Excellence for Tomorrow
Paving the Copper to a Sustainable Future

2025



Gemciler Güven Metal San. Ve Tic. A.Ş.

SUSTAINABILITY REPORT

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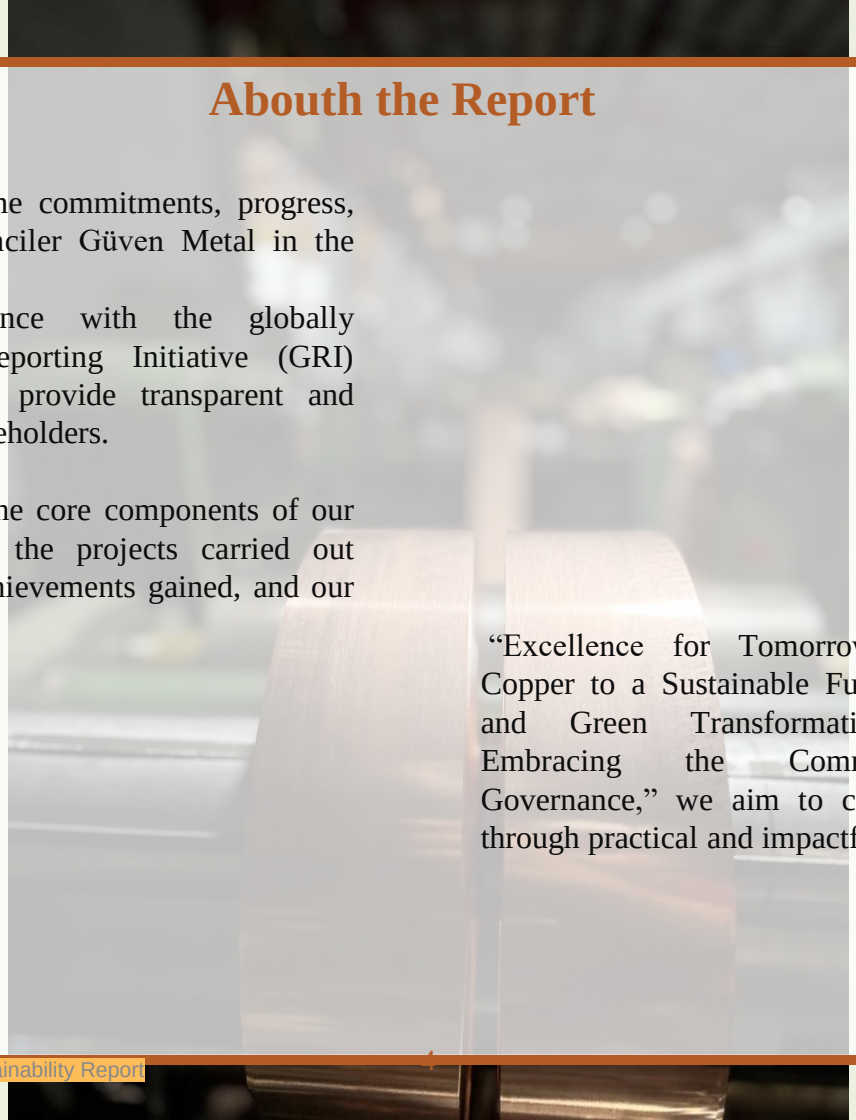
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NATURAL
RAW MATERIALS
SUSTAINABLE SUPPLY
LOW CARBON
FOOTPRINT
CLEANER FUTURE
WATER
EFFICIENCY
EVERY DROP COUNTS
A GREENER TOMORROW
MORE SUSTAINABLE
AT EVERY STEP
WE CREATE VALUE WITH A GREENER APPROACH
We produce copper and copper alloys in a responsible manner, for a more sustainable future for our world.
RECYCLING
We recover and reuse waste materials, supporting the circular economy and a sustainable future.
ENVIRONMENTAL AWARENESS
We minimize our environmental impact and protect nature for future generations.
PEOPLE
We prioritize the health and safety of our employees, our customers and our community.
CONTINUOUS IMPROVEMENT
We act with discipline for a more sustainable value chain.

Abouth the Report

This report presents the commitments, progress, and objectives of Gemciler Güven Metal in the field of sustainability.
Prepared in accordance with the globally recognized Global Reporting Initiative (GRI) standards, it aims to provide transparent and comparable data to stakeholders.

This report details the core components of our sustainability strategy, the projects carried out during the year, the achievements gained, and our future targets.



"Excellence for Tomorrow – Paving the Copper to a Sustainable Future: The Diligent and Green Transformation of Copper, Embracing the Community, Ethical Governance," we aim to create global value through practical and impactful actions.

At a Glance: Gemciler Güven Metal

Gemciler Güven Metal is an established industrial company whose foundations were laid in 1948 with the production of copper sheets. Throughout its more than 75-year history, the company has continuously and steadily developed its operations. Since its establishment, the company has consistently enhanced its production infrastructure, technological capabilities, and product portfolio, and today stands among the prominent manufacturers in Türkiye's metal industry.

In 1997, Gemciler Güven Metal adopted a joint-stock company structure. Following this transformation, the company increased its production capacity through strategic investments while also expanding the range of product groups within its operations. Today, the company's product portfolio includes electrolytic copper, copper sheets, coils, strips, flat bars, and wire rods, as well as brass sheets and a diverse range of metal products made from various copper alloys.

Gemciler Güven Metal carries out its production activities through modern facilities, advanced technological infrastructure, and an experienced technical team, positioning quality, reliability, and a customer-oriented service approach among the fundamental elements of its production processes. With its extensive product portfolio, the company responds to the needs of various industries while considering production efficiency and the effective use of resources as integral parts of its operations.

Adopting sustainability as one of the fundamental components of its corporate activities, Gemciler Güven Metal places particular importance on practices aimed at reducing environmental impacts and using natural resources efficiently throughout its production processes. Developing processes that support resource efficiency, optimizing energy and raw material consumption, and continuously improving environmental performance constitute the key elements of the company's sustainable production approach.

At a Glance: Gemciler Güven Metal



Gemciler Güven Metal regards quality control processes and R&D activities as integral parts of its production operations and continues its activities with a production approach aligned with international standards. Closely following technological developments, the company aims to enhance product performance and production efficiency through its investments in R&D and technology, while also pursuing innovative practices that can contribute to reducing environmental impacts.

