raising awareness and improving their knowledge levels. By recording three near-miss incidents, we aimed to prevent potential occupational accidents. As part of our OHS efforts, we successfully resolved all 30 corrective actions identified, taking significant steps to improve our OHS management.



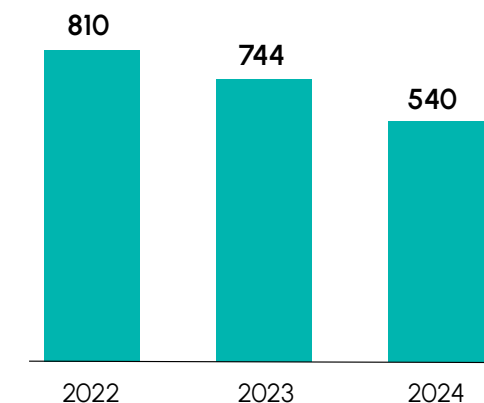
MAV Elyaf

As of March 2021, at our Mav Elyaf company, we diligently follow the requirements of the ISO 45001:2018 certification in relation to the production, marketing, and sales of spunbond fabric, including import, export, transit, customs clearance, and other foreign trade operations, as well as the related logistics, management, and administrative organizational activities. Within this scope, we undergo a certification audit every year.

Throughout the year, our OHS Committee, consisting of 15 members, convenes every two months and reports to senior management through the OHS Manager. With the 540 hours of training we provided, we increased our employees' knowledge and awareness levels. In addition, we fully resolved all 65 corrective actions identified in OHS-related areas, directly contributing to making our workplace safer.



OHS Training Hours Provided to Mav Elyaf Employees²



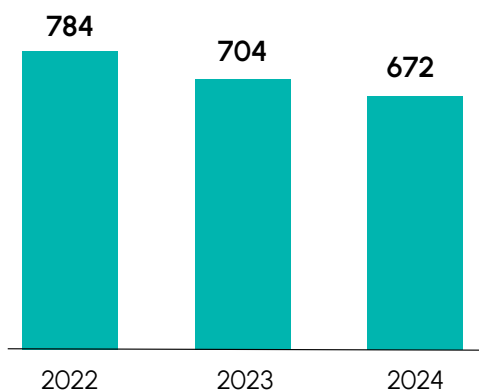
²The decrease observed in Mav Elyaf's training hours in 2024 is proportional to the reduction in the number of employees.

Hydroelectric Energy

Gül Enerji

At Gül Enerji, our Occupational Health and Safety management is handled through an external service provider. Both our Almus and Köklüce facilities have dedicated OHS Committees that hold monthly meetings. Aware of the importance of OHS awareness at our hydroelectric power plants, we provide regular training sessions. In 2024, we conducted a total of 672 hours of OHS training—304 hours at the Almus facility and 368 hours at the Köklüce facility. As a result of our effective OHS management system and the commitment shown by our employees, no workplace accidents occurred within Gül Enerji in 2024.

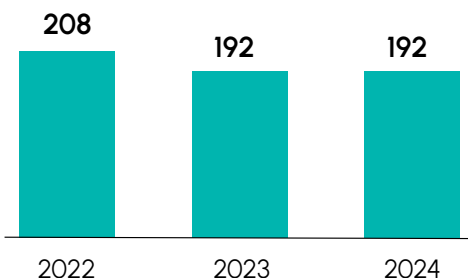
OHS Training Hours Provided to Gül Enerji Employees ³



Paşa HES Elektrik

At Paşa HES Elektrik, similar to Gül Enerji, we manage our Occupational Health and Safety through an external firm. In 2024, our OHS Committee, consisting of 5 members, fulfilled its responsibilities by meeting once a month. Through the 192 hours of training provided, we aimed to equip all our employees with the competence to act consciously in matters of occupational health and safety. Thanks to the dedicated efforts of our entire team in 2024, we recorded zero work-related accidents within Paşa HES Elektrik.

OHS Training Hours Provided to Gül Enerji Employees ⁴



³The observed decrease in Gül Enerji's training hours in 2024 is proportional to the reduction in the number of employees.

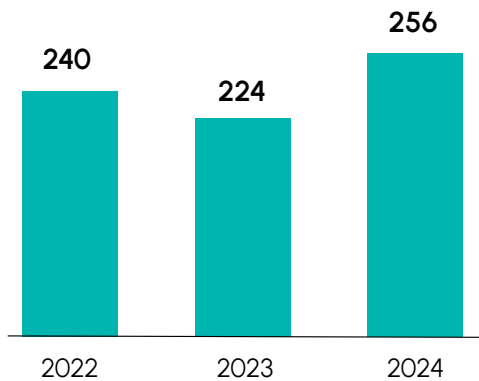
⁴The observed decrease in Paşa HES's training hours in 2024 is proportional to the reduction in the number of employees.

Wind Energy

INOVA Elektrik

In line with the safety culture we have established, our OHS Committee at Inova Elektrik, consisting of 9 members, meets regularly every month. The committee focuses on reducing risks, developing preventive approaches, and enhancing employees' understanding of OHS processes, taking actions accordingly. In this context, we increased the OHS training provided to our employees by 14% in 2024, reaching a total of 256 hours. As a result of our strong safety culture, Inova Elektrik experienced zero work-related accidents in 2024.

