

Volt Electric Motors  
2021 Sustainability  
Report



***"A Green Footprint  
for a Strong Future"***



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# About the Report

Our first sustainability report, prepared with the principle of transparency in corporate sustainability management, presents the sustainability practices implemented by Volt Elektrik Motor Sanayi ve Ticaret A.Ş. between 1 January and 31 December 2021, as well as its attitude towards the priorities important to its stakeholders, its solutions and its economic, social and environmental performance in this direction.

We view the vision of sustainability and the business transformation it entails as a new generation management concept, and we are continuously improving not only our reporting components but also all our sustainability practices with an inclusive and innovative R&D-oriented perspective.

This report, which was prepared in accordance with the "Core" reporting principles of the Global Reporting Initiative (GRI), also includes our progress reporting as required by the United Nations Global Compact (UNGC), to which we have committed to become a signatory in 2022.

The data in our report is consolidated to include all legal entities and sectoral operations of Volt Electric Motors in Turkey and abroad. The preparation of our first sustainability report without an external audit process was realised with the contributions of the relevant units under the leadership of Volt Electric Motors's Sustainability Committee. In order to express the effectiveness of our performance development and sustainability practices, data and sustainability practices

for the 2019 and 2020 financial years have also been included in our report.

We consider our Sustainability Report as the most important platform where our stakeholders' sustainability priorities are analysed and solutions are shared. Feedback from our stakeholders gives us the power to drive forward both our operations and the content of our reporting.

You can share your views and suggestions on our Sustainability Report with us at [Guclu.Gelecek@voltmotor.com.tr](mailto:Guclu.Gelecek@voltmotor.com.tr).

You can access our sustainability reports in Turkish and English, as well as all of our regular sustainable development practices, at <https://voltmotor.com.tr/surdurulebilirlik/>.





# Chairman Message



**Abdülhamit Sancak**  
Board Chairman

Dear Stakeholders,

The first months of 2020 will see an unprecedented process on a global scale due to the pandemic affecting the whole world, while 2021 will be a period of recovery and transition for the global economy. However, the vision of combating the climate crisis and decarbonization, which has become one of the priority issues of our industry, has highlighted the need for sustainability and green development oriented transformation not only in our sector but in all sectors.

## **VOLT ELECTRIC MOTORS, THE STRENGTH OF HEAVY INDUSTRY**

Volt Electric Motors was founded in 1966 to produce coils, and took its place in the electric motor manufacturers sector by starting to produce single-phase electric motors and then three-phase electric motors in 1987, and joined Saya Group subsidiaries in 2011.

With 35 years of experience, 45,000 m<sup>2</sup> of production area and more than 750 employees, we continue to strengthen the power of the heavy machinery industry and grow, leading the electric motor sector in five different product groups with a range of 315 types of frames and 250 kW of power, thanks to our technological investments and R&D activities.

We produce innovative products with the vision of continuous development and improvement in our advanced technology R&D center, whose registration

process was completed in 2021, and save money through efficient energy consumption. Thanks to our special solutions suitable for every sector, we provide higher efficiency with less energy. In addition to the premium IE3 efficiency class electric motors we offer to the market, we also produce super premium IE4 and IE5 efficiency class motors with our own R&D and patents. VoltPro, the world's most efficient permanent magnet synchronous compact motor series, which we started production in 2017, is our new industrial motor product range developed for IE4 and higher efficiency class.

## **Our Sustainability Manifesto: SUSTAINABLE "STRONG FUTURE" and "A Green Footprint"**

From 2021, we will assess economic, environmental and social risks and opportunities together, incorporating the views of all our stakeholders into our decision-making mechanisms through our sustainability-based green transformation journey. The foundations of our sustainable development vision are to be a global company that embeds green transformation and sustainability principles into its culture and value chain, is aware of its economic, social and environmental impacts, and is an environmentally and socially responsible manufacturing company for a sustainable and strong future. As part of this vision, we aim to maintain our competitiveness in global markets by adapting to the new systems that are likely to emerge in international trade, particularly as a result of the climate crisis. With the strength we derive from our "Values Beyond Capital", we strive to the Add Value to the Future



principle in everything we do. We expect our employees at all levels to fulfill their duties and responsibilities in order to promote sustainability and the transition to a low carbon economy as a corporate culture, including our value chain. Together with all our employees, we continue to work with all our strength to achieve successes and firsts that will leave our mark on a sustainable future.

**WE ARE SENSITIVE TO THE ENVIRONMENT AND SOCIETY WITH OUR RESPONSIBLE PRODUCTION PRINCIPLE**

While strengthening our economic performance and competitiveness, we demonstrate an environmentally responsible approach by using the most advanced technologies with our responsible production principle. We consider the environmental impact of our investment decisions and strive to use our natural resources in the most efficient way. In line with our perspective of transitioning to a low-carbon economy, we planned a rooftop solar power plant (GES Power Plant) in 2021 to increase the use of renewable energy in our business. With the commissioning of the plant, which will cost TL 6.5 million, in 2022, we will generate 802 kW of energy with a solar energy area of 5,500 m<sup>2</sup> and 1,783 solar panels. As part of our compliance with the European Green Deal, we aim to become a carbon-neutral industrial organisation by 2030 by reducing the carbon footprint of our operations to zero.

As we embark on our journey with the philosophy of "People First", we act with the heartfelt belief that we can benefit people, rejoice in their happiness, be "good people" and "good citizens", and add value to the future in every work we undertake as part of our social responsibility.

**WE ARE TAKING FIRM STEPS TOWARDS BECOMING THE PIONEER OF THE MOTOR SECTOR**

With our exports to 32 countries, we provide energy to all corners of the world and we are taking firm steps towards becoming the pioneer of the motor sector. In 2021, we doubled our market share in the Middle East and Africa, Europe and the UK. With a total production capacity of 1,021,622 equivalent units of 1,736,493 kW motors, our domestic and international net sales and operating profit have more than doubled in the last three years. In the light of all these developments, we continue to create value for our country by maintaining our current position in the sector.

Through this first Sustainability Report, which we have prepared by taking a leadership role in our sector on a national level in terms of sustainable transformation, we share with you Volt Electric Motors' approach to corporate governance and the results of its performance in terms of the environmental, social and economic impacts of its operations, as well as our commitments for the future.

In line with our vision of "Strong Future, Strong Values", I would like to express my gratitude to our valuable business partners, colleagues, suppliers, distributors, manufacturers and all our stakeholders for their trust and support.

Sincerely,

Abdülhamit Sancak  
Board Chairman




# CEO Message



**Ahmet Sancak**  
CEO

Dear Stakeholders,

Social and environmental changes on a global scale over the past two years have made it imperative for all sectors to review the way they do business. At Volt Electric Motors, we are proud to be at the forefront of this change, working with our employees, distributors, suppliers, customers and business partners to develop innovative and sustainable strategies in the electric motor manufacturing sector.

We want to leave a Green Footprint for the future with the principle of creating positive value by considering all our economic, environmental and social impacts, especially the transition to a low-carbon economy with climate science-based sustainability management.

Drawing strength from the Saya Group Mission, we emphasise our four core values in every step we take, from our business processes to our communication with our stakeholders: 1) Reliability, 2) Being Useful, 3) Human Value, Merit and 4) Global Competition.

## **WE ARE ACCELERATING OUR EFFORTS TO ALIGN WITH THE EUROPEAN GREEN DEAL, DECARBURIZATION AND GREEN DEVELOPMENT VISION**

The European Green Deal, which aims to reduce emissions by at least 55% by 2030, aims to make Europe the world's first climate neutral continent by 2050. The EU taxonomy aims to identify environmentally sustainable economic activities and direct capital towards sustainable. It is clear that the regulatory structures being developed will have a significant impact

on our country and our sector, which has a trading relationship with the EU, in the coming period.

As of November 2021, our country, which is a party to the Paris Climate Agreement, announced its green development vision and net zero emissions target for 2053 to show its determination to fight the climate crisis. Following the Climate Council held in Konya on 21-25 February 2022, where 217 important decisions were taken in seven different areas, preparations are underway for the "Climate Law", which will strengthen Turkey's climate change commitments on a legal basis. However, it is important for the electric motor industry to take greater account of environmental, social and governance (ESG) metrics that are prominent in global and sectoral investment plans.

## **WE CREATE VALUE FOR ALL OUR STAKEHOLDERS BY INTEGRATING SUSTAINABILITY INTO OUR CORE BUSINESS STRATEGY.**

As Volt Electric Motors, we entered a new era of our sustainable management model in 2021 in light of global and industry developments, creating a new balance focused on sustainable economic growth. We established our "Sustainability Committee" in coordination with Saya Group to make both sustainability and the green development vision an important part of our core corporate strategy and to accelerate our green transformation process.

We have developed our "Sustainability Strategy" with the strength we derive from our beyond capital values so

that both Turkey of tomorrow and Volt Electric Motors can move forward in line with the vision of green transformation on the path we have set out with the idea of a sustainable "STRONG FUTURE". In line with the principles of stakeholder engagement and inclusiveness, we have defined 18 different sustainability priorities in four main categories.

We identified the UN Sustainable Development Goals and targets and the European Green Deal outcomes that we directly and/or indirectly serve through our activities. We set our 2023-2025 and 2030 roadmaps in line with Turkey's net-zero emission and green development target of 2053, taking into account our vision of sustainable growth.

In 2022, we aim to become part of the sustainability network, the largest global platform, by committing to the UN Global Compact. We present this first Volt Electric Motors Sustainability Report transparently, in line with the globally accepted GRI core level criteria, and present our performance results in three main sections, namely "Our Sustainable Growth Journey", "Our Environmental Responsibility" and "Our Social Responsibility", for the evaluation of our stakeholders.

**WE CONTINUE OUR JOURNEY OF SUSTAINABLE GROWTH WITH A FOCUS ON GREEN TRANSFORMATION**

With our production capacity and product quality, we offer customized solutions to our customers by producing suitable for every sector in the power range of 0.09-250 kW. With VoltPro Motor, our new technology and compact series product, we increase efficiency and reduce consumption costs.

We accelerated our R&D, P&D and innovation efforts by

commissioning our Volt R&D Center, one of our important milestones, in 2021. We have determined our short, medium and long term R&D/Design strategies with the principle of continuous development. With our 2021 R&D investment of 7,068,822.65 TL, we continue to grow by developing and changing. We are taking firm steps towards a safe and strong future by integrating high technology into our business to develop durable, high-strength electric motors through our Volt R&D Centre, where 21% of our employees are women and 67% have master's and bachelor's degrees.

In 2021, our sustainability-oriented investments in product development, capacity development and equipment renewal (maintenance) amounted to 19,243,044.40TL. With the awareness of responsible production that is sensitive to the environment and society, we aim to increase our sustainability-oriented investments in 2022 and make a positive contribution to the green transformation.

In line with our Responsible Procurement policy, we are continuing our investment plans to integrate environmental and social components into our supplier performance evaluation process. We are committed to spreading the concepts of corporate sustainability and green transformation throughout our value chain.

Together with our dealers, we deliver Volt quality to every corner of our country. We respond to our customers' needs and requirements at the right time and in the right way, and are sensitive to potential problems. We have set our 2021 customer satisfaction target at 70.5% for domestic sales and 71% for international sales. Aware and conscious of our competitive strength, we are

embracing the future by integrating digital technologies into our business processes. We consider digital transformation as an important and indispensable tool for achieving our sustainability goals. We are reducing our time and cost risks with the high-quality product and service delivery that digital technologies bring, ensuring efficiency in our decision support processes, and experiencing positive changes and transformations in all our operational processes with different models. In 2021, our investment amount for digitalisation was 1,015,340TL.

**WE ARE AWARE OF OUR ENVIRONMENTAL RESPONSIBILITY IN LINE WITH OUR RESPONSIBLE PRODUCTION PRINCIPLE**

We design our production activities, which are shaped within the framework of our sustainability and green development vision, in line with the EU Green Deal vision and the EU Taxonomy, and aim to accelerate our green transformation process. We consider the EU's Borderline Carbon Regulation Mechanism and Emissions Trading System as a competitive advantage and an important opportunity with our low-carbon business model-oriented investments and innovative and sustainable technological applications. In order to develop our roadmap for the transition to a low-carbon economy in the light of concrete data and to establish a calendar focused on net greenhouse gas emission reductions, we have established our corporate greenhouse gas inventory for 2021 in accordance with international protocols (Scope 1-2-3). We also established and implemented the Greenhouse Gas Management Procedure.

Ensuring sustainable production with low environmental



footprint technologies, spreading and dominating energy efficiency, renewable energy and electrification practices in our business, and accelerating the transition to a circular economy are among our high-priority sustainability elements.

We aim to increase the number of our circular economy practices while realizing effective resource utilization through innovative practices developed with the awareness of responsible production. While continuously improving our production processes for efficient water use and recovery, we continue our efforts to source raw materials from a value chain that is fully circular and sustainable. We pay special attention to managing the environmental impacts of our operations and aim to minimise any damage to the living ecosystem and biodiversity. Our environmental investments in 2021 amounted to 672,878.93TL.

**WE CREATE POSITIVE VALUE WITH A "PEOPLE FIRST" APPROACH IN LINE WITH OUR SOCIAL RESPONSIBILITY**

With our "people first" approach to sustainable economic growth, we aim to create positive social value and differentiate ourselves from our peers in the industry. Recognising the importance of having a highly motivated and skilled workforce, we offer all our employees an open and innovative working culture. Bringing new talent into the organisation and managing and developing talent in the most effective way is at the heart of our HR activities. Through the Volt Academy, one of the key projects of 2021, we manage the on-the-job training of our new employees and the compensatory training of our existing employees within

a specific programme. In 2021, our total training hours amounted to 19,788 person x hours. Thanks to our "Volt Career" management system, based on the "everyone has potential" approach, we are taking both our human resources and our organisation into the future by creating career and development plans for the talent we have.

In line with the principle of Management by Objectives, we conduct regular performance evaluations for the professional, managerial and personal development of our employees. In 2021, 87% of our employees were included in the regular performance and career development review process. Over the past five years, participation in our Employee Opinion Survey has increased by 22%, from 69% to 91%. Employee satisfaction has increased from 57% to 69% for white-collar employees and from 49% to 59% for blue-collar employees. Although there is still room for improvement, the developments we have seen as a result of the investments we have made in our people over the past five years are the best indication that we are on the right track.

Our mission is to improve the well-being of our employees and provide them with a healthy and safe working environment. With the ISO 45001:2018 Occupational Health and Safety Management Systems certification, which we will receive in 2021, we are preparing a more solid foundation to reduce risks at source by making corrections in the process in our current operations. Accordingly, an average of 5.85 person x hours of occupational health and safety training was provided per employee in 2021.

We will continue to operate responsibly by creating a positive impact on our industry, our value chain and all segments of society, taking into account the interests of all our stakeholders. Our Ethical Principles, which govern our

relationships with all our stakeholders and society, are the rules that underpin our goals and activities in all our operations.

I would like to thank our Board of Directors, our employees, our valuable business partners and all our stakeholders, who I believe will always stand by us as we carry our brand, synonymous with experience, quality and trust, into the future. We look forward to sharing this first Sustainability Report and our current performance with you, our stakeholders, from 2021 onwards.

Sincerely,

Ahmet Sancak  
CEO



# Chapter 1

# Volt Electric Motors at a Glance

▶ Volt Electric Motors in Figures

▶ Milestones

▶ Corporate Profile

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*Company Info*

*Board of Directors and Executive Board*

*Vision, Mission, Values and  
Manifesto*

*Committees and Duties*

▶ Our Corporate Governance Approach

*Integrated Management Systems and  
Documents*

*Business Ethics and Compliance*

*Risk Management*

*Tax*

*Anti-Bribery and Anti-Corruption*

▶ Communication with Our Stakeholders

▶ Memberships

▶ Our Awards

## ▶ Volt Electric Motors in Figures

- **1966** establishment
- **35 years of experience**
- **750+** employees
- **45.000m<sup>2</sup>** production area
- **1.100.000 kWh/year**  
SPP energy generation (planned)  
Super-Premium Energy Level
- **IE4 and IE5 Efficiency Class** Electric Motors
- **2021 Our R&D Center started its activities.**
- Total production by product group in 2021 (total of 1-phase and 3-phase induction motors and special motors)
  - ▶ **800K+ Motors**
  - ▶ **1000K+ Equivalent Motors**
  - ▶ **1500K+ kW Motors**



Domestic Net Sales*	2019	2020	2021
	100	111,38	195,91

\*2019 is proportioned based on 100.

Foreign Net Sales*	2019	2020	2021
	100	111,56	212,08

\*2019 is proportioned based on 100.

- **Domestic and international sales have more than doubled in three years.**

- **We took our place among Turkey's Second 500 Largest Industrial Enterprises.**

- **2017** our innovative compact series product **VoltPro was added to our product range.**

- **Operating Profit**

Kar* (%)	2019	2020	2021
	100	140,26	197,17

\*2019 is proportioned based on 100.



## ■ Top Export Countries in 2021



\* Includes all subsidiaries consolidated in Volt Elektrik Motor San. Ve Tic. A.Ş.

■ Number of Countries Exported to in 2021:  
**32**

■ In 2021, we doubled our market share in  
**The Middle East and Africa,  
Europe and the UK.**

## ► Milestones

**1966**  
Volt bobinaj was established.

**1987**  
Single-phase electric motor production started.

**1995**  
General purpose three-phase electric motor production started.

**1996**  
ISO 9001 and CE certificates were obtained.

**2002**  
The company moved to its current modern facility.

**2011**  
Volt Electric Motors joined Saya Group.

**2012**  
IE2 efficient electric motor production started.

**2012**  
Renovated according to global technological progress and standards, developed with investments.

**2013**  
TURQUALITY and EFOM started.

**2014**  
IE3 efficient electric motor production started.

**2014**  
Synchronous reluctance electric motor production started.

**2015**  
Additional production facility became operational.

**ISO**

**TURQUALITY**

**SAYA GRUP**



**2015**

Increased market presence in global trade.



**2016**

Volt Electric Motors and Voltsan Kalip merged.



**2017**

Production of VoltPro, the world's most efficient motor series, started.



**2017**

IE4 and IE5 efficient electric motor production started.



**2017**

ISO 14001 Environmental Management System established.



**2020**

ISO 45001 Occupational Health and Safety Management System established.



**2021**

R&D Center completed the registration process and started its activities.



**2021**

Smoke extraction motor production started.



**2021**

Finalist in the PERYÖN Employer Brand, Loyalty and Corporate Culture Management category.



**2022**

Signed the United Nations Global Compact commitments.



**2019**

Volt Electric Motors became a TURQUALITY brand.





## ► Corporate Profile

### + About Volt Electric Motors



**With 315 frame types, we continue to add strength to your power in the heavy machinery industry.**

We were founded in 1966 to manufacture coils. In 1987, we started producing single phase electric motors and then three phase electric motors, taking our place in the electric motor manufacturing sector.

In 2011, we joined the Saya Group subsidiaries as Volt Electric Motors, and as a result of our technological investments and R&D activities, with our 45,000 m<sup>2</sup> production area and more than 750 employees, we have reached a product range from 56 types of frames to 315 types of frames and 250 kW power.

We continue our activities in five different product groups: 1 phase induction motors, 3 phase induction motors, synchronous reluctance motors, permanent magnet synchronous motors and special motors.

As of 2021, we are exporting to 32 countries as one of the largest electric motor manufacturers in Turkey.

We continue to make a difference in the sector by carrying out successful work in the electric motor manufacturing sector where we have been operating since our establishment, reflecting our innovative projects that we have developed in our business processes.

We consider our responsibility for social issues as an important part of our business responsibility and we continue to carry out activities that will add value to life.

As part of our pioneering R&D efforts to reduce the amount of electrical energy consumed in our country and increase energy efficiency, we have launched electric motors in the IE3 efficiency class, the highest energy level. We also produce our IE4 and IE5 motors at Super Premium energy level with our own R&D and our own patent. By completing our registration processes within the scope of our R&D Center in 2021, we continue our scientific collaborations in the international market within the framework of product development functions.

In 2017, with VoltPro, a new technology and compact series product, we started to produce the world's most efficient motor and offer it to global markets.

### **WE EMBRACE BEYOND CAPITAL VALUES**

By working in accordance with the principle of prevention of environmental pollution, occupational accidents and occupational diseases, By ensuring the efficient use of natural resources, the prevention of pollution, and the reduction and separation of waste generated by our activities at source, For a better future, we act responsibly and sensitively towards the environment and society and produce quality electric motors with environmentally friendly and safe methods. In order to take our place among the top 500 industrial companies in Turkey, we aim to continue to grow and develop in Turkey, our main market, and to

expand our exports to other European countries, especially Germany, and to Middle Eastern countries.

Under the leadership of the Turquality Programme, we are continuing our journey of excellence to become a global company with our world-class product and service quality and our goal of sustainable success by growing rapidly day by day.

As part of our Vision 2023 and on the way to creating a "Content Brand", we are taking firm steps towards the "Powered by Volt" mission.

By putting customer satisfaction first, we produce for the machinery, mining, iron and steel, energy, marble, animal husbandry, agriculture and packaging sectors in Turkey and abroad.

"Powered by Volt" is the labelling system on machines where the Volt electric motor is used, but not visible inside the machine, to increase our brand awareness.



## + Company Info

**Company Type:** Joint Stock Company  
**Mersis:** 3569 1251 8822 6772  
**Trade Registry Office:** İZMİR MERKEZ  
**Trade Reg. No.:** MERKEZ - 119459 - K - 3709  
**Trade Name:** VOLT ELEKTRİK MOTOR SAN.VE TİC.A.Ş.  
**Address:** KAZIM KARABEKİR CAD. NO:84  
 KEMALPAŞA 35735İZMİR  
**Contact Info:** PHONE: 0232 877 1060 FAX: 0232 877 1059  
**E-MAIL:** finans@voltmotor.com.tr  
**Reg.Date:** 22.04.1987  
**Tax Office:** KEMALPAŞA  
**Tax ID:** 925 002 9040  
**Industry:** MANUFACTURING

## + Board of Directors and Executive Board

**An effective Board of Directors is at the center of our transparent, responsible, accountable, fair and functional corporate governance structure.**

Our Board of Directors consists of five full and four guest members, including the Chairman of the Board of Directors, and the term of office of each member is three years.