With its strong production infrastructure and export capabilities, Gemciler Güven Metal is among the representatives of Türkiye's metal industry in international markets, offering solutions tailored to the needs of different markets through its customer-focused approach. Shaping its operations around the principles of quality, innovation, sustainability, and continuous improvement, the company continues its long-term growth by combining its extensive experience with future-oriented technologies and modern production approaches.

Our Products



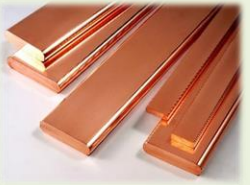
Copper Coil



Copper Sheet



Copper Disc



Copper Flat Bar



Copper Bar



Copper Wire Rof



Brass Coil



Brass Sheet

Corporate Structure and Brands

Legal Status and Organizational Structure

Gemciler Güven Metal A.Ş. is a family-owned joint-stock company headquartered in Kahramanmaraş, Türkiye. The company's shares are not publicly traded, and its management is carried out by family members in accordance with corporate governance principles.

Brand and Subsidiaries

Gemciler Güven Metal operates under a single brand name and has no subsidiaries or affiliated companies.



Operating Locations

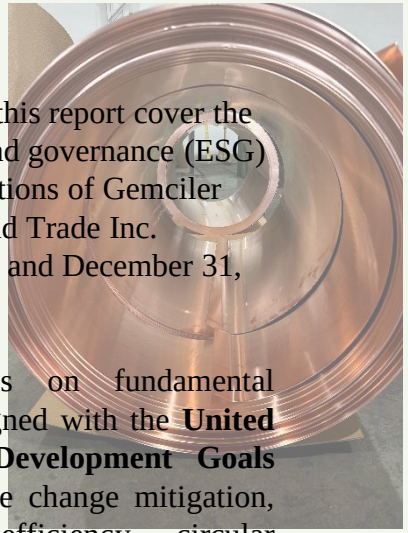
- **Production Facility**

The production facility is located in Karacasu Karaziyaret Neighborhood, Dulkadiroğlu District, Kahramanmaraş Province, at Fatih Sultan Mehmet Avenue No: 53/A, on a 133,170 m² area registered under land parcel No. 2, Block 646.

- **Sales and Marketing Office**

Istanbul, Bayrampaşa District

Scope and Reporting Period





All data provided in this report cover the environmental, social, and governance (ESG) performance of all operations of Gemciler Güven Metal Industry and Trade Inc. between January 1, 2025 and December 31, 2025

The report focuses on fundamental sustainability topics aligned with the **United Nations Sustainable Development Goals (SDGs)**, such as climate change mitigation, energy and water efficiency, circular economy, labor rights, gender equality, and ethical governance.

It transparently discloses our strategic policies, goals, and progress on material topics in alignment with our values. Our report is a reliable reference for our stakeholders.

This report not only guides our sustainability journey but also aims to inspire all stakeholders in the sector. As Gemciler Güven Metal, we remain committed to transparently and accountably sharing our progress and areas for improvement with our stakeholders.

Gemciler Güven Metal



Message From the Chairman of The Board

Dear Stakeholders,

At **Gemciler Güven Metal**, we recognize that the legacy we leave for the future is shaped by the actions we take today. Every investment we make, every decision we take, and every business model we pursue lays the foundation for a more sustainable world tomorrow. With this awareness, we have implemented our sustainability strategy under the vision: **"Excellence for Tomorrow – Paving the Copper to a Sustainable Future."**

This vision reflects not only our commitment to reducing environmental impacts but also our dedication to supporting social and economic development. With the motto **"Diligent and Green Transformation of Copper,"** we are accelerating our transition to renewable energy, investing in water and energy efficiency projects, and adopting a circular business model.

However, sustainability is not only about minimizing environmental impact. Through our approach of **"Embracing the Community,"** we focus on employee rights, social equity, and regional development. We support women's employment, invest in educational projects, and strive to provide our employees with a better future to create a more inclusive and equitable work environment.

Our company also operates with the principle of **Ethical Governance**. While ensuring sustainable growth, we adopt a transparent, accountable, and ethical management approach. In line with our goal of creating a more livable world for all stakeholders, we will continue to play a leading role in the industry.

I would like to thank all our employees, business partners, and stakeholders who walk with us on this sustainability journey. Together, we will build a greener, fairer, and more livable future.

Sincerely,
Chairman of the Board
Gemciler Güven Metal

Our Vision, Mission and Values

Vision

To become the first-choice company internetionally in the production of copper coils, sheets, and flat bars.

Mission

To ensure the highest level of customer satisfaction by utilizing up-to-date technologies in the products and services we provide; to manage customer feedback effectively; to eliminate non-value-adding processes and deliver on time through efficient use of resources; and to continuously improve our quality management system in order to enhance the quality of water, air, and soil in every environment we operate in.

Values

Sustainability: To embrace sustainability as a core mission by protecting natural resources through environmentally friendly production processes and leaving a more livable world for future generations.
Trust and Transparency: To base all our relationships with customers, employees, and business partners on fairness, trust, and honesty.
Quality Focus: To uphold the highest standards of quality at every stage of our products and provide high reliability to our customers.
Innovation and Technology: To improve our production processes through ever-evolving technologies and to play a pioneering role in the sector with innovative solutions.
Contribution to Society: To contribute to the development of our employees, society, and industry stakeholders by prioritizing social responsibility projects.
Employee Satisfaction and Development: To embrace being a family rooted in strong traditions and show respect for diversity. To provide an environment where our employees can grow their competencies with a spirit of collective development, and to prioritize their health and safety above all else.

OUR PRODUCTION, OUR STRENGTH IN THE SUPPLY CHAIN

With high-quality raw materials, environmentally friendly production processes and a sustainable supply chain, we add value to the future in the fields of electrical and electronics with our advanced electrical and electronic components.

AUTOMOTIVE

We manufacture high-quality components that contribute to the automotive industry's future, with our wide product range and strong supply network.



ELECTRICAL - ELECTRONICS

We manufacture high-performance components that meet the needs of the electrical and electronics sector, with our advanced technology and superior quality.



OUR SUSTAINABLE PRODUCTION

We create value with our strong production infrastructure and innovative approach in electrical and electronic components.

- HIGH QUALITY STANDARDS
- SUSTAINABLE MANUFACTURING
- TECHNICAL EXPERTISE
- SUSTAINABLE SUPPLY CHAIN
- RELIABLE PARTNERSHIPS
- CUSTOMER FOCUS

WHITE GOODS

We provide sustainable solutions for the white goods industry with our high-quality and durable product range.