OHS Training Hours Provided to Inova Elektrik Employees



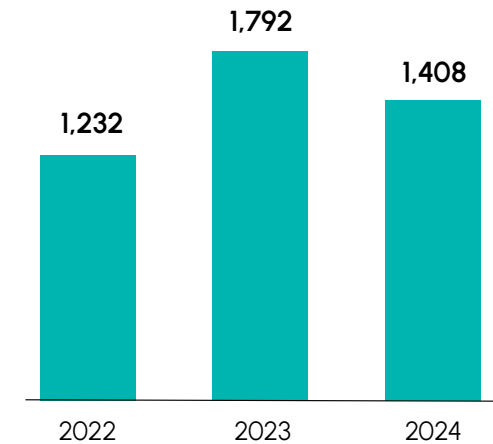
Biomass Energy

TPCL Yenilenebilir Enerji

In line with our goal of achieving excellence in occupational health and safety, our seven-member OHS committee has convened at the end of each month with full quorum. Within our facility, we have installed near-miss and risk notification boxes at three separate locations. These boxes are opened and reviewed monthly during committee meetings to evaluate the reports received. Out of the 53 corrective actions we planned throughout the year, 43 have been successfully completed and closed. We are diligently continuing work on the remaining actions and aim to complete them in the short term. In 2024, we provided a total of 1,408 hours of OHS training programs, offering comprehensive awareness and development opportunities for 88 of our employees.



OHS Training Hours Provided to TPCL Yenilenebilir Enerji Employees



Traffic Accident Prevention Efforts

In 2024, within TPCL Yenilenebilir Enerji, we took various measures to prevent potential traffic accidents. We designated pedestrian and vehicle pathways by using ground markings to separate them, and installed speed bumps on the roads to prevent vehicles from speeding.

Providing Standard-Compliant Diesel Fuel Transport Bags

Within TPCL Yenilenebilir Enerji, we took a step towards ensuring the safe transportation of fuel by replacing the plastic containers we used for fuel transport with high-strength metal cases. In this way, we prevented the possibility of leakage that could be caused by external impacts and environmental factors such as high temperatures.

Lifeline Installation

We installed 4 lifeline safety systems to be used during cleaning and maintenance activities and other work at height carried out on 2 overhead travelling cranes located in the fuel storage bunker. Through these lifelines, we aimed to prevent potential occupational accidents that may occur at high areas.

Use of Barriers

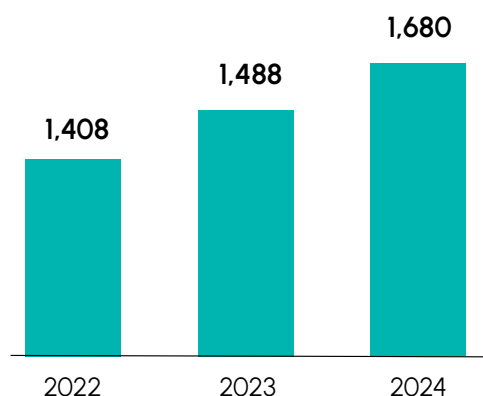
Our maintenance and repair unit has prevented potential damage by surrounding firefighting equipment at risk of collision with construction machinery in the field with barriers.



Mav Elektrik

In line with our Occupational Health and Safety (OHS) management system based on participation and transparency, our 10-member OHS committee meets monthly with full attendance. To promote the spread of OHS culture, we informed our employees through 1,680 hours of training. Within our facility, there are near-miss/close-call and risk notification boxes. We open these boxes monthly and review and evaluate their contents during committee meetings. In 2024, we identified 7 near-miss incidents. Additionally, we resolved 1 corrective action related to OHS.

OHS Training Hours Provided to Mav Elektrik Employees



LOTO System

The accidental activation of machinery or energy sources, especially during maintenance, repair, and cleaning operations, can lead to accidents. To prevent such incidents, we have implemented EKED system (known internationally as Lockout Tagout - LOTO) at our Mav Elektrik facility. This safety procedure prevents uncontrolled equipment operation, the energizing of de-energized installations, or the accidental startup of systems/ machines by ensuring proper isolation and restricting the scope of activation, thereby avoiding workplace accidents and material losses.

Forklift Light System

At Mav Elektrik, we integrated lighting systems into our forklifts to draw attention in areas with limited visibility, helping to prevent potential accidents. This initiative aims to eliminate collision and crushing incidents caused by forklifts not being noticed in time.

Increasing the Number of Professionally Trained Personnel

We consider increasing the number of professionally trained personnel as one of the fundamental pillars for creating a safe and efficient working environment. Trained personnel are aware of the risks associated with their tasks, are proficient in safe working methods, and effectively implement all occupational health and safety (OHS) practices, from the use of personal protective equipment to emergency procedures. With this awareness, we aim to enhance the professional competencies of our employees within Mav Elektrik.