In line with the principle of separation of powers and authority, the Chairman of the Board of Directors and the General Manager have different duties and responsibilities. With this clear distinction in our Senior Management, we ensure a balance between power and authority by drawing the limits of authority in decision-making processes for each position specific to the corporate structure of our company. In addition to the Board of Directors, we also have an Executive Committee led by our CEO.

### Board of Directors

Title	Name-Surname	Area of Responsibility
Chairman of Board	Abdülhamit Sancak	External relations management (public), strategic planning and business development, corporate communications, sales and marketing management
Vice Chairman of the Board	Haluk Sancak	External relations management (public), strategic planning and business development, human resources, Occupational Safety and Environment, Administrative Affairs, Corporate Communications, Sales and Marketing Management, Investment - Incentive, International Collaborations
Board Member	Cüneyt Demirgüreş	Finance
Board Member	Sinan Özgür	Strategic Planning and Business Development, Human Resources, Occupational Safety and Environment, Administrative Affairs, International Cooperation
Board Member	Kadir Erikli	Accounting & Cost & Budget and Reporting, Information Technologies - Digitalization, Process and Procedure Management, Corporate Risk, Internal Audit, Law
Guest Member	Harun Açıkgöz	Strategic Planning and Business Development, Product Management and New Product Development (Product Management), Investment - Incentives, R&D, Quality Production, Planning (Technical Operations), International Collaboration.
Guest Member	Rıdvan Özdemir	Finance
Guest Member	Zeki Ekinci	Process and Procedure Management, Corporate Risk, Internal Audit
Guest Member	Maşallah Mutlu	Investment - Incentive

\* Includes changes for 2022.

## Executive Board

Title	Name-Surname	Area of Responsibility
CEO	Ahmet Sancak	
Deputy Director General	Gökhan Yakan	Technical
Deputy Director General	Elçin Başarkanoğlu	Human and Culture
Deputy Director General	Fatih Arslan	Financial Affairs and Procurement
R&D and Quality Manager	Bilal Şerefhanoglu	R&D and Quality

Our Chairman of Volt Electric Motors is also Vice Chairman of Saya Group and Chairman of Pharmactive.

In 2021, the Board of Directors of Volt Electric Motors met 14 times and took a total of 29 decisions. Five of these decisions were related to sustainability issues (SKA8: Decent work and Economic Growth).

Our decisions to implement our sustainability activities and strategy are evaluated by the Executive Committee at the level of the Managing Director, and performance and monitoring processes are followed.

We operate within a framework of financial discipline and accountability to our shareholders, and manage resources and assets with an awareness of efficiency and savings. In this context, our policies, which support our ethical principles, are as follows:

- Integrated Management System Policy (Volt Electric Motors)
- Balance of Interest Protection Policy (Saya Group)
- Policy on Protection of Confidential Information (Saya Group)
- Social Responsibility Policy (Saya Group)

### Responsibilities of Our Directors

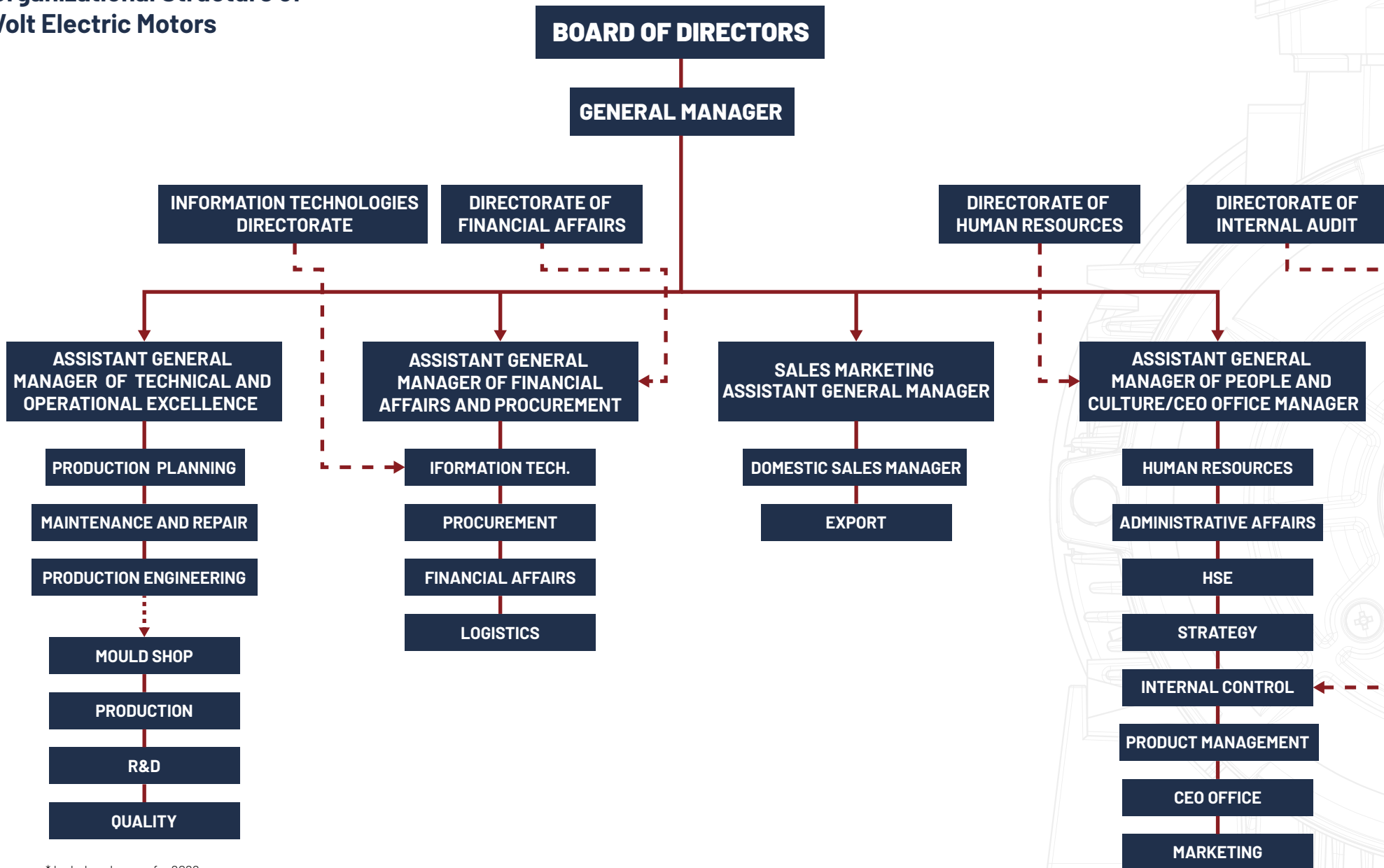
- Responsibilities of Our Directors
- Create and maintain a culture that supports the Code of Ethics,
- Set an example of ethical behaviour,
- Train his associated employees on the ethical principles,
- Assist employees in communicating questions, complaints and notifications regarding the Code of Ethics and create an environment where employees can easily voice their concerns,
- Providing guidance on what to do when consulted, taking into account all communications received and forwarding them to the Ethics Committee as soon as possible when deemed necessary,
- Structure the business processes under his responsibility to avoid ethical dilemmas,
- Immediately intervene in cases of violations of the Group's values, ethical principles and laws and report them to the Ethics Committee.

You can access our Volt Electric Motors Human Resources Policy at <https://voltmotor.com.tr/insan-kaynaklari/>





## Organizational Structure of Volt Electric Motors



\* Includes changes for 2022.

## + Vision, Mission, Values and Manifesto

We grow with an understanding that puts people first, and we work and produce to add value to our country, with our roadmap shaped by this understanding.

As Volt Electric Motors;

Our vision is to become one of the top 5 brands in Europe with digital and innovative solutions.

Our mission is to contribute to the development of employment and exports with technological and environmentally friendly products.

*With the strength we derive from Saya Group's mission, we emphasize our four core values in every step we take, from our business processes to our communication with our stakeholders:*

- 1)Reliability,**
- 2)Being Useful,**
- 3)Valuing People, Merit and**
- 4)Global Competition.**

In our manifesto, we have organized our Volt Mega Goals under eight main headings. "Sustainability" is our eighth mega goal.

M1-Cultural Transformation

M2-Sales and Marketing

M3-Globalization

M4-Supply Chain Management

M5-Operational Excellence

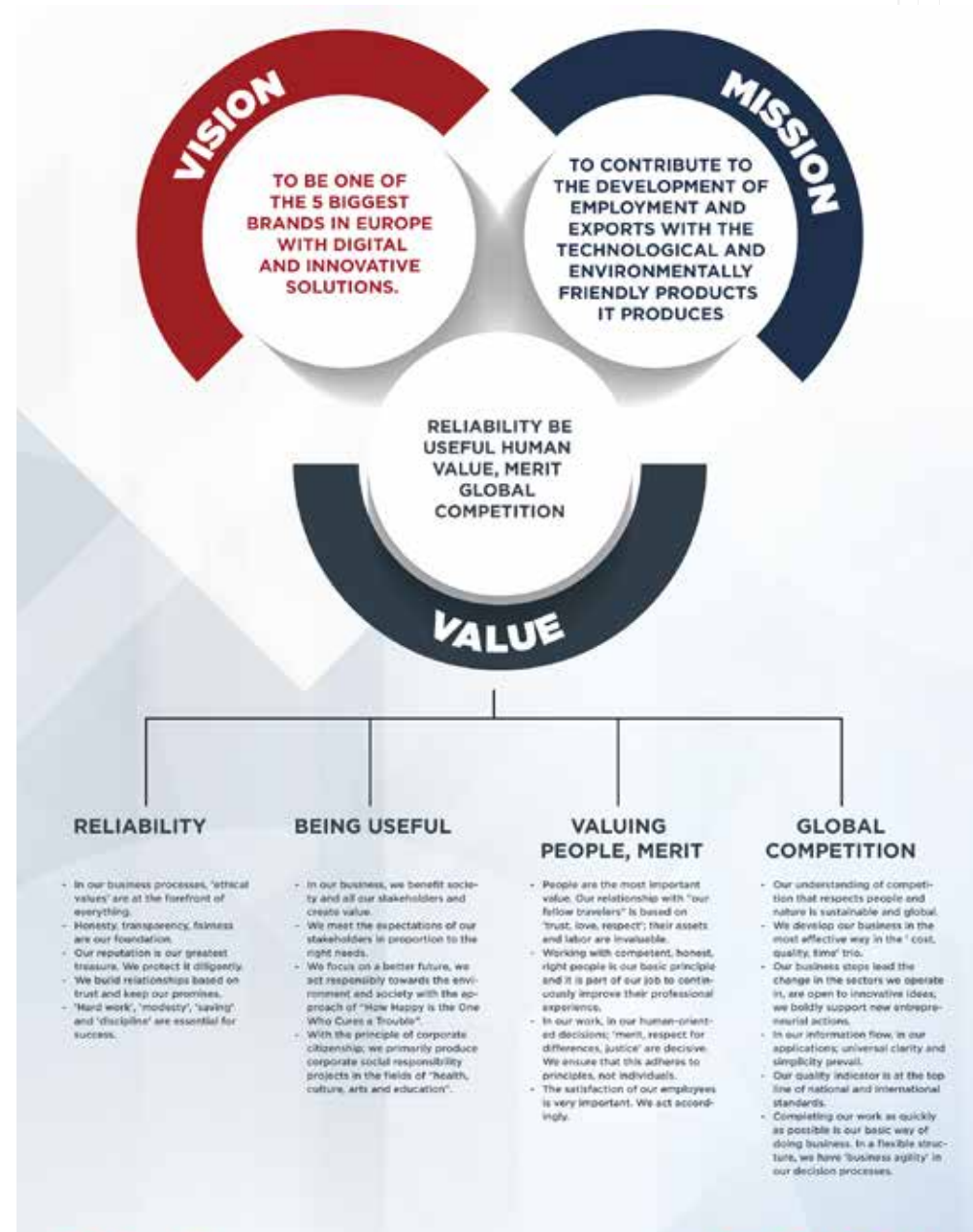
M6-Digitalization

M7-Central R&D

M8-Sustainability

You can access our manifesto at

<https://voltmotor.com.tr/manifesto/> .



## 2021 Strategy Workshop and Corporate Sharing Meeting

Since 2019, we have held our Volt Electric Motors Strategy Workshop, which we organize once a year and review every six months, with the participation of our senior management and executives in Bornova Resin Farm in September during the reporting year. At the Corporate Sharing Meeting held in December 2021, we introduced our M8-Sustainability Mega Goal and provided information to our employees. Our employees were invited to the Corporate Sharing Meeting by invitation.

### September 2021 Strategy Workshop



### 2021 December Corporate Sharing Meeting





## + Committees and Duties

In order to fulfill the primary requirements of corporate governance, we carry out interactive activities within the Sustainability Committee, Continuous Improvement Committee, Digital Transformation Committee and Risk Committee.

For more information on the Sustainability Committee, please see our approach to sustainability management.

### Digital Transformation Committee

Digitalisation processes require the application of the right management approaches together with production and information technologies. Within this framework, we have established the Digital Transformation Committee to carry out the digitalisation process within the Saya Group.

The strategic objective of the Committee is to achieve competitive advantages in production focused on quality, speed, flexibility and cost, and as a result, to implement digitalisation practices to increase customer satisfaction.

The Digital Transformation Committee is chaired by the President of IT and Technology Focus, and consists of an advisor and a total of seven members. In 2021, the Committee will convene four times in total, quarterly, with the participation of all members.

### Continuous Improvement Committee

In accordance with the decision taken by the Company's management for 2020, it was decided that all cost improvement, quality improvement, process development, environment and OHS projects will be managed and monitored by a committee within the

scope of continuous improvement activities, adhering to the relevant company ethics and rules. The Development Committee has been established to be a source of development and continuity, to keep pace with changing market conditions, to maintain its competitive advantage in markets where it is a leader, to gain an advantage in markets where it is competitive, to determine its own position by analysing its competitors and, as a result, to carry out the necessary activities to contribute to the company's strategic decisions and to present the feasibility report to the Board of Directors and make recommendations.

The Continuous Development Committee consists of 2 levels of committees, namely the Sub-Committee and the Executive Committee. The subcommittee is composed of at least one member each from the R&D, P&D, Production Engineering, Quality, Production and HSE departments. Finance, procurement, sales and marketing, planning, and planning departments are invited to the meeting by the committee when necessary. The Executive Committee consists of members to be elected from the Manager and Group Managers and, upon request, a Board Member or the General Manager. The Sub-Committee is chaired by the Pro-Ge manager and the Finance and IT Group Manager chairs the Executive Committee. The Sub-Committee meets as often as required by the task assigned to it.

### Duties and Responsibilities of the Digital Transformation Committee;

- Analyzing the digital infrastructure and integration level of existing business processes,
- Analysis of existing information system and information management infrastructure and level of integration,
- Setting and monitoring short, medium and long term targets,
- Determining targets for the integration of existing infrastructure and short-term projects in line with the medium and long-term Digital Transformation targets,
- Budget and resource planning to achieve these goals,
- Determining the main activities and requirements for R&D and Innovation policies in line with the short, medium and long term Digital Transformation targets,
- To follow the digitalisation agenda in national and international platforms and to define the necessary activities and initiatives for integration and representation at different levels in digitalisation organisations, platforms and working groups in the public, university and private sectors,
- Implementation of new developments in line with the needs of the company,
- Establish sub-working groups within the framework of these requirements and oversee that the activities of these working groups are in line with the Saya Group's digitalisation strategies,
- Planning actions for the promotion and launch of the Digital Transformation Strategy to be developed in a way that will contribute to the brand value, recognition and awareness of the company.

### Duties and Responsibilities of the Continuous Development Committee

- Improvement efforts at all operations and levels that affect product cost and performance, especially in technical departments,
- Listing the study results as a feasibility report,
- Present feasibility study results that add meaningful value to the executive committee for approval,
- Evaluate the project leader and team for approved projects,
- Sponsoring for the coordination of projects,
- To ensure that the target time and outputs are achieved by following the projects carried out in weekly meetings; and
- To report to the Executive Committee on a monthly basis on the work completed and ongoing.

### Risk Committee

The purpose of the Risk Committee, which reports to the Board of Directors, is to identify at an early stage operational, strategic, financial and compliance risks that may jeopardise the existence, development and continuity of the company, to take and implement the necessary measures against the identified risks, to develop the necessary guidelines for the implementation of risk management processes and to manage and report on the risks in accordance with the company's risk profile.

The Risk Committee convenes every two months before the Board of Directors meetings and monitors the effectiveness of the risk management process and the implementation of necessary measures and actions regarding the identified risks. The Committee may convene when deemed necessary for the effectiveness of its work. All activities of the Committee are documented in minutes, signed and kept by the Committee members. The Chairman of the Committee shall submit a written report to the Board of Directors on the activities of the committee following the committee meeting and shall notify or ensure that the summary of the committee meeting is notified in writing to the members of the Board of Directors and the auditor.

### Duties and Responsibilities of the Risk Committee:

- Early identification of operational, financial, compliance and strategic risks that may jeopardise the existence, development and continuity of the Company, implementation of necessary measures in relation to the identified risks and risk management,
- Based on the risk management strategies and in accordance with the views of the Board of Directors, design effective internal control systems to ensure that risk management policies, implementation methods and systems are established, implemented and complied with,
- Identifying, measuring, analysing and monitoring the risks faced by the Company on an enterprise basis,
- Designing the necessary measures and actions in relation to the identified risks and monitoring their implementation,
- Oversee risk management practices on an organisational basis to identify and manage risks effectively, requesting information, opinions and reports from relevant units as deemed necessary to fulfil the risk monitoring function effectively,
- Review and assess the risk management system at least annually,
- Reporting to the Board of Directors on a regular basis (every 2 months) on risk management practices,
- Perform such other duties as are or may be assigned to the Committee by relevant legislation.



## ► Our Corporate Governance Approach

### + Integrated Management Systems and Documents

As Volt Electric Motors, we adopt an integrated management system (ISO 9001, ISO 14001, ISO 45001) in all our production and supply processes and products/services. In our activities, we apply international quality and business management standards as well as our own internal standards. Our management systems contribute to effective data monitoring, risk management, strategy planning, goal setting and sustainability efforts.

Volt Electric Motors Integrated Management System Policy

With our vision, mission and "Values Beyond Capital" approach, we are committed to acting responsibly and sensitively towards the environment and society for a better future.

**We develop effective policies in the light of Quality, Environment, Occupational Health and Safety Management Systems and take decisive steps to realize our goals.**

- To be at the forefront of the sector by producing high quality, efficient electric motors with an environmentally friendly, humane and safe approach,
- Ensure continuous improvement in all processes through effective risk management,
- Achieve the goal of zero accidents in health and safety activities and develop systems to prevent occupational diseases,
- To develop and support the technical and behavioural competencies of our employees through a management approach that values people, creating an open communication environment by encouraging active participation in the management system,
- To ensure the efficient use of natural resources, the prevention of pollution and the reduction and separation at source of the waste generated by our activities,
- To carry out our activities in accordance with national and international legal requirements, product conditions and customer expectations,
- To increase the satisfaction of all our stakeholders and ensure their continuity by managing relationships with our stakeholders in a transparent and common sense way,
- To monitor performance by continuously reviewing the company's compliance with our strategies, policies, objectives, plans and values through an integrated management system,
- Improve the Company's performance and efficiency through our digital transformation journey,
- Ensure information security and business continuity in all activities are our commitments.

TURQUALITY® is the first and only state-sponsored branding program designed for our companies that hold the competitive advantage of our country and that are active in product groups with branding potential to become a global player in international markets with their own brands by ensuring their administrative know-how building, institutionalization and development in all processes from manufacturing to marketing and from sales to post-sales services and to create and solidify a positive Turkish product image via these brands. The focus of the TURQUALITY® Program, which is carried out by the Ministry of Trade, is to contribute to the branding goals of companies instead of simply increasing exports, unlike conventional export supports.

**As Volt Electric Motors, we were accepted to the Trademark Support Program on July 1, 2013 and to the TURQUALITY® Support Program on January 22, 2019. We continue to be supported as the 215th company in the TURQUALITY® system with our Volt Electric Motors/Volt Electric Motors brand.**

<http://www.turquality.com.tr/markalar/turquality-destek-programi-kapsamindaki-firmalar>

We adopt the principle of continuous corporate development with our management system certificates, conformity certificates, international equivalencies and certificates within the scope of Volt Electric Motors legal entity. We are planning to complete our ISO 50001:2018 Energy Management System certification activities at the end of 2022 for the efficient use of energy resources.