CONSTRUCTION

We contribute to the future of the construction sector with our solution-oriented products and high-quality materials.



ENERGY SECTOR

We support a sustainable future with our energy sector solutions that contribute to a more efficient and sustainable world.

Our Sustainability Journey

Gemciler Güven Metal Industry and Trade Inc. strives to enhance the efficiency of all its processes to a level that can compete internationally through a continuous improvement approach, while also fulfilling its responsibilities in environmental protection and social compliance.

With economic and technological advancements, concepts such as innovation, value-added product manufacturing, and branding have become increasingly prominent. The demand for copper has risen significantly and is becoming more visible in our daily lives. In addition to its wide range of uses, copper is also a valuable commodity traded in financial markets. Considering the risks posed by climate change, this situation places a major responsibility on the copper industry.

Aware of this responsibility, Gemciler Güven Metal conducts its sustainability efforts under a "Responsible Business Management" model, approaching them within the framework of a comprehensive systemic transformation. In this context, the company continues its development and transformation activities in line with current developments, national and international regulations, and sustainability approaches.

Gemciler Güven Metal's sustainability policy covers all Environmental, Social, and Governance (ESG) dimensions. Therefore, the defined roadmap is planned and implemented from a holistic perspective, considering all aspects. The qualitative and quantitative targets outlined in the roadmap are committed to being realized in accordance with international standards (SBTi, GRI, ISO 14064).

In subsequent processes, third-party verifications, transparency, and stakeholder dialogue and collaboration will be prioritized. Circular economy principles and sustainable practices such as renewable energy projects will serve as guiding elements in the planning and execution of all our activities.

The current roadmap includes:
- Analysis and Evaluation of the Current Situation & Ongoing Assessment,
- Setting Strategic Goals (short, medium, and long-term, with clear and measurable KPIs),
- Operational Areas and Practices (energy efficiency, renewable energy, supply chain interoperability, social responsibility, etc.),
- Performance Monitoring and Reporting.

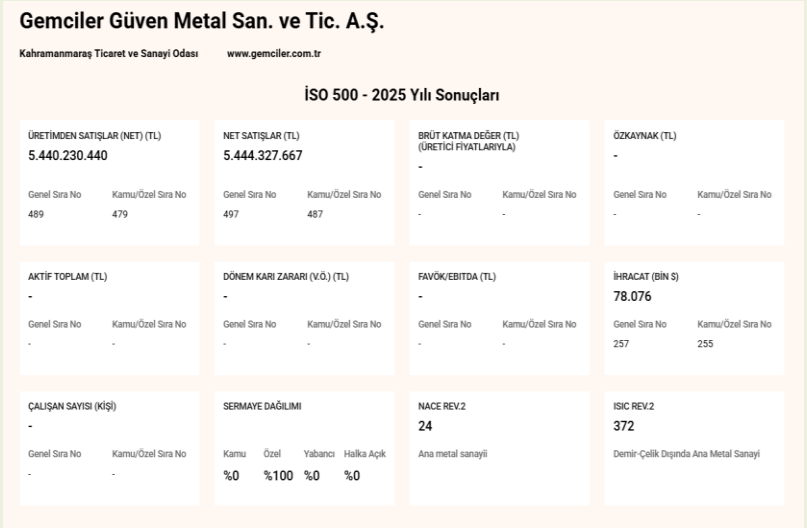


2025 Operatians and Economic Performance

Gemciler Güven Metal San. ve Tic. A.Ş. was included in the ISO 500 – Türkiye's Top 500 Industrial Enterprises survey in 2025, once again demonstrating its sustainable growth approach and strong position in the industrial sector. This achievement is an important indicator of the company's production capacity, operational efficiency, financial stability, and long-term value creation approach.

Among the companies included in the 2025 ISO 500 survey, Gemciler Güven Metal San. ve Tic. A.Ş. was one of only seven companies from our region to be listed. This achievement highlights the company's contribution to the regional industrial ecosystem, its competitiveness, and its consistent growth performance.





Our inclusion in the ISO 500 list is not only an indicator of our economic performance, but also an important reflection of our commitment to sustainable production, corporate governance, and responsible business practices. Gemciler Güven Metal San. ve Tic. A.Ş. aims to continue its efforts in line with its sustainable growth objectives, maintaining practices that reduce environmental impacts, create social value, and generate economic value in the years ahead.

Integrated Management System and Continuous Improvement

Gemciler Güven Metal San. ve Tic. A.Ş. has been implementing the **ISO 9001 Quality Management System** standard for many years to ensure that its activities are carried out with a quality-oriented, systematic, and continuous improvement approach. The quality management infrastructure established under ISO 9001 has contributed to customer satisfaction, the consistent quality of products and services, effective process management, and the adoption of a continuous improvement approach throughout the organization. Recognizing that its sustainability approach should extend beyond product and quality processes, our company has also undertaken efforts to integrate environmental and occupational health and safety performance into its management system.

In this context, Gemciler Güven Metal expanded its management system infrastructure by obtaining **ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System** certifications in **2025**. By integrating these standards with the ISO 9001 Quality Management System, the company transitioned to an **Integrated Management System** approach. Through the Integrated Management System, the company aims to manage quality, environmental, and occupational health and safety processes within a common management framework; reduce environmental impacts, protect the health and safety of employees, strengthen compliance with legal and other applicable requirements, use resources efficiently, and continuously improve its processes. This structure contributes to the more effective integration of the company's sustainability objectives into operational processes and supports long-term organizational development.



Our Export Achievements and Strong Position in the Industry

Gemciler Güven Metal is among Türkiye's leading exporting companies, with its high value-added production, quality-oriented approach, and strong presence in international markets. In the 2025 Top 1,000 Exporters Survey conducted by the Turkish Exporters Assembly (TİM), our company ranked 403rd nationwide and 18th in exports within the Iron and Non-Ferrous Metals sector, once again demonstrating its strong export performance.

This achievement is a tangible reflection of our customer-focused service approach, high quality standards, investments in our technological infrastructure, and commitment to sustainable production. As Gemciler Güven Metal, we continue to integrate environmental, social, and governance (ESG) principles into all our activities while strengthening our competitiveness in global markets. In line with our sustainable growth objectives, we remain committed to contributing value to Türkiye's exports, industrial development, and economic growth.