Value to the Supply Chain

Responsible Supply Chain

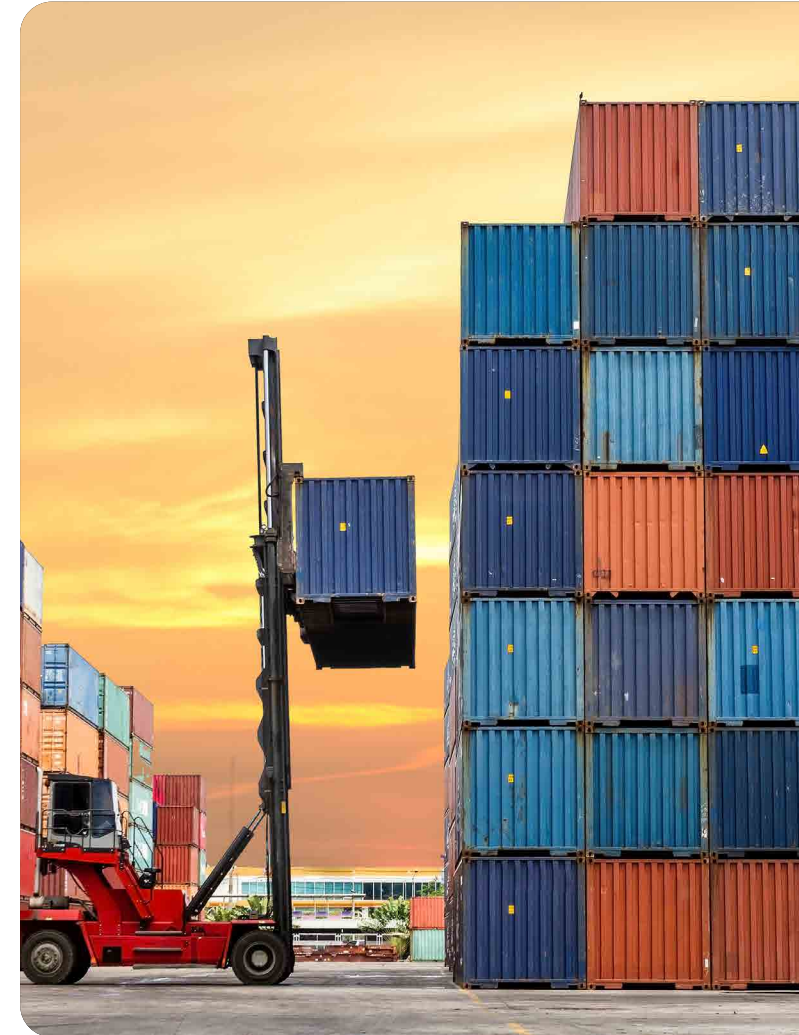
As Gülsan Holding, we adopt a management approach that takes into account social, environmental, and ethical values when procuring the raw materials and supplies we need.

In this context, we consider the following principles when selecting our suppliers:

- Complying with occupational health and safety regulations.
- Respecting employees' personal rights.
- Being environmentally friendly.
- Holding certifications for several ISO standards (27001, 45001, 9001, 14001, 50001).
- Prioritizing energy efficiency and sustainability.

We conduct on-site audits of our collaborating suppliers to evaluate the compliance of their products, services, and processes with established criteria such as quality, compliance, ethics, and sustainability. Through regular assessments, we reduce our risks and promote a culture of continuous improvement. At the same time, this approach aligns the capabilities of these companies with our operational needs and lays the foundation for transparency and long-term partnerships based on mutual benefit. To thoroughly and comprehensively assess our suppliers, we plan to implement a Supplier Evaluation Form focusing on six main areas:

- Company Overview
- Management Responsibility
- Responsible Resource Use and Sustainability
- Quality System
- Social and Ethical
- Product Safety and Compliance



In supplier audits, we carefully examine not only product and service quality, but also respect for human rights, ensuring that our business partners comply with ethical standards. Accordingly, we do not work with suppliers who fail to meet human rights criteria. For all needs except raw materials, we adopt the principle of sourcing directly from the manufacturer or the manufacturer's authorized main distributor through our Purchasing departments.

We regularly monitor the financial status and performance of our suppliers to effectively manage supply chain risks. We establish relationships with alternative suppliers and prepare crisis management plans to ensure rapid and effective response in the event of any disruption within the supply chain. Additionally, we fully comply with waste management and recycling policies during stages such as raw material acceptance and storage.

By collaborating with local suppliers, we contribute to regional employment and the local economy while shortening logistics processes to reduce transportation and environmental impacts. In this context, we prioritized local suppliers in our partnership processes and increased the number of local suppliers by 30%.

As part of our supply chain analyses, we have identified 86 key suppliers who play a critical role in the provision of products and services. We prioritize monitoring and managing these suppliers in terms of business continuity and quality assurance. Within the scope of our responsible sourcing approach, starting in 2025, we began communicating the "Supplier Code of Conduct" to all our suppliers. Through this initiative, we aim to foster a shared understanding on ethical business practices, environmental responsibility, and human rights.



Our Contribution to Society

Corporate Social Responsibility

As Gülsan Holding, we act with the awareness of fulfilling our environmental, social, and ethical responsibilities beyond merely achieving economic gains. Across all our companies, we develop our Corporate Social Responsibility (CSR) approach based on contributing to sustainable development goals, reducing our environmental impact, creating positive effects for our communities, promoting social equity, and prioritizing inclusivity.