Management System Certificates, Certificates of Conformity, International Recognitions and Certificates	Applicable Facilities / Legal entity	Date Received (Day/Month/Year)	Date Last Updated (Day/Month/Year)
ISO 9001:2015 Quality Management System	Volt Elektrik Motor Factory - Single and Three Phase Asynchronous Electric Motor Production	22.08.2011	15.08.2023
ISO 14001:2015 Environmental Management System	Volt Elektrik Motor Factory - Single and Three Phase Asynchronous Electric Motor Production	16.08.2017	15.08.2023
ISO 45001: 2018 Occupational Health and Safety Management System	Volt Elektrik Motor Factory - Single and Three Phase Asynchronous Electric Motor Production	7.10.2020	6.10.2023
Declaration of Conformity with EU RoHS (Comply with 2011/65/EU (June 8, 2011) and 2015/863/EU (June 4, 2015))	VOLT ELEKTRİK MOTOR SAN. VE TİC. A.Ş.	Jan.22	New directives are renewed when the process changes. In 2022, renovation works were started.
REACH Declaration (Regulation (EC) No.1907/2006 SVCH List of 17 January 2022)	VOLT ELEKTRİK MOTOR SAN. VE TİC. A.Ş.	Jan.22	New directives are renewed when the process changes. In 2022, renovation works were started.
EC - Declaration of Conformity-CE	VOLT ELEKTRİK MOTOR SAN. VE TİC. A.Ş.	20.01.22	
HAZARDOUS SUBSTANCE ACTIVITY CERTIFICATE (Ministry of Transport and Infrastructure)	VOLT 2 ELEKTRİK MOTOR SAN. VE TİC. A.Ş. PRODUCTION BRANCH	15.01.2019	15.01.2024
HAZARDOUS SUBSTANCE ACTIVITY CERTIFICATE (Ministry of Transport and Infrastructure)	VOLT 2 ELEKTRİK MOTOR SAN. VE TİC. A.Ş.	11.06.2021	11.06.2026
Dangerous Goods Transportation - K2 Certificate	VOLT ELEKTRİK MOTOR SAN. VE TİC. A.Ş.	29.06.2020	31.12.2025
TSE - Product Conformity Certificate (TS EN 60034-1/ 27.12.2012)	VOLT ELEKTRİK MOTOR SAN. VE TİC. A.Ş. - Asynchronous Electric Motors	5.01.2010	8.08.2022
TSE - Service Competence Certificate (TS 12842 (12.06.2013))	VOLT ELEKTRİK MOTOR SAN. VE TİC. A.Ş. - Authorized Services - Motors (Electric)	25.07.2012	25.07.2023

## + Business Ethics and Compliance

**Our Code of Ethics, which governs our relationships with employees, customers, shareholders, suppliers, competitors and the community, is the set of rules that underpins our goals and activities in all our operations.**

At Saya Group Companies, our values of "Reliability", "Being Beneficial", "Valuing People, Merit" and "Global Competition", which are characterized as "Values Beyond Capital", are an important part of our corporate culture and form the basis of our commitment to ethical principles. Our Code of Ethics, which is shaped around these values, serves as a guideline to establish a trust-based relationship between our company and our stakeholders.

It is the primary responsibility of all our employees to know and act in accordance with our Ethical Principles.

You can access the "Saya Group - Ethical Principles Booklet", which we have adopted as Volt Electric Motors, at <https://www.sayagrup.com.tr/assets/katalog/etik-ilkele-r-tr.pdf>

Ethical Management is carried out by a structure established within Saya Group for all Saya Group Companies. Saya Group Board of Directors consists of 9 members, 3 of whom are independent. The Saya Group Board member responsible for ethics and transparency is Zeki Ekinci, who serves independently. There is no non-governmental organization with which the Ethics Committee cooperates.



Saya Group Board of Directors		
Name-Surname	Title	Area of Responsibility
Cem Mengi	Independent Chairman	
Haluk Sancak	Shareholder - Dependent Board Member	Ankara Representation, Financial Affairs, Budget and Reporting, Internal Audit
Mesut Sancak	Shareholder - Dependent Board Member	Strategy and Business Development, Corporate Communications
Metin Sancak	Shareholder - Dependent Board Member	Information Technologies, Human Resources
Hamit Sancak	Shareholder - Dependent Board Member	Strategy and Business Development
Levent Selamoğlu	Independent Board Member	Ankara Representation, Overseas Sales and Overseas Structuring Activities
Zeki Ekinci	Independent Board Member	Family and Shareholder Relations, Ethical Management
Kadir Erikli	Independent Board Member	Financial Affairs, Budget and Reporting, Legal, Information Technologies
Ridvan Özdemir	Independent Board Member	Finance and Treasury Management

Internal audit and internal control activities are also carried out in Saya Group companies in accordance with international audit management. In addition, authorities and responsibilities are defined in systems and processes and no one, including the Board of Directors, has sole signing authority. Corporate risks have been identified by the relevant committee and continuous awareness is ensured through the regular organisation of various briefings on anti-bribery and corruption.

When Volt Electric Motors employees start work, they are given a 2-hour "ethics training". The training is given by our team members who have been appointed as internal trainers. Concrete examples are also given during the training. Our Ethics Committee members have been appointed and our subsidiary Human Resources Managers act as Ethics Representatives to support the Ethics Committee and raise awareness. An informative ethics training video has been produced and is available in the common area

**Our Ethical Principles**

**As Saya Grup and Volt Electric Motors, we undertake that we are aware of our Ethical Principles and we bear the responsibility for this as all employees and as an organization.**

Our Ethical Principles, which are fed by Saya Group Values, always guide us and determine the way of doing business of the organization, are stated below.

1. Being Reliable and Honest,
2. Protecting Company Reputation,
3. Avoiding Relationships of Interest,
4. Paying Attention to Information Confidentiality,
5. Being Responsible to Stakeholders

**1-Being Reliable and Honest:** Reliability, Honesty, Integrity and Fair Behaviour In all business relationships of Saya Group, the relationships and behaviour of Saya

Group employees shall always be in accordance with Saya Group Ethical Principles, regulations, procedures and applicable laws. The activities and projects in which Saya Group is involved must be consistent with the Saya Group Code of Ethics and the reputation of the Group. Stakeholders are also expected to act in accordance with the Group's reputation.

**2-Protecting Company Reputation:** Saya Group employees, with the awareness that they represent the Group, act honestly and consistently in all their business relations and behaviors, and keep the Group's reputation before everything else. They avoid all kinds of interest relations, benefits and behaviors that may harm this reputation and establish long-term relationships based on trust.

The relationships and behaviors of Saya Group employees are always in compliance with the Saya Group Code of Ethics, regulations, procedures and applicable laws. The activities and projects in which Saya Group is involved are required to be in compliance with the Saya Group Code of Ethics and the Group's reputation. Stakeholders are also expected to act in accordance with the Group's reputation.

In relations with the media, an equal distance is maintained and Saya Group acts within the framework of Corporate Communication principles. Giving a statement to any broadcasting organization, participating in interviews, seminars, conferences, etc. as a speaker depends on the approval of senior management. No profit can be obtained from these activities in any way. In areas where Saya Group is represented, employees do not express their own views, only the views of the company. In the use of social media, no favorable or unfavorable statements are made on behalf of the company, and the principles of social media use are followed.

**3-Avoidance of Conflicts of Interest:** Saya Group employees avoid environments, relationships and behaviors that may directly or indirectly lead to conflicts of interest. They avoid the possibility of a conflict or conflict between their personal interests and company interests.

Saya Group employees do not use the name, power, reputation, corporate identity and position of Saya Group to benefit themselves, their families or relatives, and do not obtain personal benefits from persons and organizations with whom they have business relations.

**4-Paying Attention to Information Confidentiality:** Unethical methods and practices are not permitted in Saya Group activities, business relations and behaviors. Importance is attached to information confidentiality and protection of private information of employees, customers and stakeholders. Confidential information regarding Saya Group activities is protected and this information is used for its intended purpose and shared only with authorized persons.

Saya Group employees are obliged to act in accordance with information security principles. Confidential and proprietary information includes issues that may create a competitive disadvantage for the Group, trade secrets, patents, methods, formulas, inventions, financial and other information not disclosed to the public, information pertaining to personnel rights and information within the framework of "confidentiality agreements" signed with third parties and all information defined within the framework of information security principles.

**5-Being Responsible to Stakeholders:** Saya Group acts with the principle of "People First" in all its collaborations. While determining its stakeholders, it works with stakeholders who comply with the laws and business ethics.

**Legal responsibilities and compliance**

Saya Group conducts all its activities in full compliance with national and international laws and regulations and acts in accordance with universal legal values and human rights. It follows the laws and regulations and takes the necessary measures for compliance. Comply with all national and international laws and ethical rules in its clinical and laboratory activities within the scope of research and development.

It attaches importance to honest, complete and understandable communication with official institutions and organizations and provides the requested information in a timely, accurate and understandable manner. Ensures that all kinds of commercial and financial records, financial statements or reports prepared by the Group are kept in accordance with national and international accounting standards, international financial reporting principles and rules determined in accordance with existing laws and regulations.

In addition to the institutions and organizations of the countries in which it is located, it stands at equal distance and impartial to all organizations of the society in which it is located, especially political parties and non-governmental organizations, and approaches the customs, traditions and values of the society with respect.

At Volt Electric Motors, in our "Legal and Other Requirements Procedure", we have specified the units responsible for following national/international legal requirements, keeping them within the specified periods, revising and announcing when there is a change in legal requirements and other related documents.

Legal Requirements/Standards	Responsible Unit
Environmental Legal Requirements	Health Safety Environment (HSE) Unit
Legal Requirements on Occupational Health and Safety	Health Safety Environment (HSE) Unit
Legal Requirements related to Labor Legislation	Human Resources Department
Tax and Finance Legal Requirements	Accounting Unit
Electrical Standards	R&D Unit
Legal Requirements for Electrical Testing and Laboratory	Electrical Design Team
Customs Legislation	Shipment Manager
Regulation on Operational Responsibility for Electrical High Voltage Plants	Maintenance Unit





**Reporting Violation of Ethical Principles**

Employees are obliged to report violations of the Code of Ethics to their direct supervisors, to the company Ethics Representative, the Ethics Hotline and/or the General Manager of the Company if the situation is related to the direct supervisor, and to the Ethics Committee directly if no action is taken and no results are obtained.

***The Ethics Line is the whole of the communication channels through which actions that are considered to be contrary to the Ethical Principles and laws in Saya Group and its Companies can be reported.***

Reminder e-mails and posters about the Ethics Line are published within the organization at regular intervals. All information and training activities are provided equally to all employees without discrimination.

The reporting channels allocated for our employees to reach the Ethics Committee Reporting Officer are as follows;

The e-form (Ethics Form) that can be accessed from the link <https://www.sayagrup.com.tr/tr/etik-ilkeler>, which is the Saya Group and Companies Ethical Line Reporting Platform

[etik@sayagrup.com.tr](mailto:etik@sayagrup.com.tr) email address

Telephone line 0531 101 15 55 (Incoming calls are managed by Saya Group Ethics Representative)

Written or verbal notification to the Company Ethics Representative

Our employees can also apply directly to the Ethics Committee by mail. Applications made directly to the Ethics Committee should be sent to the address below by writing "Attention Ethics Committee".

Ethics Committee (Address): Mahmutbey Mahallesi,  
Taşocağı Yolu Caddesi, C Blok, No:19/7 D, Kat: 12, 34218  
Bağcılar/İstanbul

Our "Ethics Form" on the corporate websites of Saya Group and its Companies can be filled out not only by employees but also by all our stakeholders to report ethical violations. We have an ethics hotline and calls to this line are handled confidentially by our Internal Audit Manager. Reminder e-mails and posters are published from time to time regarding the ethics line. All information and training activities are provided equally to all employees without discrimination.

Those who violate the Code of Ethics and related policies and procedures are subject to various disciplinary sanctions, up to and including termination of employment, if necessary. Disciplinary sanctions are also imposed on those who approve, direct or have knowledge of improper behavior and acts that lead to violations of the rules, but fail to report them appropriately.

As a company that values confidentiality, we do not impose any sanctions against well-intentioned individuals who report to our Ethics Hotline. In 2021, there were no reports made to the Ethics Hotline specific to Volt Electric Motors.

In 2021, there were no national or international financial penalties, major lawsuits, anti-competitive behavior, etc. that were imposed on Volt Electric Motors.



## + Risk Management

Risk is the potential negative impact of all uncertainties, whether internal or external, that prevent the company from achieving its business goals and long and short-term strategies.

**We identify risks and opportunities to provide assurance for the Integrated Management System to achieve the desired results in our company, to increase positive effects, to prevent or reduce undesirable effects and to realize improvement.**

In our "Risk and Opportunity Assessment Procedure", we have set out the procedures and principles to be adhered to in determining the principles and responsibilities regarding the management of Environmental, Occupational Health and Safety, process and corporate risks and opportunities in our company, as well as the identification, monitoring, evaluation of important risks and opportunities at the corporate and main process level that we may encounter in all our activities, determining the measures and actions to be taken against them, and monitoring them.

The General Manager, the managers of the units where the processes determined within the scope of the Integrated Management System are carried out, all process owners and all our employees are responsible for the activities related to the identification, management and supervision of financial, operational, strategic, legal and external risks that may affect our Company and for the implementation of this procedure.

### Risk Management Process and Steps

**1. Identification of Risks:** Our first step in identifying risks is to identify the main business processes. Subsequently, we conduct workshops with the main responsible persons in order to identify the internal (inherent) risks in the relevant business processes and to understand the perspective of those responsible for controlling them.

**2. Assessment of Risks:** We analyze any factor that may affect the achievement of predetermined goals and objectives and evaluate them in terms of impact and probability. By determining a risk score for the risks, we examine the consequences that the previously identified risks will have on the objectives and activities if they materialize.

We identify existing controls and actions for each risk and opportunity we identify and prioritize. We use 5 methods to respond to risks: a) Mitigate, b) Accept, c) Avoid risk, d) Share risk and e) Monitor risk.

**3. Recording Corporate Risks in Risk Inventory and Creating Action Plans:** We create the company risk inventory in line with the interviews, workshops and evaluations made on behalf of risk. Unacceptable risks are primarily owned by the relevant function manager, and if they concern different departments, the relevant functions are responsible for the risk as a group and one of the group members is designated as the owner. The owner of the risk is responsible for realizing the agreed actions regarding the relevant risk and thus bringing the risk to a level that meets the acceptance criteria. The owner of the risk is personally responsible for implementing the agreed actions for the

relevant risk and thus bringing the risk to a level that meets the acceptance criteria. Risk owners regularly monitor and review the risks for which they are responsible and regularly report to the Risk Management Officer.

**4. Review and Reporting of Risks:** We determined the review period of the risks we identified as 3 times a year due to sector dynamics, the majority of variables, etc.

**5. Monitoring the Risk Management Process:** In order to ensure that risk management practices remain up-to-date and purposeful, our risk management officers follow developments and regulations, recognizing that existing risks and their impacts may change continuously over time. Self-assessment of current/existing risks is conducted annually by process owners and we periodically update the risk inventory accordingly. We conduct self-assessment of the updated risks by following the current legislation and internal policies and procedures. We periodically report status reports on the latest status of risks and agreed action plans to the Risk Committee Chairman.



The Risk Committee convenes every two months prior to the Board of Directors meetings and monitors the effectiveness of the risk management process and the implementation of necessary measures and actions regarding the identified risks. The Committee Chairman provides a written report to the Board of Directors on the activities of the committee following the committee meeting and notifies or ensures that the summary of the committee meeting is notified in writing to the members of the Board of Directors and the auditor. The Risk Committee carries out its activities in accordance with the Risk Committee Duties and Working Principles.

**Financial Risk:** Risks such as currency, liquidity, interest, credit, etc. that the Company may face due to the financial activities and cash flows carried out by the Company, which may harm the Company's establishment of an effective financial management and financial decisions.

**Operational Risk:** Risks such as supply, human resources, customer satisfaction, sales, business interruption, natural disasters, etc. that may arise due

to the company's daily operations, business processes and functions.

**Strategic Risk:** The planning, business model, investment, corporate management, etc. risks arising from decision-making processes and decisions for reaching the targets of the company.

**Compliance Risk:** Risks related to the legislation that the Company is obliged to comply with and the policies and procedures related to its operation.

Volt Electric Motors Risk Groups	How Do We Manage Risk?
1. Financial Risks 1.1 Decrease in profit margin due to competition 1.2 Financial loss as a result of failure to control dealer risks 1.3 Currency risk 1.4 Dependence of commodity prices on external conditions 1.5 Financial loss due to not knowing the customer well enough	1.1 Innovative product orientation - Labor Times - purchase prices - product management 1.2 Monitoring the ratio of mortgages and collateral to turnover 1.3 Export growth, budget management 1.4 Following the commodity exchange, making the connection of purchase agreements in accordance with the budget 1.4 Customer Financial Risk Report - Receivables insurance
2. Operational Risks 2.1 Single supplier of critical material 2.2 Expectation - realization controls of investments 2.3 Loss of money and time due to lack of preventive maintenance activities 2.4 Loss of time and cost as a result of the continuation of non-value-added work 2.5 Sending a faulty product to the customer 2.6 Failure to send products to customers on time	2.1 Support for capacity increase - Creating alternative firms in the local area 2.2 Collection of alternative bids - Feasibility 2.3 Identification of critical spare parts list 2.4 Business process analysis, process review 2.5 Stock control of commissioned products before warehousing 2.6 Determining deviation from plan, scheduling
3. Strategic Risks 3.1 Obsolescence of production technology and increase in quality and labor costs 3.2 Risks arising as a result of sectoral developments 3.3 Dealership system	3.1 Supplier visits, technical fair visits 3.2 Differentiated products, cost improvement projects, fair participation 3.3 Alternative sales system
4. Compliance Risk 4.1 Using systems that do not talk to each other 4.2 Conflict and crisis management 4.3 Budget plan mismatch 4.4 Regulatory and other requirements non-compliance	4.1 Integrated system software 4.2 Human Resources training activities 4.3 Budget revision - Basecode based budget 4.4 Platform membership where current legislation is followed and directed to our teams





## + Tax

We are aware that taxation provides social security and we have a taxation strategy that is transparent, objective, ethical, reliable and sustainable.

Our Senior Management fulfills its legal obligations (declaration, tax, legislation) on time. We keep up to date with legal regulations. Financial statements, financial statements and financial data are fully certified and independently audited by audit firms.

**Full tax compliance is ensured and both internal and external audits are regularly conducted and reported in accordance with legal processes.**

Payments due to our company are paid on the day they are due via internet banking and interactive tax office. In cases where we need to meet with the tax office to which we are affiliated, we communicate both by phone and in person.

As Volt Electric Motors, we are sensitive to social responsibility and the development of our country. We have the highest level of tax sensitivity. We have no unpaid or structured debts. As a matter of fact, since we are tax compliant taxpayers, we receive rebates from both tax and SSI. We also benefit from government incentives such as TURQUALITY - TEYDEB - Investment Incentive Certificate.

**TAX AUDIT:** We have two external audits as full certification and independent audit and both audits are conducted annually. The audits are carried out by İz Denetim, an independent auditing company, and in both audits, all of our financial statements and the processes and documents involved in their preparation are examined.

Vergiler*	2020 Yılı Ödenen Vergiler	2021 Yılı Ödenen Vergiler
VAT	100	159,25
VAT2	100	254,97
WITHHOLDING	100	257,53
WITHHOLDING	100	242,26
BAG DECLARATION	100	117,84
TEMPORARY TAX	100	206,09
CORPORATE TAX	100	136,13
TOTAL	100	237,61

\* Tax table for 2020-2021; taxes paid after deductions from the offset.

\* Calculated on the basis of 100 in 2020



## + Anti-Bribery and Anti-Corruption

We do not tolerate bribery, corruption or any other form of misconduct or favoritism among our employees and business partners based on any material or moral interest. In a relevant situation, we will act in accordance with our Conflict of Interest Policy. This policy document sets out our principles on the receipt/giving of gifts and entertainment, political activities and donations.

You can access the "Protection of Balance of Interest Policy" in the "Saya Grup - Ethical Principles Booklet", which we have adopted as Volt Electric Motors, at <https://www.sayagrup.com.tr/assets/katalog/etik-ilke-ler-tr.pdf>.

Within our Code of Ethics, our commitment to bribery and corruption, potential risks, actions to be taken in the event of a case in this context and the responsibilities of our employees in this context are clearly defined.

Gifts and entertainment that may affect or aim to affect the preferences and decisions of the company and employees are not acceptable and such requests cannot be made. Likewise, gifts that may influence the decisions of the other party are also not given.

Invitations from customers and suppliers for meals, business meetings and social activities may be accepted provided that they do not contradict company policies and interests and are within reasonable limits. Gifts amounting to a maximum of one fourth of the gross minimum wage in a calendar year and gifts with the employee's name on them (except agendas, calendars, pens) may be accepted with the knowledge of the manager.

Gifts over this amount are delivered to the Human Resources Department. Gifts kept by the Human Resources Department are used as gifts for employees in organizations and activities organized for employees.

All promotional activities and promotions for customers are planned in accordance with the relevant laws, regulations, directives and rules of both official authorities and sector organizations, and employees are expected to act accordingly. Employees may not receive bribes and/or commissions from any person or organization while performing their duties. In case of violation of this rule, the employment contract of the employee is terminated.

Employees of Saya Group Companies may not take part in any political party or politically motivated association as a representative of Saya Group, and may not undertake management duties. No donations (in cash or otherwise) may be made on behalf of Saya Group to political parties, political organizations, politicians and representatives of such groups and candidates, directly or indirectly, under any circumstances.

Demonstrations, propaganda and similar activities are not permitted within the boundaries of the workplaces. Company resources (buildings, vehicles, computers, e-mails, etc.) may not be allocated for political activities.

We plan to provide information and awareness training to all our employees on Anti-Bribery and Anti-Corruption in 2022.

Employees may not ask for donations or make similar requests on behalf of political associations or various organizations from company customers and/or other colleagues.

In 2021, there were no national or international financial penalties, major lawsuits, anti-competitive behavior, etc. that were imposed on Volt Electric Motors.



## ► Communication with Stakeholders



**In our sustainable growth journey, we attach importance to the opinions and suggestions of our stakeholders based on a management approach based on stakeholder communication.**

We are committed to the principles of transparency, honesty and openness in our communications with our stakeholders. We respond sensitively to our stakeholders' opinions and suggestions through sustained and regular communication methods that are specific to each stakeholder group and determined in accordance with their requirements/expectations. We take inspiration from our stakeholders in setting our sustainability priorities, formulating our policies/procedures, decision making/implementation processes and in the realisation of our new investments/projects.

Through our annual reports, corporate website, social media channels, mailings and digital marketing adverts, we provide comprehensive and up-to-date information to all our stakeholders and ensure that they are aware of the impact of our activities.