Strategy and Governance

When evaluated within the scope of sustainability, the climate crisis has made national and international partnerships essential for managing emerging risks and seizing opportunities. In this regard, Gemciler Güven Metal Industry and Trade Inc. has implemented a strengthened sustainability governance model in line with its adopted sustainability strategy and declaration.

This governance model is integrated with the United Nations Sustainable Development Goals (SDGs) and envisions a structure that is understood, adopted, and supported at all management and operational levels of the company.

By adopting global sustainability goals, Gemciler Güven Metal has embarked on a journey aligned with the Sustainable Development Goals (SDGs). To define our impact areas and establish our medium- and long-term targets, the SDGs most closely related to our company's value chain have been identified from among the 17 goals.

Evaluation Methodology

As part of this report, an internal evaluation workshop was conducted, existing corporate policies were analyzed, and input was gathered from key stakeholders (employees, customers, executives) to determine SDG priorities.

Gemciler Güven Metal monitors its SDG targets through an **Annual Sustainability Indicators** (KPI) Table. The data will be tracked in integration with the ISO 14001 and ISO 45001 management systems, for which the application process has already been initiated. A progress report is planned to be prepared by June 2026.

Governing Body	Responsible Position
Board of Directors Sustainability Committee	Charman of the Board
Sustainability Executive Committee	General Manager
Working Groups	Appointed by the General Manager

Priority Sustainable Development Goals and Objectives

SDG No	Targets
3	Occupational health and safety practices are fully implemented within legal frameworks. The aim is to reduce workplace accidents and achieve zero accidents.
4	Technical and sustainability trainings have been planned for staff development and continue to be implemented.
5	Increasing female employment is a targeted goal.
6	Care is taken to operate systems that enable water reuse within the facility.
7	Transition to renewable energy is targeted through a solar energy project. All preparations have been completed and legal processes are awaited.
8	All human resources practices are conducted in compliance with legal regulations, especially human rights. Safe, registered employment and contribution to local development are ensured.
10	Diversity and inclusion policies have been developed and are being implemented.
12	Waste reduction and material recycling are planned.
13	Corporate carbon footprint is monitored. Reduction targets have been set, and reduction projects are at the feasibility stage.
15	Preventing harmful practices to nature in the supply chain is targeted. Policies and procedures have been established for supplier management.
16	Ethical rules, transparency, and anti-corruption policies are in effect.
17	Collaboration with universities, the sector, and civil society is targeted.

Materiality Analysis (GRI 3: Material Topics)

Process of Identifying Material Topics (GRI 3-1)

At Gemciler Güven Metal, the foundation of our sustainability strategy lies in identifying material topics that reflect the economic, environmental, and social impacts of our operations. In line with the GRI 2021 Standards, the following steps were undertaken during the materiality analysis process:

- Priority topics that will enable the company to achieve its Sustainable Development Goals were identified,
- The views and expectations of internal and external stakeholders (customers, employees, executives, suppliers, local authorities) were considered,
- National and international regulations, sectoral reports, and external evaluation systems such as EcoVadis were taken into account,
- The company's short-, medium-, and long-term strategic goals and potential sustainability risks were analyzed.

Internal Stakeholders	External Stakeholders
• **Employees** – Good working conditions, training, career opportunities, protection of company reputation, business continuity, career development, and stable income; ergonomics and occupational health and safety. • **Business Partners** – Continued growth, strong reputation, fulfillment of social responsibilities, good risk management. • **Department Heads** – Good working conditions, fulfillment of social responsibilities, training opportunities, protection of company reputation, and positive business relations. • **Top Management** – High product quality, operational efficiency, fulfillment of social responsibilities, and profitability. • **Environmental Management Team** – Environmental impacts and aspects.	• **Customers** – Product quality, timely delivery, and business continuity. • **Government** – Timely payment of taxes. • **Regulatory Authorities** – Legal compliance. • **Regulators** – Regulatory compliance. • **Insurance Providers** – Effective and demonstrable risk management. • **Municipality** – Legal compliance. • **Provincial Directorate of Environment** – Environmental management. • **Suppliers** – Business continuity, payment terms, and fulfillment of social responsibilities. • **Service Providers (e.g., Occupational Safety Units)** – Legal compliance, business continuity, payment terms. • **Sustainability Consultant** – Fulfillment of sustainability requirements. • **ISO Certification Body** – Compliance with standards. • **Ministry of Labor** – Compliance with labor laws and occupational health and safety requirements. • **Environmental Laws and Regulations** – Compliance. • **Trade Organizations/Unions** – Adherence to union/trade rules. • **Competitors** – Fair competition environment. • **Banks and/or Other Financial Institutions** – Effective risk management. • **Suppliers** – Business continuity and timely payments, fulfillment of social responsibilities. • **Neighbors** – OHS and environmental compliance.

- The stakeholder expectation analysis summarized in the table above was conducted, and as a result of these efforts, topics that have a high impact and align with stakeholder expectations have been prioritized.

List of Material Topics

Following the analysis, the topics listed below have been identified as “material topics” in relation to Gemciler Güven Metal’s sustainability roadmap:

Material Topic Heading	Scope / Description
Energy Efficiency and Emissions	Reduction of greenhouse gas emissions, reduction of energy consumption, use of renewable energy
Waste Management	Recovery of scrap materials, reduction of production waste, and control of environmental impact
Responsible Supply Chain	Implementation of environmental, human rights, and ethical standards among suppliers
Occupational Health and Safety	Ensuring a safe and healthy working environment for all employees
Employee Rights and Development	Training, career development, job security, and equal opportunity
Ethical Governance and Compliance	Transparency, anti-corruption, compliance with laws and standards
Customer Health and Safety	Product safety, traceability, and compliance with technical quality standards
Environmental Impact Reduction	Prevention of water and air pollution, compliance with environmental permits and licensing processes

SUSTAINABILITY POLICY STATEMENT

"EXCELLENCE FOR TOMORROW-Paving the Copper to a Sustainable Future"

ENVIRONMENTAL

With full awareness of the responsibility that comes with being one of the leading and pioneering companies in the copper industry, we are committed to building our future in a sustainable manner—by protecting nature, creating value for society, and enhancing economic benefits.We aim to use our resources efficiently, reduce our environmental impact, and cooperate with all stakeholders to create a greener world.Sustainability is not merely a goal, but a way of life that lies at the heart of all our processes.With this understanding, we develop and implement our **"EXCELLENCE FOR TOMORROW – Paving the Copper to a Sustainable Future"** strategy through inclusive and sustainable growth practices, aiming to create lasting value for both society and the environment.