Within Gülsan Holding, we implement projects aligned with the targets defined under the United Nations Sustainable Development Goals framework.

With the awareness that our most valuable resource is people, we place great importance on education and see it as our responsibility to fulfill our duty to ensure that students, who will shape our future, have access to educational opportunities. To contribute to education, we have established schools at high school and vocational school levels in various regions.

In line with this sense of responsibility, the schools we have contributed to the community are as follows:

- Gaziantep University Naci Topçuoğlu Vocational School
- Vedat Topçuoğlu Anatolian High School
- Ali Topçuoğlu Industrial Vocational High School
- Vedat Topçuoğlu Vocational and Technical Anatolian High School
- Berrin Topçuoğlu Anatolian High School
- Mücevher Topçuoğlu Anatolian High School



As Gülsan Holding, we are the official sponsor of the Gaziantep Wheelchair Basketball Team for the 2024-2025 season. Through this sponsorship, we aim to support the team's sporting activities and promote the inclusion and social integration of individuals with disabilities through sports. Additionally, we seek to raise awareness by publicizing the team's achievements and participation in various events to a wider audience.

With a strong sense of social responsibility, we have contributed numerous mosques and condolence houses to our country, including:

- Ali Topçuoğlu Mosque
- Mustafa Topçuoğlu Mosque
- Mustafa Hilmi Topçuoğlu Funeral House
- Filiz Topçuoğlu Funeral House
- Kilis Topçuoğlu Mosque
- Kilis Topçuoğlu Funeral House



G Future Internship Meeting

We organized a meeting to support university students' career development. Through this event, we are pleased to provide students the opportunity to meet industry professionals, gain insights about the business world, and receive valuable guidance aligned with their career goals. During the meeting with engineering students from Gaziantep University and Gazi University, we also offered the opportunity to work as intern engineers within Gülsan Holding. This allowed us to attract future talents to our organization.



With our commitment to creating a corporate culture that values employee well-being, we organized various social events such as bowling tournaments, dining gatherings, coffee meetups, and special day celebrations like International Women's Day to boost employee motivation, strengthen team spirit, and support workplace loyalty.

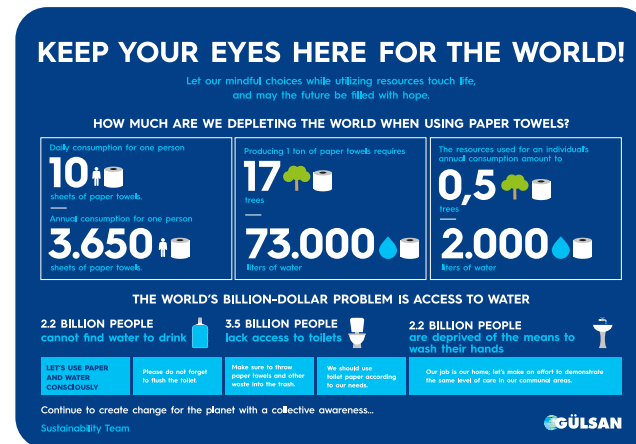
Blood Donation

We recognize that blood donation directly impacts human lives and is an urgent societal need. As Gülsan Holding, through voluntary blood donation campaigns, we support healthcare institutions while also strengthening the culture of solidarity and social awareness among our employees.



Sustainability Awareness Poster

To raise awareness among our employees, we placed sustainability-themed awareness posters in our work areas. Through these posters, we aim to contribute to the conservation of natural resources by reducing water and paper usage, and to enhance environmental consciousness among our staff.



Breast Cancer Screening

To protect the health of our female employees and improve their quality of life through early diagnosis, we conduct breast cancer screening programs within our Company.





Appendixes

Performance Indicators

Environmental Performance Indicators

Environmental Investments and Expenditures	2022	2023	2024
Total Environmental Investments and Expenditures (TL)			
Measurement and Analysis Costs (TL)	529,042.50	2,539,847.37	1,530,325.00
Documentation and Permit Expenses (TL)	147,869.00	461,609.00	474,636.84
Consulting and Training Expenses (TL)	203,143.68	649,855.52	795,072.00
Other (TL)	94,938.00	283,471.00	632,528.00

Air Emissions	2023	2024
NO _x (kg/year)	65,561.76	69,015.76
SO _x (kg/year)	1,501.68	1,640.68
Persistent Organic Pollutants (POP) (kg/year)	143.00	156.36
Volatile Organic Compounds (VOC) (kg/year)	2,201.40	2,201.40
Hazardous Air Pollutants (HAP) (kg/year)	314.00	469.00
Particulate Matter (PM) (kg/year)	678.00	1,213.00

Emission Releases	2022	2023	2024
Scope 1 (tons CO ₂ e)	31,746.87	31,942.59	21,201.05
Scope 2 (tons CO ₂ e)	138,619.16	146,002.08	151,634.49
Scope 3 (tons CO ₂ e)	475,002.21	719,480.84	745,056.68