Stakeholder Group	Communication Method	Frequency of Communication
Employees	Online live broadcasts, webinars, mailings, in-plant announcement posters, announcements on the Saya Ailem platform	If required
Distributors and Dealers	Providing dealer catalog support and advertising support	If required
Associations and Civil Society Organizations	Mailings, participation in meetings and working groups, one-to-one meetings	Continuously
Public Organizations (Governments, Local Organizations, Regulatory Authorities, International Organizations and Initiatives)	Official correspondence, audits, meetings	At certain intervals
Customers	Corporate website, social media communication, digital marketing ads	Continuously
	Customer satisfaction surveys	At certain intervals
Universities	School factory visits, sponsorship of events, educational material support to technical schools, internship programs	If required
Public Releases	Magazine advertisements	Monthly
	Social media communication	3 days a week
	Web site management	Continuously
Communication Organizations	Digital marketing ads	Monthly
	Content preparation	Continuously



### FAIR PARTICIPATIONS

We proudly represent both Volt Electric Motors and the industry of our country by participating in fairs in many different parts of the world. We are working for the better together.

#### SODEX 2021 FAIR

Between September 29–October 2, 2021, we participated in the SODEX exhibition held in Istanbul. We held meetings with our business partners on our solutions at SODEX Fair, which is the themed fair for the Pump and Ventilation sector.



#### WIN EURASIA 2021 FAIR

We participated in the WIN Eurasia 2021 Fair held at TÜYAP Fair and Congress Center between November 10–13, 2021. We held meetings with our business partners on our solutions at this fair organized specifically for sheet metal processing, metal forming technologies, automation services, electrical and electronic equipment, hydraulic and pneumatic services, in-plant logistics, electric motor sectors.



## ► Our Memberships



**We contribute to sustainable development as a member of national and international platforms for a strong future.**

As we continue our sustainable growth journey with a perspective of continuous business development and change under the vision of sustainable development and green transformation, we believe that a stronger and more sustainable future can be achieved through shared goals. We adopt the "Partnerships for the Goals" approach, which is Article 17 of the United Nations Sustainable Development Goals. We contribute to sustainable development by becoming a member of national/international platforms and participating in working groups around shared ideals.

Saya Group Companies is a member of the Business Council for Sustainable Development (BCSD Turkey), the regional network and business partner of the World Business Council for Sustainable Development (WBCSD) in Turkey. As Volt Electric Motors, we are actively involved in BCSD Turkey's Sustainable Industry and Circular Economy Working Group. In this context, we plan to participate in the "Circular Transition Indicators Support Program" in 2022 and calculate our circularity rate within certain focus topics (effective use of raw materials, waste recovery, renewable energy). We want to strengthen our cooperation and interaction with our stakeholders on circularity.

Based on our sustainability priorities, we also plan to increase our membership in national and international organisations and industry associations that will help us achieve our 2023-2025 and 2030 goals. Starting in 2022, Volt Electric Motors plans to become a signatory to the United Nations Global Compact (UNGC), the most widely participated corporate sustainability initiative at the global level. Our cooperation perspective also includes participation in national/international platforms such as Women's Empowerment Principles (WEPs), UN GC Target Gender Equality Program, Equal Women at Work, UNGC CEO Water Mandate, SDG Map Turkey in 2023-2025 period.

In 2021, we participated in the 2021 Working Committee Meeting of the Electric Motors Industrialists Association (EMOSAD). Abdülhamit Sancak, Chairman of the Board of Directors of Volt Electric Motors, is the Vice Chairman of the Board of Directors at EMOSAD.



**While fully complying with the initiatives we have launched, we present our performance results to all our stakeholders in a transparent manner.**



**United Nations  
Global Compact**



**skd Türkiye**



**EMOSAD**  
Elektrik Motorları Sanayicileri Derneği



**EGE BÖLGESİ SANAYİ ODASI**  
AEGEAN REGION CHAMBER OF INDUSTRY



**EGE İHRACATÇI BİRLİKLERİ**



**KESİAD** KEMALPAŞA SANAYİCİ VE İŞ İNSANLARI DERNEĞİ

## ► Our Awards

Name of Award	Date of Award	Institution/Organization of the Award	Name of Award Category
RESPECT FOR HUMAN AWARD	2020	KARİYER.NET	RESPECT FOR HUMAN AWARD
3RD PLACE IN EMPLOYER BRAND, ENGAGEMENT AND CORPORATE CULTURE MANAGEMENT	25.11.2021	PERYÖN	VALUE-CREATING APPLICATIONS

We were entitled to receive the 2020 Kariyer.Net "Respect for People Award" in the field of Human Resources with our people-oriented practices we have developed for our employees, our most important capital.

The "Respect for Human Awards" presented at the Human Resources Summit, which is organised under the main sponsorship of Kariyer.Net, are awarded to the companies that respond 100% to applicants' applications, employ the most people and receive the most applications. In 2021, we were a finalist in the "Employer Brand, Loyalty and Corporate Culture Management" category of the 13th PERYÖN "Value for People Awards". Our Employee Experience practices, which we implemented together, brought us the third prize.

The main purpose of PERYÖN "Value for People Awards" is to recognize innovative/creative and successful practices in the field of human resources management, to bring exemplary work to the sector, and to encourage and support the process of learning from each other. In the category of "Employer Brand, Loyalty and Corporate Culture Management", the practices carried out to ensure trust in the organization, which is the most important element of employee loyalty, and their results within the framework of company priorities are evaluated.

Provide clear examples of how the recognition and reward tools, communication and approaches used are aligned and consistent with the strategies. In order to ensure employee engagement, increase psycho-social trust and happy employees in the work environment, internal and external communication tools should be specified, an employee journey with purpose and meaning should be presented, a value proposition should be stated, action plans should be presented, and the effects of these tools on the results should be verified through measurements, especially engagement measurements. The category also considers practices that leverage or transform corporate culture and how corporate culture responds to crises and paradigm shifts. The reflection of increased employee engagement on employer brand ambassadorship and corporate culture, and the impact of practices on employee experience and business results are expected to be shared with concrete examples. In this context, it is expected to follow the developments of the practices implemented and share concrete examples of the practices implemented for process improvements. (Increasing trust in the organization, ensuring alignment between strategies and practices, efficient and happy employees in working life)





# Sustainability Management at Volt Electric Motors

# 2

## Chapter

- ▶ Sustainability Management Approach
- ▶ Sustainability Priorities
- ▶ Our Contribution to the Sustainable Development Goals
- ▶ Our Future Plan and Our Goals

## ► Sustainability Management Approach



**We create value for all our stakeholders by integrating sustainability into our corporate core strategy.**

We recognise the social, economic and environmental threats to our world. We are committed to leaving a more sustainable world for future generations. We create long-term value for all our stakeholders by integrating sustainability into our core business strategy. As part of our sustainability transformation journey, we assess economic, environmental and social risks and opportunities together in our decision-making mechanisms. In this way, we maintain our competitiveness in global markets by adapting to new systems that are likely to emerge in international trade, particularly in the context of the climate crisis.

### Vision for Sustainable Development:

Our vision is to be a global company that mainstream green transformation and sustainability principles into its corporate culture and value chain, and to be a company that carries out environmentally and socially responsible production for a sustainable and strong future with the awareness of the economic, social and environmental impact it creates.



**Our main goal in our sustainability strategy:** To produce high quality and high technology electric motors that have a positive impact on a sustainable future with a vision of decarbonization and circular economy. Our Sustainability Manifesto:

### "SUSTAINABLE "STRONG FUTURE" and "A Green Footprint"

1. With the strength we derive from our Saya Group mission, we emphasize our Four Core Values in every step we take:
  - Being Useful
  - Human Value, Merit
  - Global Competition
  - Reliability
2. We also integrate our sustainability approach with the United Nations Sustainable Development Goals.
3. We are committed to the most efficient use of our available resources for the benefit of society, the environment and our businesses.
4. We aim for sustainable profitability in our operations; we shape our work with Innovation and R&D, and support it with Employment and Exports.

5. With the strength we derive from our "Values Beyond Capital", we strive to Add Value to the Future in everything we do.

### Development of a Sustainability Strategy:

It is imperative to ensure the balance between the most effective areas of operation and sustainability elements in business models and to shape the resulting orientation according to the motives of the corporate structure. We have developed our "Sustainability Strategy" in four main categories with the strength we derive from our beyond capital values so that both Turkey of tomorrow and Volt Electric Motors can move forward in line with the vision of green transformation on the path we have set out with the idea of a sustainable "STRONG FUTURE".

### ■ Our Sustainable Growth Journey (Product, Quality and Technology):

To develop sustainable products that enable the transition to a sustainable, resource-efficient and green economy through R&D, P&D & innovation and eco-design culture, to meet the current and future sustainability needs of customers and end users with digital and innovative solutions, and to have a positive impact on the value chain,

**Our environmental responsibility:**

Reducing our carbon footprint and the environmental impact of our operations by prioritising resource efficiency and innovative energy technologies in line with circular economy and Green Deal principles,

**Our social responsibility:**

To support social development by promoting a healthy, inclusive, fair and equitable culture of life in all areas of activity in which we operate, with an understanding of 'values beyond capital',

**Our approach to corporate governance:**

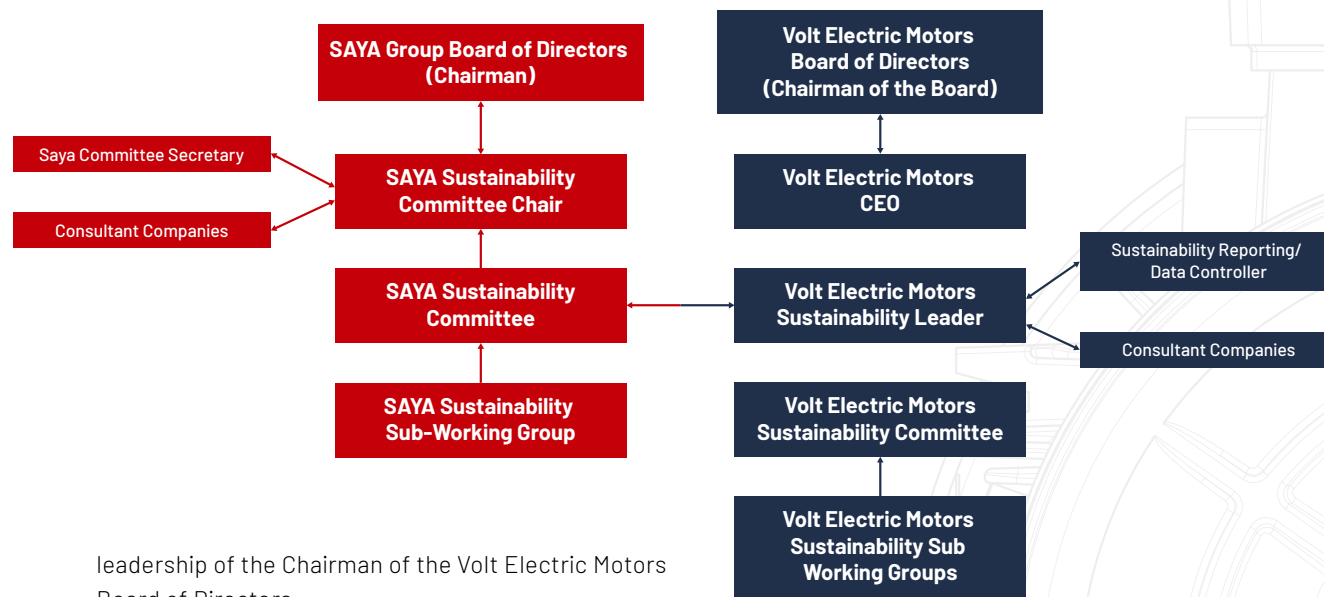
To ensure full compliance with global fair transition mechanisms by mainstreaming an equitable and transparent governance approach shaped by stakeholder interaction throughout the corporate culture and value chain.

**Sustainability Governance Approach**

**We established the Volt Electric Motors Sustainability Committee to accelerate our green transformation process.**

In order to make both sustainability and our green development vision an important part of our core corporate strategy and to accelerate our green transformation process, we established the "Volt Electric Motors Sustainability Committee" in December 2021 in coordination with Saya Group. We determined the structure of our Sustainability Committee as a result of analytical activities in accordance with the conditions of the industry we operate in, export status, product range and international sustainability requirements. Our Sustainability Committee is structured at the level of the Volt Electric Motors Board of Directors and under the

**Volt Electric Motors Sustainability Committee**



leadership of the Chairman of the Volt Electric Motors Board of Directors.

Our Sustainability Committee, set up in an inclusive and multi-layered structure with the participation of our employees from different departments, is directly responsible for managing our corporate sustainability strategy in line with our 2023-2025 and 2030 targets, measuring, evaluating and auditing the environmental, social and economic impacts of our sustainable activities and ensuring the flow of data/information.

As the chairman of the Sustainability Committee, our General Manager is responsible for the management of sustainability and economic-environmental-social aspects at the highest level.

Sustainability management covering environmental, social and governance (ESG) issues and performance monitoring of sustainability targets are under the

responsibility of the "Health, Safety, Environment (HSE) Department" under the Assistant General Manager of People and Culture. The HSE Manager has been appointed as the Sustainability Leader of our organization.

We have established four different sub-groups under the Sustainability Committee to identify environmental, social and economic risks and impacts; conduct activities on sustainable products, environmental management, energy management and social/community benefits in line with our sustainability and green transformation vision; and ensure effective communication and data/information transfer between departments. Sub-working groups formed in line with our sustainability strategy report directly to the Sustainability Leader.

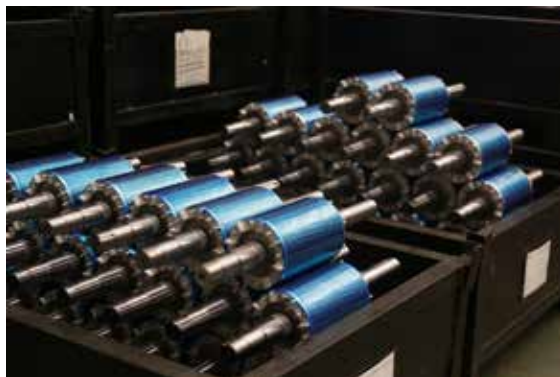


**Volt Electric Motors Sustainability Committee Sub Working Groups:**

- Sustainable Product Working Group; (Priority Work Areas: R&D, P&D and Innovation, Stakeholder Interaction, Adaptation to Global Markets)
- Environmental Management Working Group; (Priority Work Areas: Raw Materials and Natural Resources, Circular Economy, Zero Waste)
- Energy Management Working Group; (Priority Work Areas: Carbon Management, Renewable Energy, Energy Efficiency)
- Social/Societal Benefit Working Group; (Priority Work Areas: OHS, Human Resources, Social Gender Equality, Corporate Social Responsibility)

We continue to coordinate sustainability efforts between Volt Electric Motors and Saya Group and organise information meetings. Our Sustainability Committee was established in December 2021 and convened once in 2021 with the participation of all members.

We expect our employees at all levels to fulfill their duties and responsibilities with a focus on sustainability and green transformation in order to promote sustainability and the transition to a low carbon economy as a corporate culture, including our value chain.



## ► Sustainability Priorities

In line with the principles of stakeholder engagement and inclusiveness, we have taken into account the views of our strategic external stakeholders and our employees while determining our material issues, and we have addressed all expectations within the scope of sustainability. We determined the analytical positioning of sustainability components by assessing them according to impact-importance.

We have added a dimension to our materiality analysis work in line with our stakeholders' expectations, the comparative balance elements and global trends relevant to our sector, and our company's business strategies. As a result of our analysis, we have identified the axiomatic depth of field and balanced sustainability dimensions required for the sustainability elements we will focus on in the coming period.

The digital form (survey) we use to survey our employees and external stakeholders to build the materiality matrix is the most important component in defining the sustainability strategy and is required by the GRI 2016 and 2021 standards, called the materiality matrix.

In the survey, Volt Electric Motors' current internal and external stakeholders were asked to rate 18 sustainability elements according to their impact on Volt Electric Motors' activities (between 1 and 5). The sustainability element that is considered extremely important/impactful for Volt Electric Motors was scored with 5 and the element that is considered least important/impactful was scored with 1.

Holistic categories and sustainability elements were created by considering Volt Elektrik Motor Sanayi ve

Ticaret A.Ş.'s structure, sales-customer-distribution-dealer network and national/international benchmarking points were considered as analytical factors and holistic categories and sustainability elements were created.

**OUR SUSTAINABILITY ELEMENTS AT A GLANCE**

**1) Corporate Governance Approach**

- Economic Performance, Global Markets and Market Presence
- Anti-Competitive Behavior and Anti-Corruption
- International Compliances and Participation in Sustainable
- Development Networks
- Stakeholder Engagement and Governance Practices
- 

**2) Our Sustainable Growth Journey**

- Product Quality and Customer Satisfaction Sustainable
- Procurement, Logistics and Supply Chain Practices
- R&D, P&D, Innovation and Ecodesign
- Information Security, Artificial Intelligence and Digitalization Applications
- Emergency and Disaster Management, Resilience Applications



**Duties and Responsibilities of the Sustainability Committee are:**

- To ensure alignment of sustainability strategy and policy with overall company strategies,
- To develop processes, practices and projects for the implementation of approved strategies and policies related to sustainability, monitor, track, set targets for performance measurement and ensure that the data and information provided by the relevant units are reported,
- To follow up on current developments in sustainability and to make recommendations for the development of existing strategies, policies and practices in this direction,
- To ensure that the sustainability strategy, policy and practices are adopted by our company's stakeholders, to organize the necessary trainings on related issues and to coordinate stakeholder participation in matters deemed necessary,
- To ensure that reviews and improvements are made to the identification, measurement, monitoring, recording, auditing, reporting and public disclosure of environmental, social and economic risks and impacts, including climate change, associated with our relevant activities.

**3) Environmental Responsibility**

- Raw Materials and Natural Resources
- Water Use Efficiency, Water Management
- Reducing Emissions, Energy Management and Combating Climate Change
- Zero Waste, Recycling and Circular Economy Practices
- Biodiversity and Environmental Activities

**4) Social Responsibility**

- Diversity, Equal Opportunity, Human Resources
- Practices and Talent Management
- Occupational Health and Safety
- Public Relations, Social Policies, Civil Society and Local Practices
- Social Gender Equality Practices

The evaluation of holistically determined sustainability elements within the scope of internal and external stakeholder analysis serves the functions of updating and prioritizing sectoral requirements in terms of economic, social and environmental aspects, and increasing the level of visionary alignment and interaction in both international and national contexts.

The prioritisation of sustainability elements through stakeholder interaction forms the basis (thigh bone) of our strategic approach and governance decisions within the GRI standards in terms of positioning sustainability practices.

Volt Electric Motors's internal and external stakeholder analysis was conducted and a materiality matrix was created and analyzed for the integration of the sustainability balance into the formulation of the strategy. We created our Materiality Matrix, which prioritizes our sustainability elements in terms of impact-importance in the eyes of our internal and external stakeholders.

- Top Priority Issues :
- Product quality and customer satisfaction R&D, P&D,
- Innovation and Eco-design Occupational health and safety
- Reducing Emissions, Energy Management and
- Combating Climate Change
- Raw Materials and Natural Resources

- Sustainable Procurement, Logistics and Supply Chain Practices
- Combating Anti-Competitive Behavior and Corruption
- Zero Waste, Recycling and Circular Economy Practices
- Stakeholder Engagement and Governance Practices

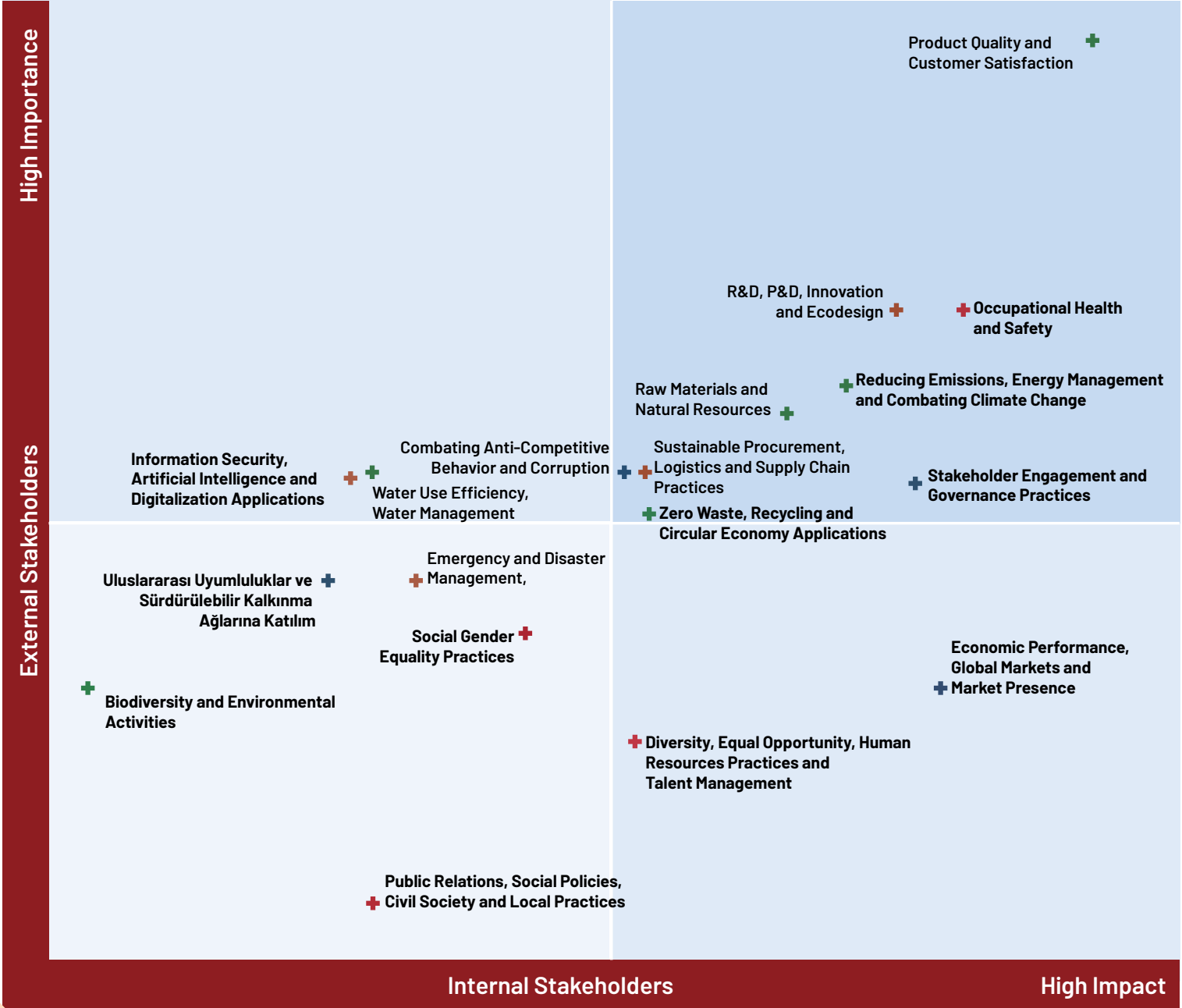
**Our High Priority Issues:**

- Information Security, Artificial Intelligence and Digitalization Applications
- Water Use Efficiency, Water Management
- Diversity, Equal Opportunity, Human Resources Practices and Talent Management
- Economic Performance, Global Markets and Market Presence

**Priority Issues:**

- Emergency and Disaster Management, Resilience Practices
- Participation in International Compliances and Sustainable Development Networks
- Gender Equality Practices Biodiversity and Environmental Activities
- Public Relations, Social Policies, Civil Society and Local Practices

The primary centrality of our sustainability priorities is determined by the link between the category "Our Environmental Responsibility" and the category "Our Sustainable Growth Journey" and the sustainability areas focused on R&D, P&D, Innovation and Ecodesign. Our stakeholder priority is to contribute to product quality, customer satisfaction and the development of sustainable technologies through our environmental performance in the areas of energy, raw materials and water management.