Environmental issues have become one of the most pressing matters on humanity's agenda today. Problems such as climate change, depletion of natural resources, and loss of biodiversity have profound impacts not only on ecosystems but also on human health and quality of life. Acting in line with the principles of sustainability is critically important to mitigate these threats. Through strategies such as energy efficiency, waste management, and the transition to renewable energy sources, we aim to reduce our environmental impact and leave a livable world for future generations. In this process, it is of great importance for individuals, communities, and businesses to take responsibility, raise environmental awareness, and develop collective solutions. We continue our sustainability journey by minimizing our negative impacts on climate change and using circular economy principles as our guide.

We act with the awareness that digitalization plays a critical role in reducing environmental impacts and increasing resource efficiency. In this context, we consider digitalization an integral part of our sustainability transformation and view it as a key enabler in achieving our sustainability goals. We develop digital solutions to create integrated approaches that support environmental, social, and economic sustainability.

ENVIRONMENTAL

2030 Targets

- Carbon Management and Vision for Carbon Neutrality by 2050
- Maximize the Use of Solar Power Plant (SPP) Capacity
- Maximize Energy Efficiency
- Ensure the Digitalization of All Operational and Communication Processes
- Reduce Water Management and Clean Water Consumption by 20%
- Reduce Packaging Waste by 25%
- Increase Recycling Practices by 15%
- Digital Operation and Process Management
- Integrate Data Analytics Methods into Decision-Making Processes
- Sustainable Product Designs Based on Life Cycle Assessments
- Full Compliance with All Legal Processes and Improvement of Interoperability

United Nations Sustainable Development Goals We Contribute to in This Area



INCLUSIVE AND SUSTAINABLE GROWTH

We embrace key issues such as equality, justice, gender equality, and human rights, which we consider critically important for the welfare and development of our society. We are committed to ensuring that every individual within our sphere of influence has the right to live a dignified life. Within the scope of social sustainability, we promote social solidarity and inclusion, and contribute to the empowerment of groups we consider disadvantaged. We regard access to education, healthcare services, and employment opportunities as fundamental elements for achieving equal opportunities in society. We believe that the most crucial step toward social justice is creating an environment where individuals can realize their full potential. In this context, we continue our efforts with a shared sense of responsibility to build a future where everyone has a voice, equal access to opportunities is ensured, and social peace is firmly established.

Contribution and Support to Society

-We create employment opportunities that support the local economy in the regions where we operate, and contribute to regional development by prioritizing local suppliers.

-We develop and support social responsibility projects in collaboration with the community in areas such as education, healthcare, infrastructure, and the environment.

-We offer continuous training opportunities for our employees to support their personal and professional development and foster an inclusive learning culture.

Inclusive Community Engagement

-We develop dialogue processes that take into account the opinions and needs of the public and maintain continuous communication with the community to provide solutions aligned with their expectations.

-We encourage volunteer activities among our employees and support their participation in local community projects to enhance social contribution.

Preservation of Social and Cultural Values

-We show respect for local culture and heritage in the regions where we operate, and contribute to the preservation and sustainable development of cultural heritage.

-We support social projects especially aimed at protecting and empowering vulnerable and disadvantaged groups such as children, the elderly, and persons with disabilities.

Transparency and Accountability in Social Responsibility

-We provide regular reports on our social responsibility projects and community contribution activities and make these processes subject to independent audits.

-We remain open to public feedback and criticism, and revise our business processes and strategies accordingly.

Talent Acquisition and Holistic Development

-We strategically aim to attract, develop, and retain the right talent from the community without discrimination, recognizing it as key to our long-term success.

-Through a holistic approach to education and development, we continuously enhance our employees' skills, contributing to both individual and organizational growth.

Occupational Health and Safety (OHS)

-We implement a comprehensive strategy to protect our employees' long-term well-being and minimize workplace risks.

-Our goal goes beyond immediate safety measures—we aim to create a healthier, safer, and more sustainable working environment.

-We continuously follow improvement processes to enhance the physical and mental well-being of our employees, considering technological innovations and environmental factors.

-By increasing resource efficiency, we minimize risks in the workplace and generate long-term benefits for both employees and society.

INCLUSIVE AND SUSTAINABLE GROWTH

2030 Targets

- Increase female employment by 15%
- Talent Development Programs for Next-Generation Manufacturing Techniques
- Creating a Cultural Connection through Our Modern Copper Production Techniques
- Strengthening Social Bonds by Leading the Industry and Society
- Enhancing Society and Corporate Structure
- Increasing Employee Engagement Rate
- Zero Work Accidents
- Developing Social Programs and Projects for Employees and the Community

United Nations Sustainable Development Goals We Contribute to in This Area



ETHICAL GOVERNANCE

Within the scope of responsible business management, we embrace acting in accordance with moral values and ethical principles as a fundamental approach to governance in our decision-making processes. By upholding core principles such as transparency, accountability, and fairness, we aim not only to achieve financial gains but also to consider our social and environmental responsibilities. In addition to building a sustainable business model that earns the trust of our stakeholders, we strive to reinforce long-term success. We seek to develop and maintain an ethical culture that enhances employee motivation, strengthens customer loyalty, and establishes a solid foundation even in times of crisis. Through this, we contribute to the preservation of societal values and aim to extend this culture to all our stakeholders.

Transparency

-We prioritize transparency in all business processes and establish open and clear communication with employees, stakeholders, customers, and the public.
-We regularly and accessibly share information regarding the company's financial, social, and environmental performance with the public.

Accountability

-We acknowledge the environmental, social, and economic impacts of business activities and take responsibility to minimize any negative effects.
-We ensure that business practices are subject to independent and impartial audits, and we strengthen accountability by presenting the findings to the public.

Fairness and Integrity

-We treat all stakeholders equally, fairly, and impartially in business processes, without granting any privileges to any group or individual.
-We establish honest, reliable, and ethics-based relationships with customers, suppliers, and business partners, acting in compliance with competition rules.

Combating Corruption and Bribery

-We adopt a **"Zero Tolerance Policy"** against bribery, corruption, and unethical behavior, and ensure that all employees receive training on this matter.
-We establish internal control systems and audit mechanisms to ensure compliance with ethical business principles.