Energy Consumption (GJ)	2022	2023	2024
Diesel	7,729.15	6,843.66	7,109.56
Gasoline	547.64	663.87	781.72
Natural Gas	601,222.76	520,340.40	317,594.54
Poultry Litter	1,733,632.00	4,351,944.00	4,879,944.00
Total Electricity Consumption	1,321,368.00	1,399,285.14	1,485,692.25
Electricity Generated from Renewable Sources	7,743.40	18,247.60	100,315.49
Net Renewable Energy Consumption	7,743.40	18,247.60	100,315.49
Net Energy Consumption	3,664,499.12	6,279,077.08	6,691,032.06

Recycled Waste (ton) ⁵					
Hazardous Waste			Non-Hazardous Waste		
2022	2023	2024	2022	2023	2024
192	165	263	4,166	3,796	4,433

Water Management (m³)	2022	2023	2024
Total Withdrawn Water Volume	191,956	253,416	264,397
Total Net Water Consumption	100,190	147,362	142,067
Total Discharged Water Volume	91,766	106,054	122,330

⁵Data from Gülsan Sentetik, Gülsan Egypt, and Mav Elyaf are included.

⁶Paşa HES, Gül Enerji Köklüce, Gül Enerji Almus, and Inova data are not included.

Social Performance Indicators

Employee Turnover Rates (Percentage)	2022	2023	2024
Employee Turnover Rate - White Collar	0.88%	0.64%	2.27%

Employee Profile	2024		
	Female	Male	Total
Total Number of Employees in 2024	114	2,709	2,823
Total Number of Employees in 2023	106	2,612	2,718
Average Number of Employees	110	2,660.5	2,770.5

Employee Profile by Year	2022			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of White-Collar Employees	62	229	291	83	258	341	76	272	348
Number of Blue-Collar Employees	19	2,257	2,276	23	2,354	2,377	38	2,437	2,475
Total Number of Employees	81	2,486	2,567	106	2,612	2,718	112	2,709	2,823

White-collar Female Employees	2022	2023	2024
Percentage of White-collar Female Employees	21.31%	24.34%	21.84%

Number of Employees with Disabilities	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Number of Employees with Disabilities by Gender	2	58	2	63	3	77

Number of Employees by Age Group and Gender	2022				2023				2024			
	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	7	627	23	54	9	680	31	54	24	641	28	56
Ages 30-50	12	1.512	37	147	14	1.538	49	168	14	1.637	42	182
Over 50	0	118	2	28	0	136	3	36	0	156	6	37

Employees by Working Hours	2024		
	Female	Male	Total
Employed for 0-5 Years	79	864	943
Employed for 5-10 Years	16	592	608
Employed for 10 Years or More	19	1,253	1,272

Metrics Related to Maternity Leave/Parental Leave by Gender	2023		2024	
	Female	Male	Female	Male
Number of Employees Taking Advantage of Maternity/Parental Leave	3	179	2	188

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	7	147	2,161	20
Gulsan Egypt	1	16	146	0
Mav Elyaf	1	15	75	2
Gül Enerji Almus	1	5	14	1
Gül Enerji Köklüce	1	5	18	1
Paşa HES Elektrik	1	5	7	1
Inova Elektrik	1	9	7	1
TPCL Yenilenebilir Enerji	1	7	81	2
MAV Elektrik	1	10	95	2

Gülsan Sentetik OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OSH	13,140	13,914	13,848
Number of Employees Participating in OHS Training	2,190	2,319	2,308

Gülsan Sentetik OHS Indicators	2022	2023	2024
Near Misses/Number of Incidents Averted	0	0	0
Number of Corrective Actions Identified Under OHS	160	290	298
Number of Corrective Actions Closed Under OHS	160	290	298

Gülsan Sentetik OHS Indicators	2022	2023	2024
Total Number of Employees	2,190	2,319	2,308
Total Working Hours	5,124,600	5,426,460	5,400,720
Number of Accidents	85	91	99
Number of Lost Days	507	534	989
Number of Lost Time Accidents	49	87	58
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0.10	0.10	0.18
Weight Ratio of Lost Time Work Accidents	9.56	16.03	10.74
Total Frequency Rate of Occupational Accidents	16.58	16.77	18.33

Gulsan Egypt OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	-	-	1.944
Number of Employees Participating in OHS Training	157	158	162

Gulsan Egypt OHS Indicators	2024
Near Misses/Number of Incidents Averted	3
Number of Corrective Actions Identified Under OHS	30
Number of Corrective Actions Closed Under OHS	30



Gulsan Egypt OHS Indicators	2022	2023	2024
Total Number of Employees	157	158	162
Total Working Hours	342,888	345,072	353,808
Number of Accidents	0	7	4
Number of Lost Days	0	87	431
Number of Lost Time Accidents	0	7	4
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0	0.24	1.15
Weight Ratio of Lost Time Work Accidents	0	20.29	11.31
Total Frequency Rate of Occupational Accidents	0	20.28	11.30

Mav Elyaf OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	810	744	540
Number of Employees Participating in OHS Training	135	124	90

Mav Elyaf OHS Indicators	2024
Near Misses/Number of Incidents Averted	0
Number of Corrective Actions Identified Under OHS	65
Number of Corrective Actions Closed Under OHS	65