## ▶ Our Contribution to the Sustainable Development Goals

**By committing to the United Nations Global Compact (UN Global Compact), we aim to be a part of the largest global platform sustainability network.**

The period 2020-2030 as the DECADE OF ACTION for the United Nations Sustainable Development Goals defines it.

Companies are expected to develop more effective and realistic practices within the scope of sustainability.

We plan to take our responsibility to ensure that future generations live in security, prosperity and peace to a global scale.

In 2022, we aim to become part of the sustainability network, the largest global platform, by committing to the United Nations Global Compact (UN Global Compact).



STRATEGIC GOAL	SIZE	SUSTAINABILITY FOCUS	Contributed SKA Goals	EUROPEAN GREEN DEAL VISION
<p>To develop sustainable products that enable the transition to a sustainable, resource-efficient and green economy through R&amp;D, P&amp;D &amp; innovation and eco-design culture, to meet the current and future sustainability needs of customers and end users with digital and innovative solutions, and to have a positive impact on the value chain.</p>  <p>Focuses: 7.3, 9.1, 12.4, 13.2, 17.8</p>	<p><b>PRODUCT, QUALITY AND TECHNOLOGY</b></p>	<p>Product Quality and Customer Satisfaction</p> <p>R&amp;D, P&amp;D, Innovation and Ecodesign</p> <p>Sustainable Procurement, Logistics and Supply Chain Practices</p> <p>Information Security, Artificial Intelligence and Digitalization Applications</p> <p>Emergency and Disaster Management, Resilience Practices</p>	<p>7.2, 7.3 9.2, 9.4, 9.5 12.5, 12.a 13.2</p> <p>7.3, 7.a 9.4, 9.5, 9.b 12.a 17.7, 17.8</p> <p>12.4, 12.6, 12.8, 12.c</p> <p>9.1, 9.5, 9.b 12.a</p> <p>13.1, 13.3</p>	<ul style="list-style-type: none"> <li>Renovated, Energy Efficient Buildings</li> <li>Clean Energy Production, Innovative Energy Technologies</li> <li>Long Lasting Cyclical Products</li> <li>Globally Competitive and Resilient Industry</li> </ul>
<p>Reducing our ecological footprint and environmental impact of our operations by prioritizing resource efficiency and innovative energy technologies in line with the principles of circular economy and Green Deal</p>  <p>Focuses : 6.4, 7.a, 11.b, 12.5, 13.1</p>	<p><b>ENVIRONMENT AND THE WORLD</b></p>	<p>Reducing Emissions, Energy Management and Combating Climate Change</p> <p>Raw Materials and Natural Resources</p> <p>Zero Waste, Recycling and Circular Economy Practices</p> <p>Water Use Efficiency, Water Management</p> <p>Biodiversity and Environmental Activities</p>	<p>7.2., 7.3, 7.a, 7.b 11.6, 11.b 13.1, 13.3</p> <p>11.b 12.2, 12.4, 12.5</p> <p>11.b 12.2, 12.4, 12.5</p> <p>6.3, 6.4</p> <p>6.6.</p>	<ul style="list-style-type: none"> <li>Clean Air, Water, Soil and Protected Biodiversity</li> <li>Renovated, Energy Efficient Buildings</li> <li>Clean Energy Production, Innovative Energy Technologies</li> <li>Long Lasting Cyclical Products</li> </ul>

STRATEGIC GOAL	SIZE	SUSTAINABILITY FOCUS	Contributed SKA Goals	EUROPEAN GREEN DEAL VISION
<p>To support social development by promoting a healthy, inclusive, fair and equitable living culture in all areas of activity we interact with, with the understanding of "values beyond capital"</p>  <p>Focuses: 3.9, 4.3, 5.5, 8.5, 10.2</p>	<p><b>SOCIAL RESPONSIBILITY</b></p>	Occupational Health and Safety	3.9 8.8	<ul style="list-style-type: none"> <li>Capacity Building for Future Business &amp; Transition</li> </ul>
		Diversity, Equal Opportunity, Human Resources Practices and Talent Management	4.3, 4.4 10.2, 10.4 8.2, 8.3, 8.5, 8.8	
		Social Gender Equality Practices	5.5	
		Public Relations, Social Policies, Civil Society and Local Practices	3.8 4.3, 4.4 8.2, 8.5, 8.8 10.2, 10.4	
<p>To ensure full compliance with global fair transition mechanisms by mainstreaming an equitable and transparent governance approach shaped by stakeholder interaction throughout the corporate culture and value chain.</p>  <p>Focuses : 8.2, 10.6, 16.8, 17.16</p>	<p><b>CORPORATE DEVELOPMENT</b></p>	Stakeholder Engagement and Governance Practices	10.6 16.8 17.6, 17.7	<ul style="list-style-type: none"> <li>Capacity Building for Future Business &amp; Transition</li> <li>Globally Competitive and Resilient Industry</li> </ul>
		Combating Anti-Competitive Behavior and Corruption	16.5, 16.6	
		Economic Performance, Global Markets and Market Presence	8.1, 8.2 17.11	
		Participation in International Compliances and Sustainable Development Networks	16.8 17.16, 17.17	

ACTION	SUSTAINABILITY FOCUS	2023-2025 Goals	2030 Goals
<b>IMPROVE</b>	Product Quality and Customer Satisfaction	Conducting feasibility activities for sustainable products that are compatible with the goal of carbon-neutral societies, have a low ecological footprint, high circularity, innovative energy technologies and optimum resource utilization from a sectoral perspective, increasing the green transformation capacity and investment amount, developing partnerships within the scope of new national-international circular business models for sustainable product development, increasing the national-international customer satisfaction score above 90%, adding new customers to the existing customer portfolio, creating corporate policy documents/publication on the website	Sustainable product category sales share of national and international sales reaches at least 50%.
	R&D, P&D, Innovation and Ecodesign	Conducting product LCA analysis on the portfolio identified by key customers, at least doubling participation in climate-neutral sustainable product development grants and funds (EU, KOSGEB, TÜBİTAK, etc.) in line with the EU Green Deal vision, increasing the number of sustainability and circularity-oriented projects in R&D Center projects	The ratio of R&D, P&D and innovation investments allocated for sustainable products to total investments to be at least 40%, increasing the impact of R&D and Innovation Investments on profitability, developing eco-design practices
	Occupational Health and Safety	Reducing lost time and the number of accidents at work, promoting a healthy and safe working environment by extending the OHS culture to employees' homes.	To reduce the number of occupational accidents by 60% based on the reference year 2022 in order to promote safety culture, and to be the guarantor of the healthy lives of employees and their families
	Raw Materials and Natural Resources/ Zero Waste, Recycling and Circular Economy Practices	Expanding Zero Waste practices in all operational and production areas, increasing the share of the product range in which the circularity approach is applied/developed, increasing the percentage of waste metal amount converted into products by 15% every year, reducing the defective production/waste rate to <0.5%, increasing the number of transactions made through SKD Turkey Circular Economy Platform (TMM)	Sourcing raw materials entirely from a value chain characterized by circular economy and sustainability components, reducing waste to landfill by 80% by 2030, increasing the share of the product range in which the circular economy, eco-design approach is applied/developed to 80%, extend the circularity approach across the value chain
	Reducing Emissions, Energy Management and Combating Climate Change	Verification of ISO 14064 Corporate Greenhouse Gas Inventory (Scope 1-2-3) to ensure compliance with the EU GDRCC and any ETS or carbon tax to be established at EU or national level, Developing a corporate greenhouse gas mitigation projection in line with the goal of limiting global warming to 1.5 degrees Celsius and SBTi calculations to prevent climate change risks (setting a carbon-neutral company target), CDP Reporting, realization of I-REC research according to regional compatibilities, electrification of production-infrastructure-transportation systems, conversion of the vehicle fleet to hybrid, electric or other emission-free alternatives, Completion of ISO 50001 Energy Management System certification process	Achieving at least 15% reduction in Scope-3 emissions and at least 40% reduction in Scope-1&2 emissions in compliance with the SBTi methodology (becoming a carbon-neutral company), reducing energy consumption per unit of production by at least 40% through renewable energy and energy efficiency investments
	Stakeholder Engagement and Governance Practices	Establishing the global and regional sphere of influence of the Sustainability Committee and its sub-working groups, increasing the number of national/international projects that create shared value and the number of stakeholders participating in the projects, applying for new national/international institutional memberships, increasing the number of sectoral collaborations for sustainability innovation and partnerships for circular business models	To achieve a policy-making position in sectoral activities in global and regional sustainability approaches
	Combating Anti-Competitive Behavior and Corruption	Elimination of nonconformities in activity reports prepared by internal and external audit mechanisms, trainings on prevention of unfair competition and anti-corruption	Minimizing the number of penalties, sanctions or lawsuits determined by national-international ethical mechanisms, including for human rights violations
	Sustainable Procurement, Logistics and Supply Chain Practices	Subjecting suppliers to a sustainability-focused evaluation system to minimize ESG risks in all components of the supply chain (keeping the supplier performance evaluation rate above 80%), renewal of corporate procurement procedures within the scope of ESG/sustainability principles, development of supplier risk analysis	Become the sector leader in ensuring positive ecological impact across the entire value chain, increasing the number of suppliers audited/performance monitored/approved Code of Conduct for Suppliers on ESG issues to over 60%, increasing the proportion of purchases from responsible sources to over 50%

### ► Our future plan and goals

At Volt Electric Motors, we entered a new era of our sustainable management model in 2021 and set our 2023-2025 and 2030 roadmaps in line with Turkey's net-zero emission and green development goal of 2053, taking into account our green-oriented sustainable growth vision.



About the Report	Message from Management	Volt Electric Motors at a Glance	Sustainability Management	Our Sustainable Growth Journey	Environmental Responsibility	Social Responsibility	Annexes
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ACTION	SUSTAINABILITY FOCUS	2023-2025 Goals	2030 Goals
<b>STRENGTHEN</b>	Water Use Efficiency, Water Management	Identification of activities and production areas with high water stress, reducing the amount of water use by source and the amount of wastewater discharged, increasing water use efficiency	Reducing water consumption from operations by 40% in all water stressed areas, including the supply chain, applying for UNGC CEO Water Mandate membership
	Information Security, Artificial Intelligence and Digitalization Applications	Proactive management of traceability, efficiency and effectiveness through Robotic Process Automation (RPA) in managerial processes (Sales, supply chain, CRM, HR, etc.) and instant and continuous monitoring of Machine-Equipment Efficiency (OEE) in operational processes, automation in production processes, increasing the rate of digitalized processes and services.	Annual operational cost reduction of 10%, extending the transition to Industry 4.0 and digitalization across the value chain
	Economic Performance, Global Markets and Market Presence	Follow the transition process and laws for green taxonomy and access to green bonds, fully aligning with the green transformation process in industry, increasing the export ratio above 40%, increasing international market presence and the number of countries/regions/customers to which exports are made, participating in one of the ESG Scoring Systems and periodically increasing the score	Turn carbon-neutral company advantages into competitive strength and company reputation in EU ETS, EU CBAM, NATIONAL ETS and other global trade regulations
	Diversity, Equal Opportunity, Human Resources Practices and Talent Management	"Equality at Work" certification or declaration of an equitable, inclusive code of conduct in Human Resources management (Code of Conduct), regular performance evaluation system 100% implementation across all employees, increasing the rate of employee engagement	Increase economic productivity through capacity building and new investments for a just transition and future-oriented job descriptions

ACTION	SUSTAINABILITY FOCUS	2023-2025 Goals	2030 Goals
<b>PROTECT</b>	Emergency and Disaster Management, Resilience Practices	Ensure transition to a resilient sector approach by developing preventative measures through contingency risk assessment and response plan	Integrate regional and global disaster preparedness action plans into all processes, including the supply chain.
	Social Gender Equality Practices	Active presence in UNGC, WBCSD and sub-working groups	Strengthening women's full and effective participation in economic and social decision-making within the Just Transition vision in local communities at home and abroad where we operate.
	Participation in International Compliances and Sustainable Development Networks	Increase the number of women in Board decision-making mechanisms and sub-committees to over 30%, increase the number of female employees, apply for UNGC WEPs membership.	Align external audit process with EU CSRD-ESRS and IFRS-ISSB full compliance standards, increase number of global partnerships for sustainable development
	Biodiversity and Environmental Activities	In line with the principles of responsible production and environmental awareness, conduct "environmental research" measurements in production and storage areas according to standards/national regulations, conduct clean production study and analysis.	Implementing projects to prevent biodiversity loss in line with Green DIZ, Green Deal and other green transformation visions
	Public Relations, Social Policies, Civil Society and Local Practices	Implementing local development and social projects with NGOs, establishing a sponsorship budget and increasing the budget by 10% each year, registering corporate social responsibility projects, allocating 5% of sales to social issues.	Develop social practices, including human rights, migration policy and gender equality, in line with the full range of just transition mechanisms to prevent regional and local risks, implementation of technical/financial support and development projects for local producers



# Our Sustainable Growth Journey

- ▶ Responsible Products and Services
- ▶ Our Technology, Innovation and R&D & P&D Oriented Production Power
- ▶ Our Contribution to Green Transformation
- ▶ Responsible Supply Chain Management
- ▶ Customer Satisfaction and Brand Perception
- ▶ Our Applications, Digital Transformation Journey



Chapter

## ► Responsible Products and Services

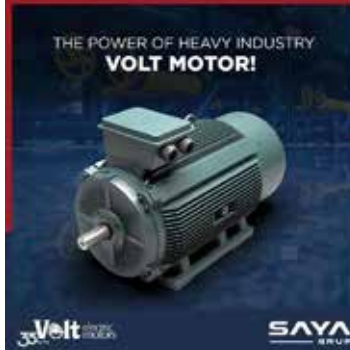


**With a power range from 0.09 kW to 250 kW, we produce sector-specific solutions and provide less energy and higher efficiency.**

Volt Electric Motors was founded in 1966 to produce coil winding, started to produce single-phase electric motors and then three-phase electric motors in 1987 and took its place in the electric motor production sector. As a result of our technology investments and R&D activities, we have reached a product range of 315 frame types and 250 kW power from 56 frame types by 2021. We manufacture our products with an innovative outlook and save money through efficient energy use.

### Volt Electric Motors Product Groups

- 1 Phase Asynchronous Motors
- 3 Phase Asynchronous Motors
- Synchronous Reluctance Motors
- Permanent Magnet Synchronous Motors
- Special Motors
  - Compressor Motor
  - Smoke Extraction Motor
  - Milking Machine Motor
  - Industrial Oven Motor
  - Automatic Door Motor
  - Crusher Motor



**1-PHASE**  
 0,12 kW ... 3kW  
 63...100 Frame Size  
 Run Capacitor  
 Start and Run Capacitor Motors  
 Centrifugal Switch Structure  
 IP 55  
 Class F or H Winding Insulation  
 Special Voltage-Frequency Options

**3-PHASE**  
 0,12 kW ... 250kW  
 63...315 Frame Size  
 E1-IE2-IE3-IE4 Efficiency  
 IP55-56-65-66  
 Class F or H Winding Insulation  
 Special Voltage-Frequency Options

**SPECIAL MOTORS**  
 Volt Motor offers sectoral solutions to its business partners for industrial motors.

**Volt Motor, the strength of heavy industry with long life and high durability!**



**GENERAL SPECIFICATIONS:**

<b>Efficiency Class</b>	IE5, IE4, IE3, IE2, IE1
<b>Cooling System</b>	IC411
<b>Operation Type</b>	S1
<b>Protection Class</b>	IP55
<b>Operation Height</b>	Max 1000m
<b>Insulation Class</b>	F
<b>Temperature Rise Class</b>	B
<b>Vibration Class</b>	B
<b>Maximum Operating Ambient Temperature</b>	40°C

**High endurance with the assurance of Volt Electric Motors: from 0.09 kW to 250 kW.**

We use the highest quality bearings specially selected for Volt Electric Motors. The shaft of our motors has a standardised cylindrical end with a keyway with a hole at the end and the seals on the shaft are designed for mechanical protection.

The terminal box and cover are made of aluminium or thermoplastic alloy for three-phase motors and thermoplastic material with capacitor housing for single-phase motors.

The standard position of the terminal box is on the shaft side and at the top for three-phase motors and on the propeller side and at the top for single-phase motors. An earthing connection is provided inside the terminal box and the same system is provided on the motor housing.

The rotors are die cast aluminium cage rotors. The rotor is dynamically balanced with a half wedge.

The noise level is within the standard TS EN 60034-9. Vibration intensity: According to TS EN 60034-14 the vibration intensity is "Normal".

Our motors are finished in RAL 7031 grey, which is unaffected by normal industrial environments and is suitable for one-component synthetic paint for subsequent applications.

**Creative and innovative single-phase electric motors:**

**1 phase asynchronous motors:**

The structure of 1-phase asynchronous motors consists of two basic components, stator and rotor, as in 3-phase asynchronous motors. Stator is the fixed part of the motor. Stator has a stator core and field windings. In the stator of 1-phase asynchronous motors, there are usually two windings as main and auxiliary windings. Rotor is the rotating part of the motor. Volt Electric Motors' industrial asynchronous motor product range squirrel cage asynchronous motors are manufactured with squirrel cage rotors with short-circuited bus bars.

**3 phase asynchronous motors :**

3-phase asynchronous motors consist of two basic components, stator and rotor. The stator forms the fixed part of the motor. The stator contains the stator core and field windings. In the stators of 3-phase asynchronous motors a separate winding for each 3 phases. Rotor is the rotating part of the motor. Volt Electric Motors' industrial asynchronous motor product range squirrel cage asynchronous motors are manufactured with squirrel cage rotors with

short-circuited bus bars. Squirrel cage asynchronous motor is the most widely used type of asynchronous motor in industrial applications. Volt Motor industrial asynchronous motor product range also consists of squirrel cage asynchronous motors.

**SPECIAL MOTORS:**

The general purpose is to provide cost, performance and quality advantages in applications through standard 3-phase and 1-phase asynchronous motors, known as motors, developed versions for special applications.

**a) Compressor Motor:** The dielectric strength of the insulation system of the motors developed for use in compressor applications has been increased. The insulation is strengthened against voltage peaks coming to the motor terminal. The motors have been specially developed so that the temperature rise value (DT) is low during operation at nominal load. 180oC temperature resistant bearing is selected. PTC thermistor is used. IE3 efficiency class motors are suitable for 1.40 service factor operation.

**b) Automatic Door Motor:** It is a direct drive motor technology that can provide high torque without the use of any reducer and meet the requirements of sliding door applications without maintenance.

Thanks to its low time constant and high torque density (Nm/A), the motor is capable of accelerating and decelerating doors in series. Thanks to its high responsiveness, it can be preferred especially in elevator door applications.

The motor is controlled by a special electronic sensor built into the housing, which can also control the opening and closing cycles of the door and provide position information. The motor has no optical encoder. A vector control drive, also known as FOC (Field Oriented Control), is used to provide highly accurate speed and torque control and smooth motion with high efficiency.

**c) Smoke Extraction Motor:** Smoke extraction motors prevent the accumulation of toxic gases in the environment thanks to their resistance to high temperatures in standard ventilation systems and in case of fire emergencies. Thus, it provides time and safe space for the evacuation of the environment. Suitable for use for 2 hours at 300oC.

**d) Milking Machine Motor:** Milking motors have a special connection design suitable for use in milking machines special for the livestock sector.

**e) Industrial Oven Motor:** With industrial oven motors, it provides service with its special mechanical design in industrial ovens for the food industry.

**f) Crushing Motor:** Crushing motors have high insulation class, special bearing, disassembled foot and lubricated cover features specific to the mining sector.

**VoltPro High Efficiency Industrial Motors / Permanent Magnet Synchronous Motor - "New Technology Compact Series"**

The VoltPro permanent magnet synchronous motor range is a new range of industrial motors developed to meet the need for efficiency class IE4 and higher. The main advantage of the VoltPro range is the use of ferrite magnets in the rotor, providing a cost-effective solution.