Diversity, Inclusion, and Human Rights

-We implement practices that respect human rights throughout all business processes and the supply chain.
-We promote diversity in the workforce and provide equal opportunities to everyone regardless of gender, age, race, religion, or other differences.

Ethical Decision-Making Processes

-We establish independent ethics committees to oversee ethical business practices and review business processes.
-We provide channels for employees, customers, and other stakeholders to report ethical violations safely and anonymously.
-We adopt fair trade principles, act in accordance with ethical standards in both local and global supply chains, and encourage all our partners to be sensitive to these matters.
-We strive to ensure the participation of all stakeholders—including employees, customers, suppliers, investors, and local communities—in decision-making processes.

ETHICAL GOVERNANCE

2030 Targets

- Supplier Management and Compliance with the Supplier Code of Conduct
- Corporate Governance Legacy
- Development and Maintenance of Ethical Decision-Making Processes
- Developing and Sustaining a Corporate Culture of Ethical Conduct
- Full Alignment of Corporate Governance Standards with the SDGs

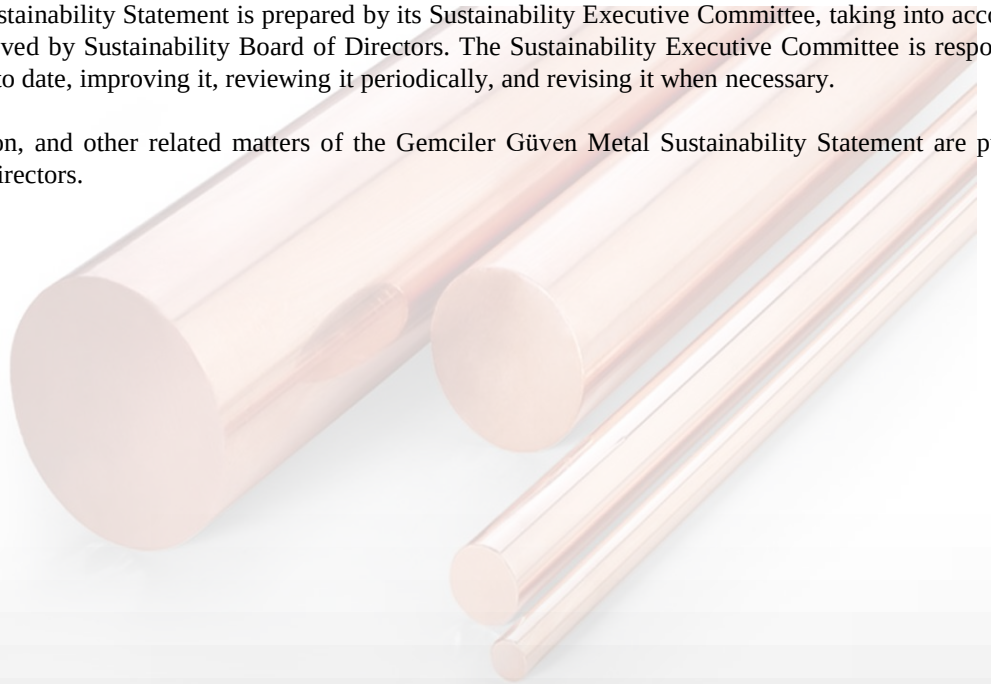
United Nations Sustainable Development Goals We Contribute to in This Area



RESPONSIBILITY FOR THE GEMCİLER GÜVEN METAL SUSTAINABILITY STATEMENT

Gemciler Güven Metal Sustainability Statement is prepared by its Sustainability Executive Committee, taking into account the sensitivities of all stakeholders, and approved by Sustainability Board of Directors. The Sustainability Executive Committee is responsible for keeping this statement continuously up to date, improving it, reviewing it periodically, and revising it when necessary.

The preparation, revision, and other related matters of the Gemciler Güven Metal Sustainability Statement are published following the approval of the Board of Directors.



ENVIRONMENTAL PERFORMANCE

Greenhouse Gas Emissions and Carbon Footprint (GRI 305)
In our organization's 2025 carbon footprint assessment:

Scope 1 (Direct Emissions): **3136 ton CO_2e**
Scope 2 (Indirect – Electricity-related): **13285 ton CO_2e**
Scope 3 (Other Indirect Emissions): **30992 ton CO_2e**
Total Emissions: **47414 ton CO_2e**

2025 Carbon Food Print = 3,71 Ton CO_2e



Waste Management (GRI 306)

Non-hazardous metal waste generated during production is sent for recycling, and a "zero waste" principle is adopted throughout the production line. In 2024, the total amount of **waste was 41,422 tons**, all of which was delivered to authorized recycling companies.

The Zero Waste Certificate has been obtained, and periodic declarations are submitted to the Ministry of Environment, Urbanization, and Climate Change.

Environmental Assessment of the Supply Chain (GRI 308)

Suppliers are evaluated in line with supplier audit principles. Priority is given especially to low-risk suppliers and those engaged in low-carbon production.





Water Consumption(GRI 303)

The facility uses municipal water. Water consumption is reduced by recovery in cooling systems, and new process investments are being evaluated to improve water efficiency. In 2025, total water consumption amounted to **6000 m³** and consumption per unit of production is being monitored.



Envirionmental Compliance and Legal Requirements(GRI 307)

Gemciler Güven Metal conducts all its operations in full compliance with applicable national environmental legislation. In 2025, there were no incidents or administrative sanctions related to violations of environmental regulations.

Energy Consumption and Management(GRI 302)

Gemciler Güven Metal operates with an energy-intensive structure in its production processes.

The total electricity consumption for the year 2025 was **30058,515 MWh.** Within the scope of energy efficiency projects, feasibility studies aligned with the carbon footprint reduction scenario are ongoing.