Mav Elyaf OHS Indicators	2022	2023	2024
Total Number of Employees	135	124	90
Total Working Hours	315,900	290,160	210,600
Number of Accidents	6	3	7
Number of Lost Days	30	25	55
Number of Lost Time Accidents	2	1	5
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0.10	0.09	0.26
Weight Ratio of Lost Time Work Accidents	6.33	3.45	23.74
Total Frequency Rate of Occupational Accidents	18.99	10.34	33.23

Gül Enerji Almus HES OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	416	336	304
Number of Employees Participating in OHS Training	26	21	19

Gül Enerji Almus HES OHS Indicators	2022	2023	2024
Near Misses/Number of Incidents Averted	0	0	0
Number of Corrective Actions Identified Under OHS	0	0	0
Number of Corrective Actions Closed Under OHS	0	0	0

Gül Enerji Almus OHS Indicators	2022	2023	2024
Total Number of Employees	26	21	19
Total Working Hours	60,840	49,140	44,460
Number of Accidents	0	0	0
Number of Lost Days	0	0	0
Number of Lost Time Accidents	0	0	0
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0	0	0
Weight Ratio of Lost Time Work Accidents	0	0	0
Total Frequency Rate of Occupational Accidents	0	0	0

Gül Enerji Köklüce HES OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	368	368	368
Number of Employees Participating in OHS Training	23	23	23

Gül Enerji Köklüce HES OHS Indicators	2022	2023	2024
Near Misses/Number of Incidents Averted	0	0	0
Number of Corrective Actions Identified Under OHS	0	0	0
Number of Corrective Actions Closed Under OHS	0	0	0

Gül Enerji Köklüce HES OHS Indicators	2022	2023	2024
Total Number of Employees	23	23	23
Total Working Hours	53,820	53,820	53,820
Number of Accidents	0	0	0
Number of Lost Days	0	0	0
Number of Lost Time Accidents	0	0	0
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0	0	0
Weight Ratio of Lost Time Work Accidents	0	0	0
Total Frequency Rate of Occupational Accidents	0	0	0

Paşa HES Elektrik OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	208	192	192
Number of Employees Participating in OHS Training	13	12	12

Paşa HES Elektrik OHS Indicators	2022	2023	2024
Near Misses/Number of Incidents Averted	0	0	0
Number of Corrective Actions Identified Under OHS	0	0	0
Number of Corrective Actions Closed Under OHS	0	0	0

Paşa HES Elektrik OHS Indicators	2022	2023	2024
Total Number of Employees	13	12	12
Total Working Hours	30,420	28,080	28,080
Number of Accidents	0	0	0
Number of Lost Days	0	0	0
Number of Lost Time Accidents	0	0	0
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0	0	0
Weight Ratio of Lost Time Work Accidents	0	0	0
Total Frequency Rate of Occupational Accidents	0	0	0

Inova Elektrik OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	240	224	256
Number of Employees Participating in OHS Training	15	14	16

Inova Elektrik OHS Indicators	2022	2023	2024
Near Misses/Number of Incidents Averted	0	0	0
Number of Corrective Actions Identified Under OHS	0	0	0
Number of Corrective Actions Closed Under OHS	0	0	0

Inova Elektrik OHS Indicators	2022	2023	2024
Total Number of Employees	15	14	16
Total Working Hours	35,100	32,760	37,440
Number of Accidents	0	0	0
Number of Lost Days	0	0	0
Number of Lost Time Accidents	0	0	0
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0	0	0
Weight Ratio of Lost Time Work Accidents	0	0	0
Total Frequency Rate of Occupational Accidents	0	0	0

TPCL Yenilenebilir Enerji OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	1,232	1,792	1,408
Number of Employees Participating in OHS Training	77	112	88

TPCL Yenilenebilir Enerji OHS Indicators	2024
Near Misses/Number of Incidents Averted	0
Number of Corrective Actions Identified Under OHS	53
Number of Corrective Actions Closed Under OHS	43

TPCL Yenilenebilir Enerji OHS Indicators	2022	2023	2024
Total Number of Employees	77	112	88
Total Working Hours	180,180.00	262,080.00	205,920.00
Number of Accidents	0	1	4
Number of Lost Days	0	0	2
Number of Lost Time Accidents	0	0	1
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0	0	0.01
Weight Ratio of Lost Time Work Accidents	0	0	4.86
Total Frequency Rate of Occupational Accidents	0	3.81	19.43

Mav Elektrik OHS Training (Employees)	2022	2023	2024
Hours of Training Provided on OHS	1,408	1,488	1,680
Number of Employees Participating in OHS Training	88	93	105

Mav Elektrik OHS Indicators	2022	2023	2024
Near Misses/Number of Incidents Averted	-	4	7
Number of Corrective Actions Identified Under OHS	-	3	1
Number of Corrective Actions Closed Under OHS	-	3	1