In the motor design, the main features of two different

**/ Product Range**

RPM	1500										3000												
Power [kW]	0.25	0.37	0.55	0.75	1.1	1.5	2.20	3	4	5.5	7.5	0.37	0.55	0.75	1.1	1.5	2.2	3	4	5.5	7.5	11	15

**/ Product Range**

	1500rpm	3000rpm		1500rpm	3000rpm
Motor Input Rated Voltage [V]	400	400	Duty cycle	S1	S1
Rated Frequency [Hz]	125	250	IP	55	55
Pole number	10	10	Amb. Temp [°C]	40	40
Thermal class	F	F	Cooling	IC411	IC411
IP	55	55	Frequency range	5-250	5-500
Maximum speed [rpm]	3000	6000	EMF form	Sinus	Sinus



motor technologies were combined in a single motor, and products with higher efficiency class than IE4 driven by vector control method were developed.

Reluctance and permanent magnet synchronous motor technology are combined in a single motor. The rotor magnetic circuit is designed to generate the magnet and reluctance moment of the motor together. The magnets are placed in the lamination in such a way as to provide the appropriate dislocation between the d and q axes of the motor.

Low copper loss is achieved by using needle winding technology by decreasing end-turn dimensions. As known, needle winding causes high torque ripple. The magnetic circuit design is optimized to decrease torque ripple lower than %15.

In order for the motor to provide high efficiency and appropriate torque speed characteristics in all applications (pump, fan, compressor, transportation, etc.), the motor EMC waveform is sinusoidal in accordance with FOC control. Motors with IE1- IE2- IE3 efficiency level in variable speed applications where a speed controller is used can be replaced with VoltPro PMSM series products without any extra cost and high gains in system efficiency can be achieved.



You can find more detailed information about VoltPro at [https://voltmotor.com.tr/downloads/pdf/tr/VoltPro-PM SM\\_TR.pdf](https://voltmotor.com.tr/downloads/pdf/tr/VoltPro-PM SM_TR.pdf) and technical documents about all our products at <https://voltmotor.com.tr/teknik-dokumanlar/>.

## Product Standards and Certifications

Standard No.	DEFINITION
IEC 60034-1	Declaration characteristics and operating characteristics
IEC 60034-2-1	Standard methods for determining losses and efficiency by experiments
IEC 60034-2-2	Specific methods for the determination of losses separate from the experiments of large machines
IEC 60034-5	Protection level (IP code)
IEC 60034-6	Cooling methods (IC code)
IEC 60034-7	Classification of construction types, mounting arrangements and location of the terminal box (IM code)
IEC 60034-8	Marking of connection ends and direction of rotation
IEC 60034-9	Noise limits
IEC 60034-11	Thermal protection
IEC 60034-12	Starting performance of three-phase cage induction motors with single speed step
IEC 60034-14	Mechanical vibration on some machines with a shaft height of 56 mm and higher - Measurement, evaluation and limits of vibration
IEC 60034-15	Effects of unbalanced voltages on the performance of three-phase cage induction motors
IEC 60034-26	Effects of unbalanced voltages on the performance of three-phase cage induction motors
IEC 60034-27-1	Offline partial discharge measurements in stator wind insulation of rotating electrical machines
IEC 60034-27-3	Measurement of dielectric loss factor in stator winding insulation of rotating electrical machines
IEC 60034-27-4	Measurement of insulation resistance and polarity index on winding insulation of rotating electrical machines
IEC 60034-28	Experimental methods for the quantification of the equivalent circuit diagram for three-phase low-voltage, caged induction motors
IEC 60034-29	Experimental methods for the quantification of the equivalent circuit diagram for three-phase low-voltage, caged induction motors
IEC 60034-30-1	Efficiency ratings for mains-supplied a.c. motors
IEC 60027-4	Letter symbols used in electrical technology
IEC 60252-1	Capacitors - General; Performance, tests and declaration values, safety rules
IEC 60252-2	Capacitors - Motor starting capacitors
IEC 1680	Acoustics - Test code for the measurement of airborne noise from electrical rotating machinery
IEC 60085	Electrical insulation - Thermal evaluation and demonstration
TS EN 50347	Induction motors - Three-phase, standard size and output power, general purpose - Frame numbers 56 to 315 and flange numbers 65 to 740
ISO 9001:2015	Quality management system standard
ISO 14001:2015	Environmental management system standard
ISO 45001:2018	Occupational health and safety management system standard



TÜRKİYE TSE EN 60034-1	GERMANY DIN VDE 0530 DIN EN 60034	GREAT BRITAIN BS EN 60034	RoHS COMPLIANT
TSE TS EN 600034-1	UL E235514	CE	ee

We have started production of the IE4 efficiency class synchronous reluctance product group for an OEM customer and are actively continuing production of the IE5 efficiency class.

For the IE5+ efficiency class permanent magnet synchronous reluctance product group, we started production in 2021 and are actively producing from 0.25 kW to 7.5 kW.

### ► Our Technology, Innovation and R&D & P&D Oriented Production Power



**We attach importance to our R&D investments and grow by developing and changing in the R&D sector.**

At Volt Electric Motors, we give high priority to our R&D, P&D and innovation activities in order to increase our competitiveness in national and global markets and to emphasise sustainability and excellence in all our operational processes.

We attach importance to our R&D investments and grow by developing and changing in our sector with the scientific approaches of R&D.

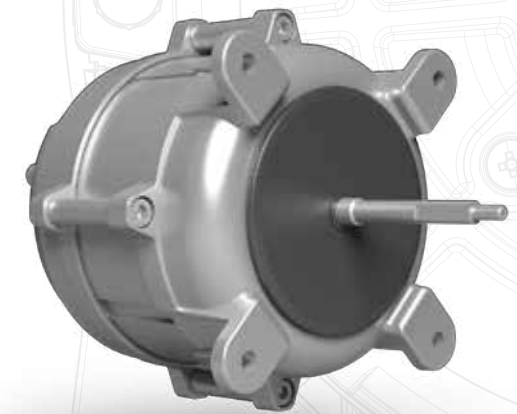
All our investments are product-oriented, and together with our R&D team, we continuously make improvements and develop methods to reduce energy consumption and ensure high performance and high efficiency. With our project teams consisting of competent personnel, we ensure feasibility, benchmarking, creation of project plans, follow-up and commissioning of projects.

In our various projects, we work with academics specialising in related fields, pursue incentive and support programmes, and submit project applications. We conduct research and



manage application processes for patentable and utility model ideas.

We approach all our activities with an innovative perspective to ensure sustainability. We strengthen this innovative perspective with our strategic plans and set milestones for ourselves. We commissioned the Volt R&D Center in 2021, one of our important milestones, and we continue our R&D, P&D and innovation efforts at full speed. We add value not only to our business partners but also to the whole world with our highly efficient electric motors that we produce with the principle of benefit to the environment, society and stakeholders, which we have adopted as our mission. As Volt R&D Center, our main goal is to be an innovative, process-developing institution that can keep up with trends.





**21% of our Volt R&D Center employees are women and 67% of them have Master's and Bachelor's degrees.**

Our Volt R&D Center, which operates on an area of approximately 500 m<sup>2</sup> with advanced equipment/devices and software infrastructure, employs a total of 42 people, 21% of whom are women and 62% of whom are researchers. 67% of our employees have Master's and Bachelor's degrees. Our R&D Center consists of Electrical Design Office, Mechanical Design Office, Project Management Office and R&D laboratory areas. 67% of our employees have Master's and Bachelor's degrees.

**We have determined our short, medium and long term R&D/Design strategies with our goal of continuous development.**

As an organization that always thinks and aims ahead with our technical and technological infrastructure, we are distinguished from our competitors with our pioneering role in the sector and our quality products and services. Aware of the importance of R&D and innovation in developing quality products and increasing our market share and brand value, we have defined our short, medium and long-term R&D/design strategies with the aim of continuous development.

**In the short term;**

- Implementing product development and improvement projects in line with customer requirements,
- Implement productivity and process improvement projects,
- Develop feasibility and functionality projects in line with customer requirements,
- Ensure the individual and team development of design staff.

**In the medium term;**

- To realise competitive product development projects with high added value,
- To be the leader in the sector in terms of production quality and technology in Turkey and the region,
- To be the sector leader in technology and design investments,
- To realise joint projects with universities, research centres and design centres,
- To develop sustainable and innovative products and processes, and to increase the qualification and training level of design personnel,
- To train qualified personnel and increase the employment of designers,
- Develop innovative products to increase market share and develop new market entry strategies,
- Analysing expectations and realising new projects by developing different products and technologies by participating in fairs, conferences, seminars and workshops held in Turkey, Europe and the world in the relevant fields of the sector,
- Establishing a research group within the company that focuses on products and technologies that will create awareness in Europe and the world for the future, independent of existing products and customer demands.

**In the long term;**

- To be a competitive company in the sector in Europe and the world,
- To carry out joint projects and activities with international research centres and institutes,
- To set up joint technological infrastructures with universities and research centres,
- To design perfect production systems with full automation,
- Work to strengthen our position in the market as a global brand.

**We focus our priorities on four topics:**  
**1) electric motor development,**  
**2) innovation projects,**  
**3) e-mobility and**  
**4) sustainability of ideas.**

**1) Electric motor development :**

As Volt R&D Center, we work on increasing the energy efficiency of our motors in every area where there is movement for sustainable development. At the same time, we focus on optimum designs to reduce the energy consumption caused by the production of the motor.

**2) Innovation Projects:**

As Volt R&D Center, we produce the technology of the future. We carry out innovation projects, especially at the point of preparing academic activities that have not yet started mass production for mass production.

**3) E-Mobility:**

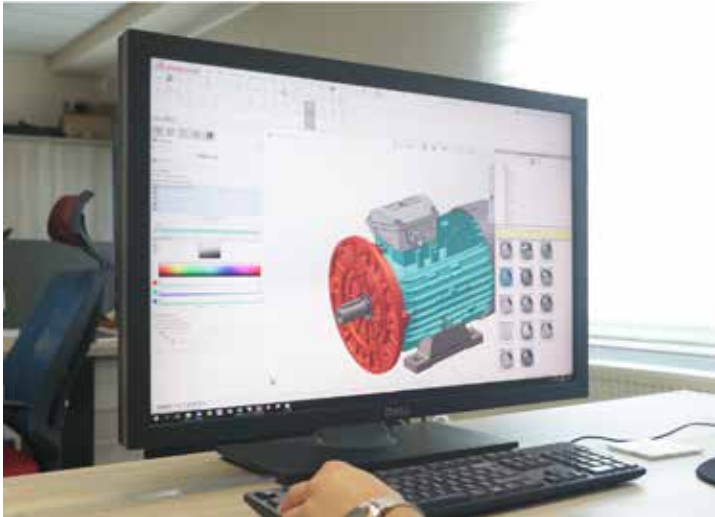
We do not only want to take part in the e-mobility transformation as a motor manufacturer, but we also want to be one of the institutions shaping this transformation in Turkey. In this sense, we aim to participate in an international organization in 2022 and produce scientific publications. In 2022, we plan to launch the electric vehicle motor prototype, and in 2023, we plan to launch the electric vehicle motor driver prototype.

**4) Sustainability of Ideas :**

Within the scope of sustainability of ideas, we want to contact our internal and external stakeholders simultaneously. We organize a "Creative Solutions Event" twice a week at Volt R&D Center and put our employees' creative project ideas into action.

We are also working to organize ideathons among undergraduate and graduate students and to be included in the list of collaborating organizations within the scope of TÜBİTAK 1512 Entrepreneurship Support Program (BiGG). Thus, as of 2022, in addition to the ideas produced in our Volt R&D Center, we want to evaluate outsourced ideas within our organization.

For details, please refer to the sub-heading "R&D, P&D and Innovation Collaborations".



## Our R&D Projects

### Electric Vehicle Motor Development Project (01.08.2021-31.01.2023):

The project was initiated as an R&D project with our own resources to gain and develop the know-how of electric vehicle motors within Volt Electric Motors. According to International Energy Agency (IEA) data, 74.5% of CO2 emissions from transportation are caused by land transportation. With the Paris Climate Agreement, a major shift in electric vehicles is taking place in our country and around the world. According to BloombergNEF's "The Electric Vehicle Outlook 2022 Report", electric vehicles are expected to account for 98% of two- and three-wheeled vehicle sales by 2050. We are following this trend closely and continue to work on electric vehicle motors. We aim to launch our first prototype in 2022. Within the scope of this project, we have R&D cooperation with Kumru Scooter.

### F400 Smoke Extraction Motor Development and Commissioning Project (01/05/2021-01/01/2023):

Our F400 smoke extraction motors are motors that remove toxic gases from the escape points of people in case of fire and are resistant to high temperatures. While the F300 smoke extraction motors in our current product range can withstand 300°C for 2 hours, our F400 smoke extraction motors, which are an upgraded version, can withstand 400°C for 2 hours. As the Volt R&D Center, we have started to develop this motor and we aim to start mass production in 2023. This project is supported within the scope of TUBITAK TEYDEB 1707 SME Support Call for Order-Based R&D Projects. In the project, we have an R&D cooperation with KANAT BOYA (Kanat Boyacılık Tic. ve San. A.Ş.) and an SME is also included in the project consortium.

### Motor Analysis Sensor Design Project with Machine Learning and Bluetooth Communication (01/12/2020- 31/12/2022):

Electric motors are used at critical points in many enterprises. For this reason, it is important to continuously monitor the motors and perform predictive maintenance. With the sensor we call Voltpro, we will be able to monitor the vibration data of the motor instantaneously and inform the user with a failure expectation warning before the motor deteriorates thanks to the artificial intelligence algorithm. Thus, we will ensure that our motors at critical points continue their duties without any problems. This project is carried out together with the University of Economics within the scope of University-Industry Cooperation. We are financing the project entirely with our own resources.

## Sustainable Product Development and Efficiency Projects

### Fault Detection in Lamination through AI (01/03/2020-31/12/2022):

One of the main components of electric motors is the lamination sheets used. If defects in these lamination sheets are not detected during production, they can be detected after the motor is picked up; however, in this case many parts of the motor are scrapped. Our aim is to scan the lamination sheets during production and separate the faulty sheets. This way the motor will not be scrapped because of the lamination sheet. The project is funded by our own resources.

### Single Phase IE2 Project (15/09/2020-01/07/2023):

According to data from the Ministry of Industry and Technology's General Directorate of Strategic Research and Efficiency, 36% of energy consumption in Turkey in 2015 was due to electric motors. Today, single-phase motors are not subject to an energy class. In order to reduce the energy consumption of the single-phase motors we produce, we are working to increase the efficiency class of our motors. This project is supported within the scope of TÜBİTAK TEYDEB 1707 SME Support Call for Order-Based R&D Projects.

### 75 kW+ IE4 Energy Class Transition Project (11/10/2021-02/01/2023):

Similar to the single-phase IE2 project, we are working to ensure that our three-phase motors above 75 kW are included in the IE4 efficiency class in order to reduce energy consumption. The project is financed by our own resources.

## Innovation Projects

### Magnetic Gearbox Project (05/04/2021-05/04/2023):

Within the scope of university-industry cooperation, we are developing magnetic gearboxes, which are limited to academic activities both in our country and in the world, in accordance with mass production in the project we carry out with Ege University. The project is funded by our own resources.

Magnetic gearboxes cause no wear because they have no gears and no contact. They do not require oil and their efficiency is higher than conventional gearboxes. With these advantages, the magnetic gearbox prevents breakage due to idling when more torque is required than it can provide. This means it can be used safely in places where sudden density changes occur, such as cement mixing plants. It has the potential to be used in the defence industry, particularly because of its virtually maintenance-free nature, or in the energy sector because of its high efficiency.



**Our Effort for Product/Product Quality Improvement**  
We routinely continue our development activities for customers' special motor demands. We carry out product/product quality improvement activities by taking into account the problems encountered during the production of products and/or possible customer complaints.

**Our LCA Activities**

Life Cycle Analysis (LCA) is a tool used to analyse in detail the environmental impacts of a product or service at all stages of its life cycle (from the extraction of raw materials to production, use and final processing). Thanks to LCA, the environmental impact is minimised during the production phase. processes with high environmental impact are identified and necessary improvements are made. In line with our contributions to the Sustainable Development Goals, we started our efforts to reduce our environmental impacts arising from our operations and planned investments through our sustainability and LCA activities in 2021.

As Volt R&D Center, a project-based Product Lifecycle Management (PLM) was established. In this way, projects are planned to be managed at the targeted cost, quality and duration, and product design, which is the beginning of the product life cycle, is designed.

In 2022, we aim to digitalise our R&D processes with PLM software, and we plan to launch the variant management software in 2023 and to create digital twins of all products in the last quarter of the same year.

**Our Patent Applications:**

As Volt R&D Centre, we applied for 3 Utility Model and 1 Patent in 2021. These applications have passed the formal examinations and are still being examined by TÜRK PATENT.

According to the registration applications published in TÜRK PATENT, we have the title of the R&D Centre that has filed the highest number of intellectual and industrial property rights applications among the organisations working on electric motors and that has received the title of R&D Centre from the Ministry of Industry and Technology.

**Our Scientific Publications:**

We present the results of our R&D, P&D and innovation activities both as presentations at national/international events and as scientific publications in academic journals.

In this way, we aim to contribute to the scientific community. We presented our paper "Experimental and Numerical Performance Analysis of Smoke Extraction Motors Used in Special Fan Applications at High Temperature" at the "7th International Conference on Engineering and Natural Science (ICENS 2021)" held in Bosnia-Herzegovina on June 23-27, 2021.

**Our R&D, P&D and Innovation Collaborations:**

In 2021, as Volt R&D Centre, we signed cooperation agreements with Dokuz Eylül University TTO and Izmir High Technology University TTO. Thanks to these collaborations, we aim to gain momentum in 2022, especially in our innovation projects. Together with Kumru Scooter, the brand of Kent AŞ, an organization of Karşıyaka Municipality, we continue our work on the development of an electric vehicle motor.



**KANAT BOYA R&D Collaborations:**

- We have signed an R&D centre cooperation agreement with KANAT BOYA (Kanat Boyacılık Tic. ve San. A.Ş.
- A thermal insulation paint resistant to 400 C is being developed for use in smoke extraction motors.
- We are conducting domestic and national silicone varnish activities that can be used in smoke extraction motors. We aim to finalize the project in 2023.
- Together with Kanat Boya, we are carrying out a project to develop water-based varnish that can be used in electric motors.



## Stakeholder Opinion

As part of our ongoing cooperation with Volt Electric Motors in the "Development of Water Based 1K Motor Paint" project; As KANAT BOYA R&D Centre, we are developing innovative paint systems with special performance according to the conditions required by Volt Electric Motors, and we are conducting trials and tests together. Since most of the work is related to the development of water-based paint systems with clean content, and since the chemical substances that can be harmful to the environment and human health are much lower in the structure of such paints compared to other paint structures, significant environmental benefits will be achieved with this project. In addition, with the successful results to be obtained, it is aimed to reduce the sector's foreign dependency.

**ALPER KADES / KANAP BOYA R&D Director**

Today, the successes that come from team synergy go far beyond individual achievements, and organisations that are able to manage all their processes in an integrated manner with a holistic approach have been able to reach a competitive level. Since 2011, Volt Electric Motors has been managing its R&D activities in the light of globally recognised management systems. Today, however, with our strong social responsibility to prevent climate change, it is not enough for us to focus only on the design of our own product. By becoming an R&D centre, we have created our own innovation ecosystem together with universities, technoparks, R&D companies, customers, suppliers and team members. In this way, we have been able to develop solutions to all our chronic problems. Today, the successes that come from team synergy go far beyond individual achievements, and organisations that are able to manage all their processes in an integrated manner with a holistic approach have been able to reach a competitive level. Since 2011, Volt Electric Motors has been managing its R&D activities in the light of globally recognised management systems. Today, however, with our strong social responsibility to prevent climate change, it is not enough for us to focus only on the design of our own product. By becoming an R&D centre, we have created our own innovation ecosystem together with universities, technoparks, R&D companies, customers, suppliers and team members. In this way, we have become able to develop solutions for all our problems that have become chronic. We have started to take firm steps forward in order to become an application point both to solve our own problems and to meet different needs in the market. We are now able to approach every need with a utility model or patent search. In order to make this approach a culture in our business, our R&D Center became a reference and we started to disseminate it from here. Thanks to our efforts, we are also changing production technologies and implementing activities to reduce our carbon footprint. We have now evolved from a cost-oriented perspective to an innovation-oriented approach.

The product group we produce enables us to contact all machine manufacturers due to its structure. Thanks to the advantage of being an R&D centre and the innovation network that we have created, we have been able to provide a training that both benefits and adds value in every area of machine manufacturing. Through our shared stakeholders, all electric motor manufacturers are kept informed and encouraged to develop different solutions to stay ahead of the competition. In this way, we and other manufacturers are motivated to maintain and share our innovative approaches to improving our products and production technologies.

Our R&D Center is the driving force for us to develop and maintain a culture of innovation.

**BİLAL VOLKAN ŞEREFHANOĞLU / Volt Electric Motors R&D Manager**

Another one of our targets for the 2022-2023 period is, first and foremost, is to be included as Volt Electric Motors in the list of collaborating organizations within the scope of TÜBİTAK TEYDEB 1601: Support Program for Increasing Capacity in Innovation and Entrepreneurship Areas and TÜBİTAK 1512 Entrepreneurship Support Program (BİGG) for the sustainability of ideas. Our roadmap in this regard is to make the relevant applications with a university to be determined around Izmir in 2022 and to organize our first ideathon among undergraduate and graduate students, and to commission our center named VOLT ATÖLYE in 2023.

Through VOLT ATÖLYE, we aim to provide prototyping support to startups located in technology development zones of universities, as well as vocational and applied training to undergraduate students and to be included in the undergraduate curricula of Electrical Engineering, Mechanical Engineering and Chemical Engineering. We plan that VOLT ATÖLYE will serve as a base for academic collaborations and the first contacts with the academic world will be established through this center.