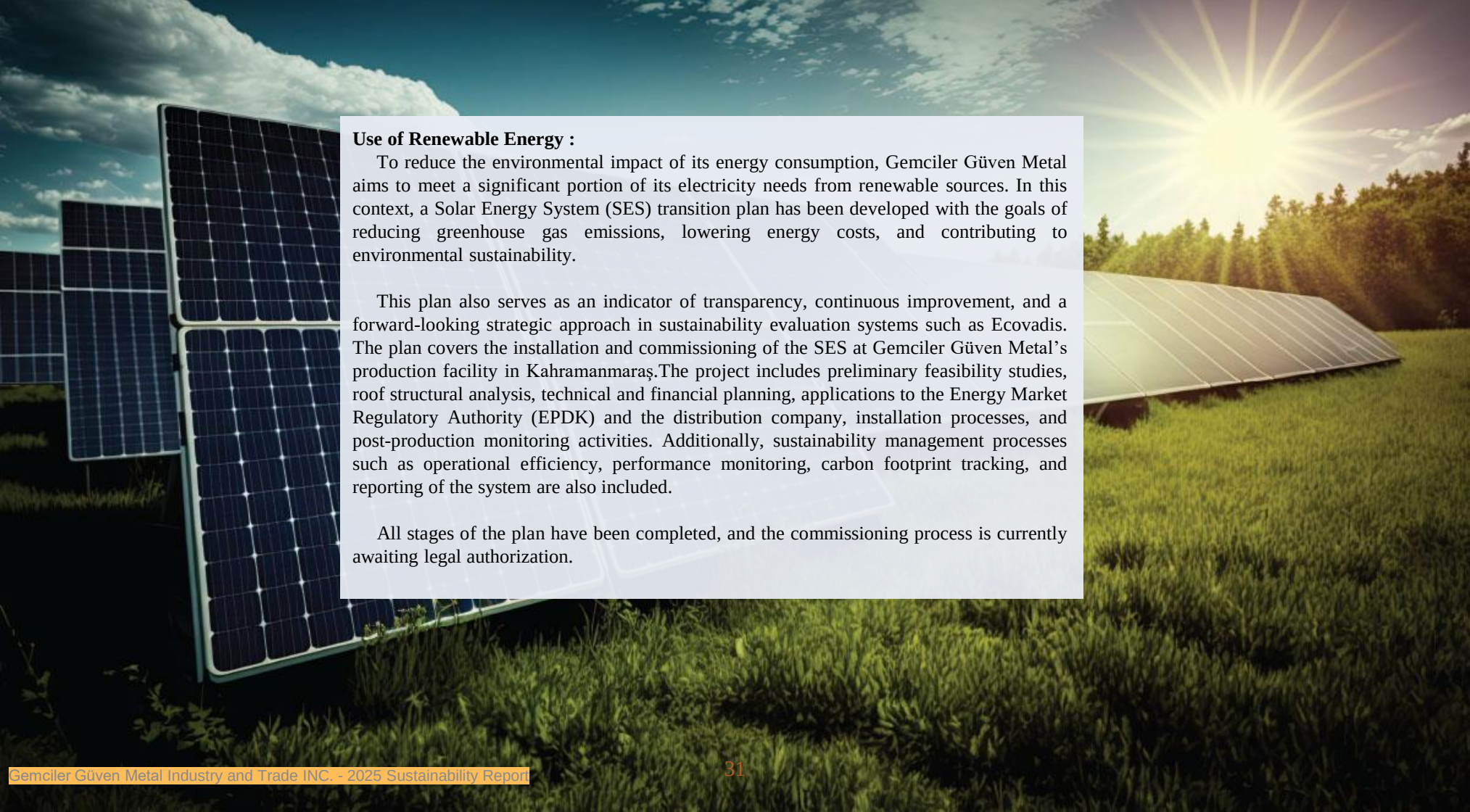
Reduction targets in line with the Science Based Targets initiative (SBTi) have been established, and a 10-year reduction plan has been developed. Emissions are monitored and reported annually..

Emission Reduction Targets

The company's carbon reduction targets have been formulated in accordance with the guidelines of the Science Based Targets initiative (SBTi). These targets are alignet with the 1,5°C sceranio of the Paris agreement and are measurable and verifiable.

Scope 1–2 (Direct and energy-related indirect emissions)	42% reduction by 2034
Scope 3 (Indirect emissions from supply chain and logistics)	25% reduction by 2034





Use of Renewable Energy :

To reduce the environmental impact of its energy consumption, Gemciler Güven Metal aims to meet a significant portion of its electricity needs from renewable sources. In this context, a Solar Energy System (SES) transition plan has been developed with the goals of reducing greenhouse gas emissions, lowering energy costs, and contributing to environmental sustainability.

This plan also serves as an indicator of transparency, continuous improvement, and a forward-looking strategic approach in sustainability evaluation systems such as Ecovadis. The plan covers the installation and commissioning of the SES at Gemciler Güven Metal's production facility in Kahramanmaraş.The project includes preliminary feasibility studies, roof structural analysis, technical and financial planning, applications to the Energy Market Regulatory Authority (EPDK) and the distribution company, installation processes, and post-production monitoring activities. Additionally, sustainability management processes such as operational efficiency, performance monitoring, carbon footprint tracking, and reporting of the system are also included.

All stages of the plan have been completed, and the commissioning process is currently awaiting legal authorization.

SOCIAL PERFORMANCE



Employment and Workforce Policy(GRI 401)

Gemciler Güven Metal is committed to providing a respectful, inclusive, and fair working environment for all its employees.

As of the end of 2025, **our total number of employees is 304**, with 90% working in production and 10% in administrative roles.

Equal opportunity is ensured in recruitment processes, with efforts focused on increasing youth employment and the representation of women in the workforce.

Living Wage Policy

At Gemciler Güven Metal, we apply a wage policy above the minimum subsistence level to ensure all our employees enjoy a decent standard of living. Throughout 2025, no employee was paid below the net minimum wage of 22.104,67 TRY. On the contrary, as shown below, all wages provided were above the living wage threshold. In addition, Gemciler Güven Metal provided daily hot meals and transportation services to its employees in 2025.

Our policy covers not only permanent staff but also subcontracted workers and support personnel.

Traiding and Development (GRI 404)

In 2025, an average of **45 training hours** per employee was provided annually. Training topics included occupational health and safety, environment, quality, energy efficiency, and personal development. In addition to technical training, leadership development programs are also implemented.



Occupational Health and Safety (GRI 403)

In line with our OHS policy, risk analyses have been updated, and a safe working environment has been established. In 2025, 1 **workplace accidents** occurred, **resulting in only 0 lost workday**. As part of continuous improvement, on-the-job training, equipment inspections, and internal audits are regularly conducted.

Employee health is also supported through health screenings, use of personal protective equipment (PPE), and ergonomic practices.