Mav Elektrik OHS Indicators	2022	2023	2024
Total Number of Employees	88	93	105
Total Working Hours	205,920	217,620	245,700
Number of Accidents	2	1	11
Number of Lost Days	30	0	22
Number of Lost Time Accidents	1	0	2
Number of Fatal Accidents	0	0	0
Number of Occupational Diseases	0	0	0
Number of Lost Days from Occupational Disease	0	0	0
Weight Ratio for Lost Day Work Accidents	0.15	0	0.09
Weight Ratio of Lost Time Work Accidents	4.86	0	8.14
Total Frequency Rate of Occupational Accidents	9.71	4.60	44.77

GRI Content Index



**CONTENT INDEX
ESSENTIALS SERVICE**

2025

Statement of Use

Gülsan Holding has reported in accordance with the GRI Standards for the period of January 1 – December 31, 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Applied GRI 1

GRI 1: Foundation 2021

GRI STANDARD	STATEMENTS	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	
GENEREAL STATEMENTS			
GRI 2: General Disclosures 2021	2-1 Organizational details	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 revised information.
	2-5 External assurance		No Limited Assurance Audit is conducted for the report.
	2-6 Activities, value chain and other business relationships	Corporate Profile	
	2-7 Employees	Workforce Management Social Performance Indicators	
	2-8 Workers who are not employees	Social Performance Indicators	
	2-9 Governance structure and composition	Governance Structure	
	2-10 Nomination and selection of the highest governance body	Governance Structure	



GRI STANDARD	STATEMENTS	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	
GENEREAL STATEMENTS			
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Governance Structure	
	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	Business Ethics and Human Rights	During the reporting period, no critical issues were reported to the Board of Directors.
	2-16 Communication of critical concerns	Risk Management Business Ethics and Human Rights	
	2-17 Collective knowledge of the highest governance body	Governance Structure	
	2-18 Evaluation of the performance of the highest governance body	Governance Structure	
	2-19 Remuneration policies	Employee Rights and Welfare	
	2-20 Process to determine remuneration	Employee Rights and Welfare	Not disclosed due to confidentiality. Details regarding the remuneration process are not publicly shared as they contain employees' personal data and competitively sensitive information.



GRI STANDARD	STATEMENTS	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	
GENEREAL STATEMENTS			
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio		Not disclosed due to confidentiality. Details regarding the remuneration process are not publicly shared 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	
	2-24 Embedding policy commitments	Policies	
	2-25 Processes to remediate negative impacts	Customer Experience and Satisfaction Stakeholder Communication	
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics and Human Rights	
	2-27 Compliance with laws and regulations		No significant legal non-compliance was experienced during the reporting period.
	2-28 Membership associations	Stakeholder Communication	
	2-29 Approach to stakeholder engagement	Stakeholder Communication	
	2-30 Collective bargaining agreements		During the reporting period, none of our employees were covered by a collective bargaining agreement.



GRI STANDARD	STATEMENTS	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	EXPLANATION OF OMITTED INFORMATION
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Priorities	
	3-2 List of material topics	Material Topics	
Corporate Governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Business Ethics and Human Rights	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption		Throughout the reporting period, no activities were identified as carrying risks concerning corruption.
	205-2 Communication and training about anti-corruption policies and Procedures	Business Ethics and Human Rights	
	205-3 Confirmed incidents of corruption and actions taken		Throughout the reporting period, there were no verified incidents of corruption.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Throughout the reporting period, no legal actions concerning anti-competitive conduct or activities were reported.
Energy Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Energy Management	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management Environmental Performance Indicators	
	302-4 Reductions in energy requirements of products and services	Energy Management	



GRI STANDARD	STATEMENTS	PAGE NUMBER, SOURCE AND/OR DIRECT RESPONSES	EXPLANATION OF OMITTED INFORMATION
Circular Economy and Waste Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Circular Economy and Waste Management	
GRI 306: Effluents and Waste 2020	306-1 Water discharge by quality and destination	Circular Economy and Waste Management	
	306-2 Waste by type and disposal method	Circular Economy and Waste Management	
	306-4 Transport of hazardous waste	Circular Economy and Waste Management Environmental Performance Indicators	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Occupational Health and Safety	
GRI 403: Effluents and Waste 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Social Performance Indicators	
	403-3 Occupational health services	Occupational Health and Safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Social Performance Indicators	
	403-6 Promotion of worker health	Occupational Health and Safety	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	

Occupational Health and Safety		
GRI 403: Effluents and Waste 2018	403-9 Work-related injuries	Occupational Health and Safety Social Performance Indicators
	403-10 Work-related ill health	Occupational Health and Safety Social Performance Indicators
Equity, Diversity and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Equality, Diversity and Inclusion
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality, Diversity and Inclusion
	405-2 Ratio of basic salary and remuneration of women to men	Not disclosed due to confidentiality. Gender-based pay ratios are not publicly shared as they contain employees' personal data and competitively sensitive information.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Throughout the reporting period, there were no instances of discrimination.
Business Ethics and Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Business Ethics and Human Rights
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child Labor	Throughout the reporting period, no activities or suppliers were identified as posing significant risks related to child labor.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Throughout the reporting period, no activities or suppliers were identified as having significant risks related to forced or compulsory labor.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Throughout the reporting period, there were no instances of violations involving the rights of local communities.