We continue our negotiations with universities for the establishment of VOLT ATÖLYE. In 2023, we also aim to organize a scientific congress on electric machines, power electronics and gearboxes. In this way, by 2023, we will have contacted and evaluated the ideas of entrepreneurs at VOLT ATÖLYE, the ideas of our employees at the "Creative Solutions Event", the ideas of undergraduate and graduate students at ideathons, and the ideas of academics at the congress.

Annual R&D Expenditures	2019	2020	2021
	2.651.494,06 TL	4.180.916,75 TL	7.068.822,65 TL

### ► Our Contribution to Green Transformation

We consider green transformation as an important step in creating value for our Company, our employees, our stakeholders and our society and building a strong and sustainable future.

Therefore, through our responsible investments focusing on sustainability, we adopt a green transformation-oriented growth strategy and aim to realize responsible production that is sensitive to the environment and society by reducing our environmental and social impacts arising from our operational activities.

With the efficiency we will provide from our plant/process/equipment investments that constitute our production capital, we aim to benefit both economically and in terms of the environment and manpower.

**In 2021, our sustainability-oriented product development investments amounted to 6,367,346.21TL, sustainable growth-oriented capacity development investments amounted to 6,348,556.90 TL and sustainability-oriented equipment renewal (maintenance) investments amounted to 6,527,141.25TL.**

Within the framework of our Green Development vision, we realized our sustainability-focused responsible investments completed or newly started in 2021 in three important areas, respectively

sustainable product development, capacity building for sustainable growth and sustainability-oriented equipment renewal (maintenance)

In 2021, we invested 6,367,346.21TL in sustainable product development, 6,348,556.90TL in sustainable growth-oriented capacity development and 6,527,141.25TL in sustainable equipment renewal (maintenance). The total cost of these three investments represented 62.8% of our total investment costs in 2021.

**To reduce our corporate greenhouse gas emissions, we support responsible investment principles that encourage action to combat climate change.**

In line with our principle of transitioning to a low-carbon economy; in the period 2019-2020-2021, the total cost of our completed or newly started investments in our laminating, coiling, assembly and welding departments at Volt1 and in our machining and injection moulding departments at Volt2 in our plant amounted to 3,053,645.75TL.

Transition to Low Carbon Economy Projects for 2019-2020-2021		
	Department	Description
<b>2021</b>		
VLT_147_730 DOSING PUMP-DOSATRON	Machining	Automatic dosing with less water consumption as a precaution against the environmental pollution caused by manual dosing of machining boron oils
VLT_48_730 SANDBLASTING DUST EXTRACTION SYSTEM	Injection	Establishment of a dust extraction system as a precaution against air pollution in the deburring line
VLT_214_730 SLUDGE SEPARATION UNIT REVISION	Assembly	Investment made to ensure that the paint sludge from the paint line does not harm the environment as waste and to recycle the water in the sludge
VLT_196_730 HOT CRIMPING MACHINE	Coil Winding	Welding with electrode method by welding the coil wires with blowtorch in the manual winding line and preventing harmful gas emission to the environment
<b>2020</b>		
VLT_107_730 ERDEM TRDOZ-900 2020/1	Volt 2	Mine Dosing Machines - Converting outdoor natural gas melting furnaces to indoor electric melting furnaces
VLT_107_730 ERDEM TRDOZ-900 2020/2	Volt 2	
<b>2019</b>		
Coil Welding Machine	Coil Winding	We renewed the manual welding process, which caused carbon dioxide emissions in the open area, with the Oweld brand machine and ensured that the process is realized through hydrogen ion in water. The water used during this process is recovered.
Housing Induction Heating Machine and Peripheral Equipment	Coil Winding	Housings heated with blowtorch in the open air were causing harmful gas emissions to the environment. With the new machine infrastructure, we started to heat the housings with induction.
NEW PAINT SHOP	Coil Winding	The open air paint process is carried out in a positive pressure booth in a closed exproof area.

**New Investments Planned for 2022**

Aware of responsible investment, we aim to increase our sustainability-oriented investments in 2022 and continue to make a positive contribution to green transformation. In 2022, we plan to include our SPP power plant with an investment of approximately 6.3 million TL and our cast iron production branch with an investment of approximately 1 million TL in our sustainable and responsible investments for 2021.

While providing access to sustainable, clean and modern energy through our SPP investment, we plan to reduce our waste by using our metal waste from our operational processes as input for the ladles in the cast iron casting unit. In 2022, thanks to this circular business model approach, we will switch to ecological methods by recycling our machines/metal components at the source.

As the metal sheets we use as raw materials become idle for various reasons, they are temporarily stored as waste in our plant and sent to the relevant licensed recycling facility; after the startup of our cast iron casting unit in 2022, it is planned to replace approximately 40% of the raw material used in casting with waste metal sheets in our subworks.

We will continue to invest in reducing our environmental and social impact by using electricity instead of natural gas in the crucible melting process at our forthcoming pig iron casting facility and our existing injection moulding department.

Investment Amount(TL)	2022 (Planned)	2021	2020	2019
Sustainability-Oriented Product Development Projects	~7,5 milyon TL	6.367.346,21 TL	12.072.898,09 TL	9.741.820,66 TL
Capacity Building Projects Focused on Sustainable Growth	~11,2 milyon TL	6.348.556,90 TL	2.380.945,59 TL	3.348.770,58 TL
Sustainability-Oriented Equipment Renewal (Maintenance) Projects	~2,7 milyon TL	6.527.141,25 TL	2.877.745,89 TL	4.507.869,71 TL
Low Carbon Economy Transition Projects	~6,3 milyon TL	548.230,10 TL	626.635,65 TL	1.878.780,00 TL
Our Other Sustainability-Oriented Investment Projects	~8,3 milyon TL	11.383.762,30 TL	3.573.925,72 TL	6.649.565,05 TL

## ► Responsible Supply Chain Management

Following the negative impact on the global supply chain of COVID-19, which started in 2020, 2021 is seen as a period of recovery for economies around the world. During this period, we have closely monitored national and global market conditions, made our purchases on time and at the best available conditions, and have not allowed any disruptions in our supply chain.

Supplying parts to the electric motor industry is seen as an arduous process. The procurement process requires the ability to mass-produce complex products using state-of-the-art processes.

***Our procurement mission is to gain a competitive advantage by selecting, developing and managing suppliers who are able to deliver quality, delivery and cost effective products. Once suppliers have been selected, our aim is to develop a strong, long-term and structured relationship with them.***

***We continue to provide not only pre-sales but also after-sales services and we are solution-oriented.***

The key to the success of Volt Electric Motors is the ability to adapt these systems and processes to its organization and have its suppliers implement them as well. In order to sustain our competitiveness in the market, we continuously monitor and evaluate our supply chain with measurable targets. We conduct our relations with our business partners and suppliers honestly and fairly, act transparently and impartially in the selection process of our business partners, and take due care to fulfill our obligations in a timely manner within the framework of our "Responsibilities towards our Business Partners and Suppliers" in the "SAYA Group - Ethical Principles Booklet".

We carefully protect the confidential information and the corporate and personal integrity of our business partners and suppliers. We do not work with business partners and suppliers who do not act in accordance with the Group's values and ethical principles, who do not fulfil the working conditions, wages and other rights of their employees in accordance with the law, and who do not comply with the law.

We work with suppliers who comply with the rules and principles in all our business processes and relationships, act in accordance with commercial and financial regulations and with financial integrity, provide a safe and healthy working environment free from discrimination and harassment, respect the confidentiality of information and avoid unfair competition.



In accordance with our purchasing principles, we do not purchase from conflict zones under any circumstances.

We manage our sustainable procurement and supply chain practices, one of our high priority sustainability elements, in accordance with our Procurement Procedure. Our main procurement items are consumables and indirect purchases, raw material purchases, raw material link purchases, service purchases and investment purchases.

Our suppliers have to pass our "Quick Assessment" and, if necessary, "Detailed Assessment" and "Technical Assessment" audits before they start working with Volt Electric Motors.

In order to reduce our supply risks, we evaluate all our domestic/foreign raw material suppliers every six months by calculating on a monthly basis, using supplier evaluation forms received from our units requesting materials/services.

According to the balanced scoring system, we make more appropriate supplier selections and carry out effective procurement activities.

In order to optimize the performance of our suppliers and increase the efficiency of our procurement processes, we provide regular feedback to our suppliers every month through our Supply Planning Unit with "Supplier Evaluation Forms". Our Supplier Performance Evaluation Reports are also shared within the organization.

Supplier audits are conducted in-house and planned by our Quality Unit. We carry out periodic audits of suppliers that fall below the target score in the Supplier Evaluation Form.

## Supplier Evaluation Criteria and Supplier Evaluation Result Score Distribution

### Purchase score distribution (30%)

#### Purchasing criteria

- Price policy: 30%
- Contract management and compliance: 20%
- Commercial cooperation/flexibility/service and technical infrastructure: 20%
- Accessibility and communication: 7
- Market and trend information flow: 15%
- Financial status: 8

### Quality score distribution (40%)

#### Quality criteria

- Return rate from production\*: 15%
- Quality performance measurement (QPM): 15%

### Supply planning score (30%)

#### Supply planning criteria

- Deviation in delivery quantity: 15%
- Deviation in delivery date: 15%

\* Return Rate from Production:  $PPR-PPM = [\sum (\text{Number of defective materials returned from production}) / (\text{Total materials used})] * 1.000.000$

Audits are carried out by Volt Quality Auditors with ISO 19011 internal auditor certificate and 3rd party auditor certificate, and feedback is provided via e-mail / hard copy signed feedback in matrix format via VOLT Supplier Evaluation Question List. Findings related to the activities within the scope of operational/quality/environmental/ OHS in the matrix structure are listed as Supply Development Actions in the action follow-up list. Findings related to activities within the scope of

operational/quality/environmental/ OHS in the matrix structure are tracked on a weekly/monthly/quarterly basis as Supply Development Actions in the action

tracking list and closed with on-site verification. No supplier was removed from the supplier list after the audits.

In today's conditions where digital transformation is inevitable, we have integrated all our procurement processes into digital software in order to ensure that all our procurement data constitutes a solid database not only for today but also for the future.

Within the scope of digital transformation, SAP QM module QA approval pages and sections are currently used, but approval processes and performance evaluation practices are targeted to be completed in the last quarter of 2022.

All process documents/supplier declarations/instructions/manuals and all documented information are archived and tracked online in QDMS.

In line with our responsible procurement principle, we continue our investment planning under the auspices of our Assistant General Manager of Financial Affairs and Procurement for the integration of environmental components (combating and adapting to climate change, effective use of natural resources, circular economy, etc.) and social components (ethical practices, risk of child labor, risk of forced/uninsured labor, occupational health and safety conditions, etc.) into our supplier performance evaluation process.

We take care to extend the concepts of corporate sustainability and green transformation to our entire value chain. We aim to raise the awareness and consciousness of our suppliers, customers and all our stakeholders by setting an example with our approaches that respect human rights, are inclusive, observe social justice and advocate equal opportunities.

We also encourage our suppliers to make sustainability-oriented investments in order to accelerate the transition to a low-carbon economy by adopting to continuously improve our suppliers. We support the continuous development of our suppliers by organizing field visits to our production processes and providing technical training to our suppliers on site.

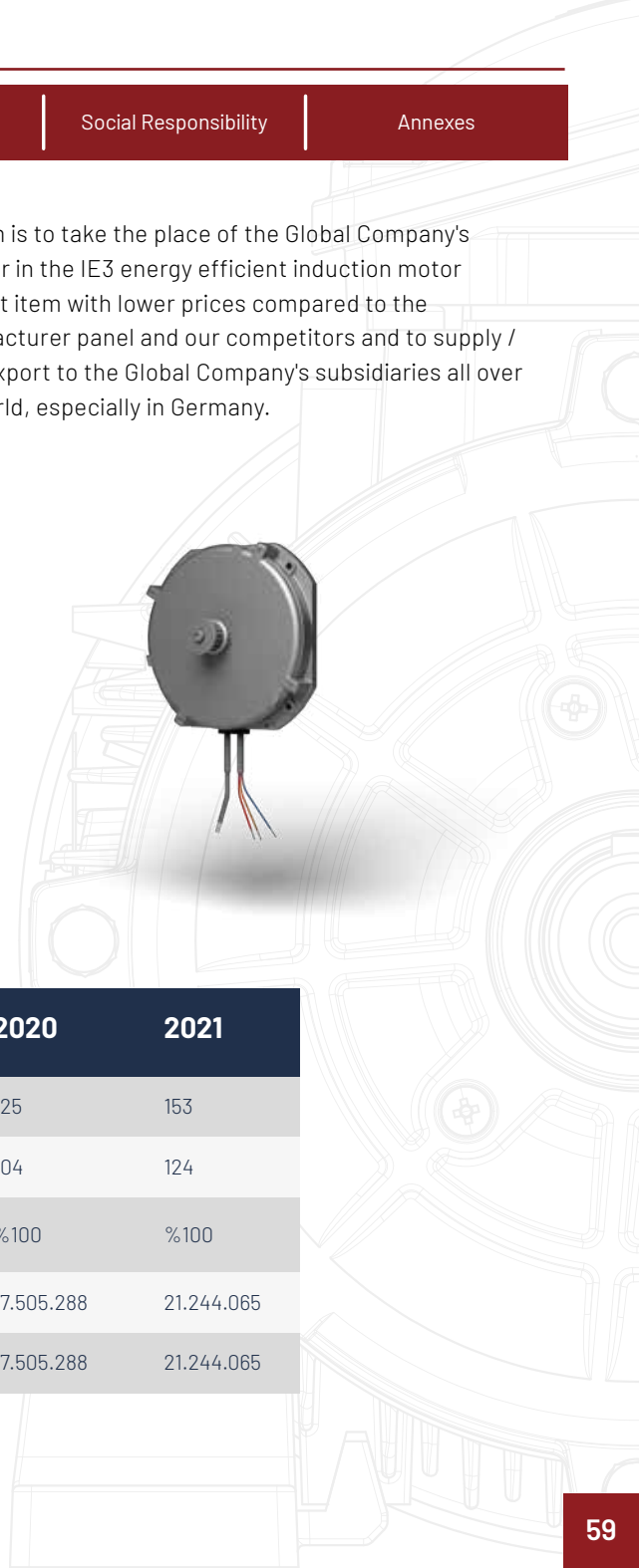
Within the scope of effective supply chain management and responsible purchasing approach, we care that the way our suppliers do business is in line with the rules of behavior in our "Volt Electric Motors Supplier Quality Assurance Handbook".

Global Supply Chain Support: As Volt Electric Motors, we were entitled to receive a two-year Global Supply Chain Competence Project Support from the Ministry of Trade on 05.09.2019.

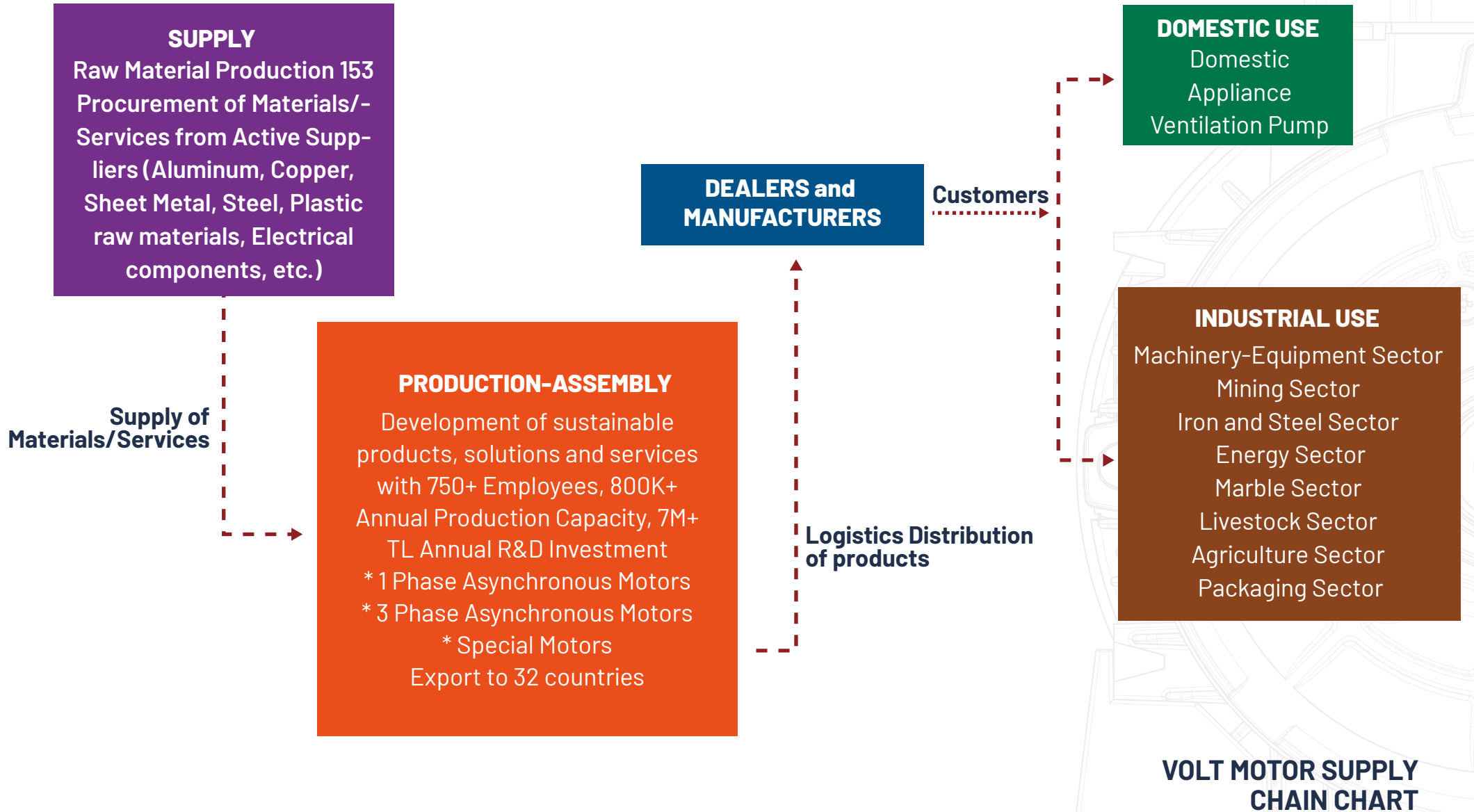
Under the project, the global company abroad, which has been approved by the Ministry of Commerce, is required to produce and sell, or plan to sell, the product or goods used as inputs in its final product.

Volt Electric Motors, on the other hand, is a domestic manufacturing and supply company that produces intermediate goods and supplies products to the global company in question. Our project has been extended by six months due to the COVID-19 pandemic and will be completed in March 2022.

Our aim is to take the place of the Global Company's supplier in the IE3 energy efficient induction motor product item with lower prices compared to the manufacturer panel and our competitors and to supply / sell / export to the Global Company's subsidiaries all over the world, especially in Germany.



SUPPLY CHAIN MANAGEMENT	2019	2020	2021
Number of Active Suppliers (Global + Local)	103	125	153
Number of Local Suppliers	89	104	124
Proportion of Local Raw Material Procurement in Total Procurement Budget (%)	%100	%100	%100
Total Raw Materials Supplied (Tons)	14.261.155	17.505.288	21.244.065
Locally Supplied Raw Material (Tons)	14.261.155	17.505.288	21.244.065



## ▶ Customer Satisfaction and Brand Perception Practices

**As Volt Electric Motors, the satisfaction of our customers is our top priority along with product quality.**

As SAYA Group company, we take care to take all kinds of measures to ensure high customer satisfaction and loyalty regarding the products and services we offer. We work with an understanding that responds to the needs and demands of our customers in the most appropriate time and in the right way, and we are sensitive to the problems of our customers. We aim to provide the best service by focusing on changing customer and market needs.

We approach our customers honestly, respectfully, fairly and with courtesy, and create a long-term environment of trust.

### Customer Structure

Our working principle in the sales channel is predominantly B2B structure based on dealership system and manufacturer companies.

- Dealers located in different cities/countries and realizing direct sales of our electric motors supplied from us,
- Companies that use our electric motors in their own products (compressors, pumps, air handling units, etc.) and deliver them to end users in different structures.

### Stakeholder Opinion

Volt Electric Motors has been an ELANTAS customer for many years. For us, they are the driving force and the largest manufacturer of electric motors in the Middle East. Our knowledge exchange over the years has been excellent, allowing us to have a win-win approach between supplier and user, focusing on common needs, growth and sustainability projects. Volt Electric Motors is a customer that responds quickly to material and payment requests. Work is carried out with advance planning and results are transparent and shared. We believe that the most important features of Volt Electric Motors's 35-year "value chain" are sustainable growth, respect for the environment and the health of its employees.

**ANDREA DEGOBBI**

ELANTAS Europe S.r.l. Electricity Regional Sales Manager

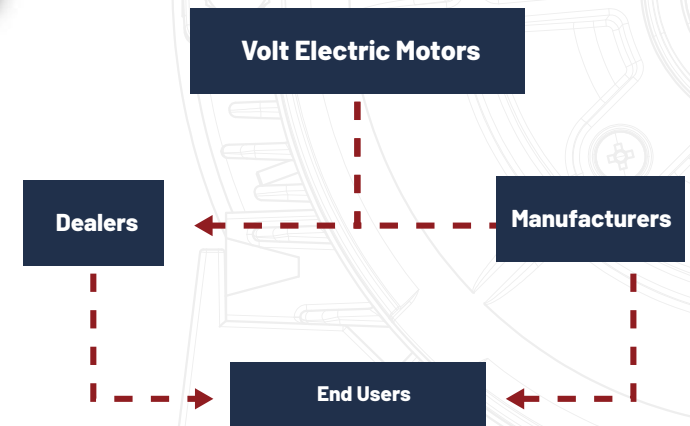
### Stakeholder Opinion

We have been a supplier of Volt Electric Motors since 1995. We supply machines for stator production (e.g. insulation - winding - inserting - forming and lacing machines). From our point of view as a supplier, the most pleasant features of Volt Electric Motors are our excellent cooperation and a reliable, quality-oriented customer. We believe that innovation and quality are the most important components of the 35-year "value chain" that Volt Electric Motors has built.