Diversty, Equity and Inclusion (GRI 405)

Gender equality, age diversity, and experience are taken into consideration, and equal opportunities are provided to all employees. The proportion of women in management is **5.6%**. Employment of individuals with disabilities is handled in accordance with legal obligations and ethical principles. There is no gender-based pay gap. Salaries are determined based on objective factors such as job role and experience.

Based on internal data, female employees earn on average **2.5%** more than male employees.

Community Engagement (GRI 413)

Gemciler Güven Metal Works in cooperation with local communities in Kahramanmaraş and sources a significant portion of its workforce locally. In 2025, a collaboration was established with local vocational high schools, and an **intership program for 9 students** was implemented. Contributions were also made to social aid and disaster relief campaigns.

Respect for Human Rights, Prevention of Forced and Child Labor (GRI 408–409)

Our company **strictly prohibits child labor**. All our suppliers are required to provide written commitments on this matter. A zero-tolerance policy is enforced against forced labor, discrimination, and harassment. In 2025, there were no cases of forced or child labor.

Fraud, Money Laundering, Human Traficking, Discrimination and Harassment

In 2025, no incidents of fraud, money laundering, human trafficking, discrimination, or harassment were recorded within the company. A strict “zero-tolerance” policy is applied in all these areas.

Supplier Social Performance and Audits (GRI 414)

Social compliance audits are carried out within our supply chain, with a specific focus on monitoring human rights and working conditions.

Competition and Anti-Trust Practices

Gemciler Güven Metal San. ve Tic. A.Ş. conducts its operations in full compliance with competition law and fair trade principles. The company strictly adheres to Law No. 4054 on the Protection of Competition and related regulations, and adopts a zero-tolerance policy against anti-trust violations such as cartel agreements, price manipulation, or abuse of market share.

Transparent pricing and contractual terms are implemented in all supplier and customer relationships. In the event of suspected competition law violations, a whistleblower reporting mechanism is available. In 2025, no violations or sanctions related to competition law were recorded. Compliance is regularly monitored through periodic internal audits.





Customer Privacy

Gemciler Güven Metal is committed to protecting the personal and commercial data of its customers in accordance with KVKK (Turkish Personal Data Protection Law) and GDPR (General Data Protection Regulation of the EU). Data processing activities are managed through an Information Security Management System.

Customer data is stored only by authorized personnel within encrypted systems. Contracts with suppliers and third parties clearly define data-sharing limitations. Digital safeguards include firewalls, regular cybersecurity tests, and employee awareness training.

In 2025, there were no data breaches or leaks of customer information. All customers are provided with explicit consent notifications regarding the use of their data.

SUMMARY TABLE OF PERFORMANCE INDİCATORS

Category	Indicator	2025 Data	Unit	Target/Explanation
Energy Management	Total Energy Consumption	30058,515	MWh	
	Share of Renewable Energy Usage	In planning phase	-	To be commissioned upon receipt of official (Solar Energy System)
Karbon Footprint	Scope 1 (Direct Emissions): 3149 ton CO_2e Scope 2 (Indirect- Electricity): 13609 ton CO_2e Scope 3 (Indirect): 42952 ton CO_2e	Total Emission: 47414	ton CO_2e	Reduction targeted by 2035 (SBTi-compliant)
Waste Management	Total Waste Generated	11,592 ton	tons	Entire amount delivered to licensed recycling companies.
	Zero Waste Certificate	Available	-	Periodic declarations submitted to the Ministry of Environment, Urbanization and Climate Change
Water Management	Annual Water Consumption	6.000 m^3	m^3	Water recovery implemented in cooling systems
Employment	Total number of employes	304	people	90% production, 10% administrative staff
	Female Employee Ratio	% 5,6	-	
OHS	Number of Workplace Accidents	1	incidents	0 lost workday recorded
	Average Training Hours per Employee	45 hours	hours	Training on OHS, envirionment quality and personal development
Social	Local Employment	High	-	Priority given to local work force in Kahramanmaraş
	Number of Interns	9	people	Intership program in cooperation with vocitional high schools

This index outlines which GRI disclosures are addressed in the report, in accordance with the **Global Reporting Initiative (GRI) 2021 Standards**.

General Disclosures

GRI Code	Topic	Report Page	Remarks
GRI 2-1	Name of the Organization and Nature of Activities	5-6	Company description, products, and activities
GRI 2-2, 2-9	Organizational Structure and Brands	8	Legal status, locations, and organizational chart
GRI 2-3	Reporting Period	9	Production facility based in Kahramanmaraş
GRI 2-7	Number of Employees	33	Total of 304 employees
GRI 2-12	Role of Senior Management in Sustainability Governance	17	
GRI 2-29	Stakeholder Engagement	19	Internal and external stakeholder analysis

Environmeltal Performace

GRI Code	Topic	Report Page	Remarks
GRI 302	Energy Management	32-36	Total energy consumption and renewable energy plans
GRI 305	Greenhouse Gas Emissions	29-31-36	Scope 1 and 2 emissions and SBTi targets
GRI 306	Waste Management	28-36	Recycling rates and zero waste policy
GRI 303	Water Management	34-36	Water consumption and efficiency measures
GRI 307	Environmental Compliance	31-36	Compliance with legal environmental requirements
GRI 308	Environmental Impacts in the Supply Chain	34	Preference for low-carbon suppliers

Social Performance

GRI Code	Topic	Report Page	Remarks
GRI 401	Employment	33	Number of employees, gender distribution
GRI 403	Occupational Health and Safety	33-34	Workplace accidents, trainings, and preventive measures
GRI 404	Training and Development	33	Average training hours per employee
GRI 405	Diversity and Equal Opportunity	34	Gender equality and employment of individuals with disabilities
GRI 408	Child Labor Prevention	34	Supplier commitments and zero-tolerance policy
GRI 409	Forced Labor	34	Human rights policies
GRI 413	Local Community Engagement	33	Vocational education and social projects
GRI 414	Supplier Social Assessment	34	

Governance and Ethics

GRI Code	Topic	Report Page	Remarks
GRI 205	Anti-Corruption	26	Code of ethics and grievance mechanisms
GRI 206	Anti-Competitive Behavior	35	Fair trade policies
GRI 418	Customer Privacy	35	Data security and transparency

Economic Performance

GRI Code	Topic	Report Page	Remarks
GRI 201	Economic Performance	14	Ranking in ISO 500 and growth performance
GRI 203	Indirect Economic Impacts	19-24-33	Local employment and supplier contributions