Product Safety

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Product Safety
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Throughout the reporting period, there were no instances of non-compliance concerning the health and safety impacts of products and services.
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Throughout the reporting period, there were no instances of non-compliance concerning product and service information and labeling.
	417-3 Incidents of non-compliance concerning marketing communications	During the reporting period, no cases of non-compliance related to marketing communications were identified.

Employee Loyalty and Satisfaction

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Employee Loyalty and Satisfaction
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Employee Rights and Welfare

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Employee Rights and Welfare
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	During the reporting period, there were no activities or suppliers where the freedom of association and collective bargaining could be at risk.

R&D and Innovation

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities R&D and Innovation
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Digitalisation

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Digitalisation
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Information Security

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Digitalisation
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GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	During the reporting period, there were no verified complaints regarding breaches of customer privacy or loss of customer data.
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Risk Management

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Risk Management	During the reporting period, there were no confirmed complaints regarding breaches of customer confidentiality or loss of customer data.
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Greenhouse Gas Emissions and Air Quality

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Greenhouse Gas Emissions and Air Quality Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Greenhouse Gas Emissions and Air Quality Management Environmental Performance Indicators
	305-2 Energy indirect (Scope 2) GHG emissions	Greenhouse Gas Emissions and Air Quality Management Environmental Performance Indicators
	305-3 Other indirect (Scope 3) GHG emissions	Greenhouse Gas Emissions and Air Quality Management Environmental Performance Indicators
	305-5 Reduction of GHG emissions	Greenhouse Gas Emissions and Air Quality Management
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Greenhouse Gas Emissions and Air Quality Management Environmental Performance Indicators



Water and Wastewater Management

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Water and Wastewater Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management
	303-2 Management of water discharge-related impacts	Water and Wastewater Management
	303-3 Water withdrawal	Water and Wastewater Management Environmental Performance Indicators
	303-4 Water discharge	Water and Wastewater Management Environmental Performance Indicators
	303-5 Water consumption	Water and Wastewater Management Environmental Performance Indicators

Responsible Supply Chain

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Responsible Supply Chain
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions Taken	During the reporting period, no suppliers with significant environmental negative impacts were identified.
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	During the reporting period, no suppliers with significant social negative impacts were identified.

Workforce Management

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Workforce Management Employee Loyalty and Satisfaction Employee Rights and Welfare
	401-1 New employee hires and employee turnover	Employee Loyalty and Satisfaction
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights and Welfare
	401-3 Parental leave	Employee Rights and Welfare

Education, Development and Talent Management

GGRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Sustainability Priorities Education, Development and Talent Management
	404-2 Programs for upgrading employee skills and transition assistance Programs	Education, Development and Talent Management

Product and Production Quality

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Product and Production Quality
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Corporate Social Responsibility

GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Priorities Corporate Social Responsibility
GRI 413: Local Communities 2016	413-2 Operations with significant actual and potential negative impacts on local communities	During the reporting period, there were no activities that had significant actual or potential negative impacts on local communities.

Glossary

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

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

Climate Change: Long-term climatic changes resulting from the increase in greenhouse gas concentrations in the atmosphere due to human activities.

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.

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.

CO₂: Carbon Dioxide

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.

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

Energy Dispersive X-ray Spectroscopy (EDX/EDS): An analytical technique integrated with an electron microscope used to determine the chemical elements of materials. It is especially used in material science and quality control.

ESG: Environmental, Social, and Governance

Fourier Transform Infrared Spectroscopy (FTIR): A spectroscopic method that measures the interaction of infrared light with matter to determine the chemical structure of molecules. It is used in polymer, textile, and chemical analyses.

GJ (Gigajoule): A unit of energy.

GRI: Global Reporting Initiative

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

Greenhouse Gases (GHG): Gases that trap heat in the atmosphere and contribute to climate change (e.g., CO₂, CH₄).

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.

IMS: Integrated Management System)

I-REC: International Renewable Energy Certificate)

ISO: International Standards Organization)

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.

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

LOTO: Lock, Tag, Secure, Test

MWh (Megawatt-hour): A unit of energy representing one megawatt of power used for one hour.

NGO: Non-Governmental Organization

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.

OHS: Occupational Health and Safety

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

Penetration Testing: Controlled simulations to identify system vulnerabilities; essential for data security and digital sustainability.

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

PPE: Personal Protective Equipment

QDMS: Quality Document Management System

R&D: Research and Development

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

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

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

SCADA: Supervisory Control and Data Acquisition

SDGs: Sustainable Development Goals

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.

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

Spectrophotometry: An analytical technique used to measure how much light a substance absorbs, helping to determine its chemical composition and concentration.

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

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.

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

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

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.

Disclaimer Statement

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GÜLSAN

The logo for GÜLSAN features a stylized globe icon to the left of the company name. The globe is blue and green, showing continents and oceans. The text 'GÜLSAN' is in a bold, dark blue, sans-serif font. The background of the entire image is a light blue and green illustration. It includes a large, stylized tree in the center, a wind turbine on the left, a car with a recycling symbol, a factory, solar panels, a house, and a person holding a bird on the right. There are also butterflies and a sun in the upper left.