**MARCO CUADRI**

Schaeffler ELMOTEC STATOMAT GmbH Technical Sales

As every year, we published our "Brand Perception and Satisfaction Research Report" in March 2021. Within the scope of the research, we interviewed a total of 288 people and used quantitative research methods (face-to-face or telephone or online surveys). As a result of the research, we determined the overall satisfaction level of Volt Electric Motors as 70.5% in domestic sales and 71% in international sales. The level of recommendation of Volt Electric Motors was 84% in domestic sales, 95% in international sales and 80.1% for end users.





**GENERAL SATISFACTION LEVEL**

	Domestic Sales	International
<b>2021</b>	% 70.5 ↑	% 71.0 ↑
<b>2020</b>	% 64.4	% 69.2

**RECOMMENDATION LEVEL**

	Domestic Sales	International Sales	End users
<b>2021</b>	% 84.0 ↑	% 95.0 ↑	% 80.1 ↑
<b>2020</b>	% 75.8	% 85.7	% 72.6

Among the reasons for our customers' overall preference for our brand in the survey, reasonable price, product quality, service quality and brand awareness stood out. In 2021, our overall brand perception score for Volt Electric Motors was 79.3%. Our brand perception score of 89.2% based on our suppliers was notable. In addition, it was observed that our brand perception has increased in all our stakeholder groups, except for international sales, compared to 2020.

► **Our Digital Transformation Journey**

**We determine our short-, medium- and long-term digitalization targets and transfer our managerial and operational business processes to digital environments with different models.**

Following our company's 2019 Strategic Workshop and in line with the "Process Management and Digitalization" article in the Volt Strategy Map, which was updated to support TURQUALITY processes, we started our preliminary digitalization activities in our managerial and operational processes. With these activities, we determine our short, medium and long term digitalization targets and move our business processes to digital environments with different models.

**Our strategic goal in digitalisation is to achieve competitive advantage in production, focusing on quality, speed, flexibility and cost, and to implement digitalisation practices to increase customer satisfaction as a result. We aim to integrate all components of the value chain. Integration encompasses the digital transformation to a faster, higher quality and more efficient industry with intelligent and self-managing machine-machine interactions so that all components remain in real-time and continuous communication with each other.**

Information technologies and Information Systems support are critical to the success of the digitalization process. In particular, a strong and effective Enterprise Resource Planning (SAP) infrastructure facilitates the deployment of digitalization applications.

We ensure proactive management of efficiency and effectiveness through our ongoing efforts in Robotic Process Automation (RPA) in our administrative processes and immediate and continuous monitoring of Operational Equipment Effectiveness (OEE) in our operational processes.

We incorporated technological components such as data science and artificial intelligence into our processes. In this way, we achieved gains such as reducing operational costs, directing our employees to jobs that create added value instead of routine tasks, gaining workforce, minimizing human errors and raising awareness among our employees.

Digitalization processes require the application of the right Management approaches in addition to Production and Information Technologies. Within this framework, a Digital Transformation Committee has been established within Saya Group to carry out the Digitalization process. The strategic purpose, duties and responsibilities of the Committee are detailed in the "Committees and Duties" section.



**Examples of our digitalization efforts carried out in our managerial processes:**

- In 2021, we ensured that the invoices with MIGO treated were automatically treated by the robot.
- Thanks to an infrastructure system that enables contract tracking, we facilitated contract management regardless of location.
- We established the Supplier Evaluation System infrastructure.
- We started our efforts to manage our customer relations more effectively with the CRM (Customer Relationship Management) portal.
- With the QDMS system, we developed the infrastructure where all processes, plans, forms and lists of all units within our company can be accessed by all employees from a single point.
- With the S&OP infrastructure, we follow the processes that concern the Sales, Operations and Planning departments until the order received is shipped to the customer. We manage the procurement, production and delivery times of the product more efficiently in line with our operational excellence targets.

**Privacy**

We attach importance to the confidentiality of information and protection of private information of our employees, customers and stakeholders in our activities and business relations.

Our employees are obliged to keep confidential and private any production, commercial, customer and other professional information that they learn about the Company and its activities, whether or not related to their work. They must not disclose or pass on the secrets, information and related documents to the public or to other persons or competing organisations.

**Examples of our digitalization efforts carried out in our operational processes:**

- With mold traceability activities, we have established an infrastructure system that can solve problems instantly without long breaks in production.
- We have facilitated traceability in production processes by using the Warehouse Management System and Production Tracking System and OEE and PPM infrastructures. With this data, we manage their efficiency more easily and reliably by tracking production downtime. By analyzing the reasons for stoppages, we ensure that maintenance activities are planned faster and actions are taken.
- We manage the process through our infrastructure system, which we have set up for the maintenance and repair teams to open and track work orders immediately.
- We have implemented a tracking system to improve the traceability of consumption in our existing natural gas system. We intend to implement a similar system in the planned SPP project.
- With the PDM system, we have defined the product trees and ensured that they can be managed on the basis of visual and control points. We intend to use this system for the LCA activities we have started as a project.
- We have set up an FSM infrastructure to ensure the traceability of all processes, from the receipt and entry of material to shipping and exit. This system also ensures quick access to the product in the warehouse and enables us to coordinate the right product in the right quantity for shipment.
- By placing an understanding of safe working at the heart of all business processes, we have deployed autonomous robotic applications supported by artificial intelligence in high-risk work environments (robotic machining arms).

This obligation shall survive the termination of their relationship with the Company. By keeping the transfer of information from computers under control, we have added company protective clauses to all contracts by our Legal Department. We have added PPDL information and legal warnings to the e-mails sent by all our employees.

**Cyber Security**

Cyber security is the practice of protecting computers, servers, mobile devices, electronic systems, networks and data from malicious attacks. It is also known as information technology security or electronic information security.

- For all our employees and suppliers, when they want to enter the system in an environment other than the network, we ensure their security with a double verification system with 2FA.
- With the server virtualization system, we have created more than one resource from a single point and ensured that fewer servers are used and therefore less energy is consumed.
- In case of emergency, we manage the security of data with the physical backup method.





### Stakeholder Opinion

I have been working as the HSE Manager at Volt Electric Motors for eight years. At the same time, I lead our company's sustainability activities. As Volt Electric Motors, our sustainability journey started with a review of our economic, environmental and social impacts arising from our operations. In our 2021 Strategy Workshop, "Sustainability" was added to the Volt Mega Goals, and as our eighth mega goal, it is a big step towards building the sustainability culture infrastructure of our organization. Immediately afterwards, with the Sustainability Mega Goal, we formed our Sustainability Committee with a total of 13 employees, including our General Manager. Our committee continues to work at full speed on sub-headings such as natural resource efficiency, energy efficiency, carbon footprint, diversity and inclusion, sustainable financial management, sustainable supply chain, R&D and production activities.

In early 2022, we plan to become a signatory to the United Nations Global Compact, and as a result of our efforts in line with the UN Global Compact, we expect to serve 13 of the UN Sustainable Development Goals. We are working towards universal requirements such as the European Green Deal and the 2030 Carbon Emission Target. With our Energy Management System, we carry out projects on the search for alternative resources with a focus on renewable energy sources. In order to realize our activities efficiently, we care that our stakeholders we work with also focus on Sustainability efforts. We ensure that all our units adopt the Customer Satisfaction, Responsible Supply Chain Management and Employee Sustainability approaches. In addition to the UN Global Compact, we follow the programs and activities of institutions such as the Business Council for Sustainable Development (BCSD Turkey) and actively participate in their sub-working groups. We take care to carry out our production and R&D activities with the awareness that natural resources are not infinite. Our efforts to effectively realize our current use of raw materials and resources per product continue with our interdisciplinary projects. We know that we need to work non-stop to become a productive stakeholder in a process that includes circular economy elements instead of a linear natural resource and waste management approach. As we embark on a long and comprehensive journey through this first Sustainability Report in line with our vision of "Strong future, strong values", we consider observing our current situation as a result. We believe that we will take firm steps forward to reach our sustainability targets.

With our first report, produced in line with the requirements of our Transparency Principles, we aim to lead the industry in sustainability and inspire solidarity, including in our efforts to combat and adapt to the climate crisis.

**AYLİN TANRIKULU KILINÇ**

Volt Electric Motors HSE Manager and Sustainability Leader

# Environmental Responsibility

- ▶ **Combating the Climate Crisis and Adaptation**
  - Management of Greenhouse Gas Emissions
- ▶ **Our Green Transformation Vision**
  - Energy Management
- ▶ **Water and Wastewater Management**
- ▶ **Waste Management**
- ▶ **Biodiversity**



Chapter



About the Report	Message from Management	Volt Electric Motors at a Glance	Sustainability Management	Our Sustainable Growth Journey	Environmental Responsibility	Social Responsibility	Annexes
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With our responsible production principle, we not only improve our environmental performance by adopting an environmentally sensitive approach, but also implement new projects to reduce the environmental impact of our production processes.

We always consider the consequences of our environmental impacts in our investment decisions. In line with our environmental responsibility, we continue to work on issues such as the management of greenhouse gas emissions, energy efficiency, efficient use of water, waste reduction, circular economy, management of chemicals and protection of biodiversity, and we also raise awareness among our employees.

We monitor all our activities within the framework of ISO 14001:2015 Environmental Management System and carry out certification activities at regular intervals. In 2021, we managed a large-scale internal audit process focused on Management Systems. In the outputs of this process, we ensured the monitoring of short and long-term action plans in cooperation with our production and management units. In addition, compliance audits were carried out at our facility during the year by officials from the Provincial Directorate of Environment, Urbanization and Climate Change.

In order to improve and develop our company's environmental performance, we carry out national, international and equity projects with a focus on environmental sustainability and climate. In 2017, with VoltPro, a new technology and compact series product, we started to produce the world's most efficient motor and offer it to global markets. You can find detailed information about our projects and collaborations on environmental sustainability in the **"Technology, Innovation and R&D & P&D Focused Production Power"** section of this report.

We attach importance to our environmental investments as part of our responsibility to the environment. In 2021, we realized 672,878.93TL environmental investments.

## ► Combating the Climate Crisis and Adaptation

*We create our investment plans within the framework of national and international legal regulations on climate and environmental issues.*

With the European Green Deal announced on 11 December 2019, the EU set the goal of becoming the first climate-neutral continent in 2050, while at the same time announcing that it will adopt a new growth strategy that requires the transformation of its industry and reshape all its policies on the axis of climate change. The fact that Turkey, which conducts 41% of its trade with the EU, closely follows the steps to be taken by the EU in all relevant areas, especially in trade and industry, is both a necessity for the continuation and deepening of our integration with the EU and a need to protect our competitiveness in the international arena. In this process, the Ministry of Trade took a leading role and published the Green Deal Action Plan in July 2021 to determine the steps to be taken. The Action Plan aims to support the transition to a sustainable, resource-efficient and green economy in line with Turkey's development goals.



The EU Taxonomy Regulation 2020/852, which aims to support the identification of environmentally sustainable economic activities in the EU, directing capital towards sustainable investments, increasing sustainable investments and meeting the European Green Deal targets, entered into force on 12 July 2020. The EU Taxonomy is the first uniform standard that creates a common perspective and enables transformation towards a low-carbon and sustainable business model in line with the European Green Deal roadmap. Taking into account the taxonomy legislation of the EU and international organizations, a national legislation aiming to determine the sustainability of investments will be prepared in our country.

Our country became a party to the Paris Climate Agreement on 10 November 2021 and defined its determination to combat the climate crisis with the 2053 net-zero emission and Green Development target. With the entry into force of the Paris Climate Agreement, preparations are underway for the Climate Law, which will strengthen the national targets for combating climate change on a legal basis.

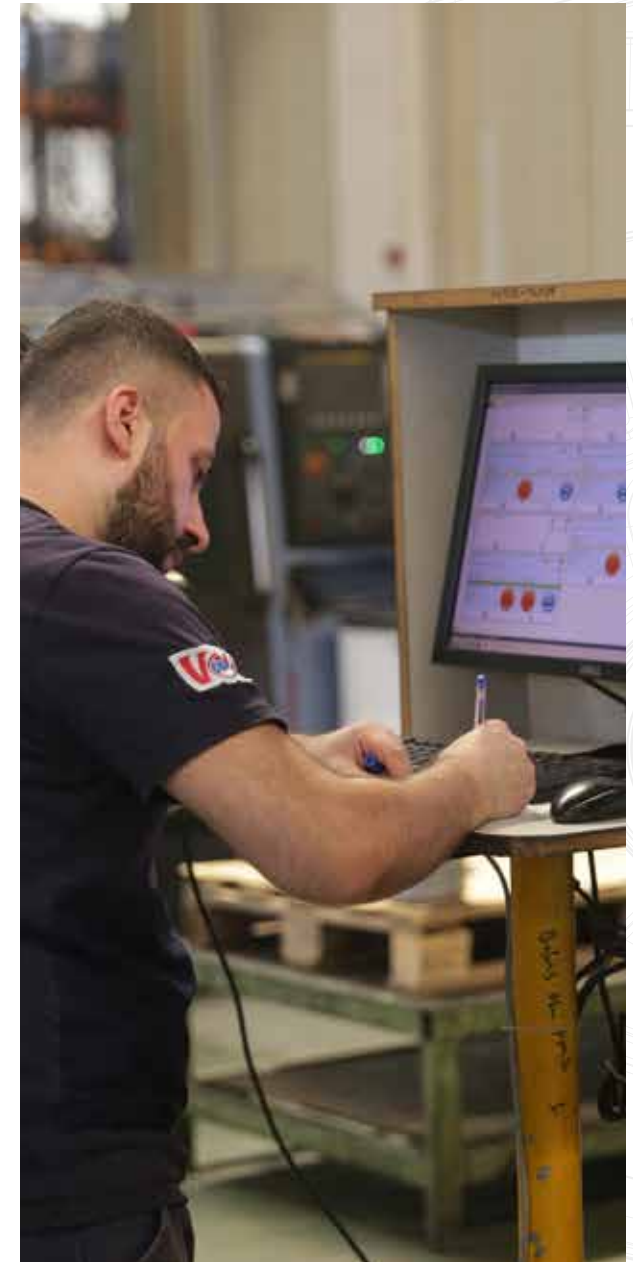
As Volt Electric Motors, we aim to accelerate our transition to a low-carbon economy by reducing our greenhouse gas emissions arising from our operational processes and implementing energy efficiency projects within the scope of our responsible production and our efforts to combat and adapt to the climate crisis, and we plan to create a positive ecological impact.

We regularly follow national and international legal regulations on both climate and environmental issues and formulate our investment plans accordingly.

***We design our production activities, which are shaped within the framework of our Sustainability and Green Development vision, in line with the EU Green Deal vision and the EU Taxonomy, and aim to accelerate our green transformation process.***

Ensuring sustainable production with low environmental footprint technologies, spreading and dominating energy efficiency, renewable energy and electrification practices in our business, and accelerating the transition to a circular economy are among our high-priority sustainability elements.

We consider the Border Carbon Regulation Mechanism (BCRM) and the Emissions Trading System (ETS), the outlines and timetable of which the EU, one of our major global markets, has outlined with the Fit for 55 legislative package, as a competitive advantage and an important opportunity with our operational investment plans focused on a low-carbon business model and our innovative and sustainable technological applications.



## + Management of our Greenhouse Gas Emissions

In order to develop our roadmap for transition to a low-carbon economy in the light of concrete data and to create a calendar focused on net greenhouse gas emission reduction, we started our efforts to determine our corporate greenhouse gas inventory in 2021 in accordance with international protocols.

Based on 2021, we included all our activities within the framework of our production facilities in the calculations. We chose the "Operational Control Approach" method for calculating greenhouse gas emissions and removals by taking responsibility for all calculated greenhouse gas emissions and removals of the facilities under our financial and administrative control.

In our company's greenhouse gas inventory calculation approach, we took the internationally recognized IPCC (Intergovernmental Panel on Climate Change) and GHG Protocol (Greenhouse Gas Protocol) and ISO 14064-1:2018 standard as reference.



***We aim to make a positive contribution to the fight against climate change by reducing our greenhouse gas emissions within the framework of global climate policies, international agreements and national and international commitments.***

### Our Corporate Carbon Management Policies and Strategies

- Reducing our damages to the environment by keeping our activities that may cause greenhouse gas formation under control,
- Reducing our greenhouse gas emissions by ensuring efficient use of greenhouse gas resources,
- To ensure and improve energy management in our activities,
- To make a positive contribution to the fight against climate change by reducing our greenhouse gas emissions within the framework of global climate policies, international agreements and national and international commitments,
- Within the scope of continuous improvement, we aim to reduce the energy and natural resource consumption of our employees, suppliers and subcontractors through trainings.

### Greenhouse Gas Management Procedure

- a) Ensure compliance with the principles of corporate carbon footprint reporting,
- b) Ensure consistency with the intended use of the GHG inventory,
- c) Provide routine and consistent checks to ensure the accuracy and completeness of the GHG inventory,
- d) Identify and address errors and shortcomings,
- e) Document and archive relevant GHG inventory records, including information management activities and global warming impact potentials (GWPs).

### Documentation Responsibilities

- a) Identifying and reviewing the responsibilities and authorities of the persons responsible for the development of the GHG inventory,
- b) Identify, implement and review appropriate training for members of the inventory development team,
- c) Identification and review of organizational boundaries,
- d) Identification and review of greenhouse gas sources and sinks,
- e) Selection and review of calculation approaches, including the data used for calculation and GHG accounting models that are consistent with the intended use of the GHG inventory,
- f) Reviewing the application of calculation approaches to ensure consistency across multiple sites,
- g) Use, maintenance and calibration of measuring equipment,
- h) Develop and maintain a robust data collection system,
- i) Regular accuracy checks,
- j) Periodic internal audits and technical reviews,
- k) Periodic review of opportunities to improve knowledge management processes.

## Greenhouse Gas Emissions by Scope (2021)

Greenhouse Gas Emissions*	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Scope 1	2.619,90	1,396790	7,905589	2.629,20	%2,87
Scope 2	3.425,62	11,008247	1,155644	3.437,79	%3,75
Scope 3	85.482,39	0,528981	5,00645	85.487,93	%93,37
<b>Total</b>	<b>91.527,91</b>	<b>12,93</b>	<b>14,07</b>	<b>91.554,92</b>	<b>%100,00</b>

\* ISO 14064-1:2018 Data validation process is ongoing

**Scope 1 Direct Emissions:** Includes GHG emissions from natural gas consumption, company vehicles, generators, chillers and fire suppression systems.

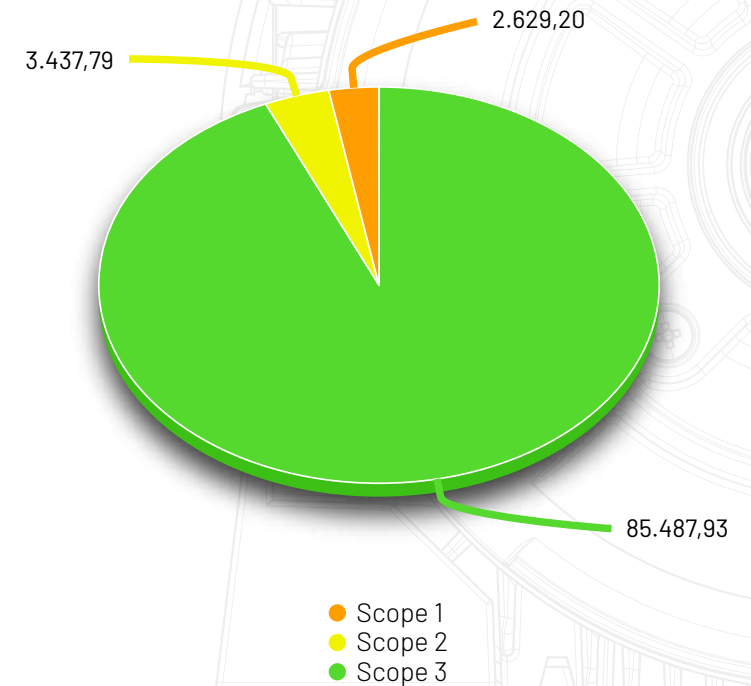
**Scope 2 Energy Indirect Emissions:** Includes GHG emissions from electricity consumption.

**Scope 3 Other Indirect Emissions:** Includes GHG emissions from purchased raw materials/services, fuel and energy activities, transportation/distribution for production, waste generated in operations, business travel, employee transportation (shuttles), transportation and distribution of sold products, and use and end-of-life treatment of sold products.

In order to ensure representativeness in our inventory calculation, a base year review and recalculation activities that account for significant cumulative changes in base year emissions are carried out according to the Greenhouse Gas Management Procedure.

When the emission scopes are compared, our largest emission source is Scope 3 emissions, which has a 93.37% share with 85,487.93 t CO<sub>2</sub>e. Scope 1 emissions have a share of 2.87% with 2,629.20 t CO<sub>2</sub>e and Scope 2 emissions have a share of 3.75% with 3,437.79 t CO<sub>2</sub>e.

**Greenhouse Gas Emissions by Scope t CO<sub>2</sub>e) (2021)**





## Greenhouse Gas Intensity and Energy Intensity (2021)

### Greenhouse Gas Intensity and Energy Intensity 2021

Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope1)	0,003
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope1+2)	0,007
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope3)	0,106
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope 1+2+3)	0,114
Greenhouse Gas Intensity by Number of Employees (t CO <sub>2</sub> e/Number of Employees) (Scope 1+2)	7,940
Electric Motor Production Energy Intensity (GJ/pcs)	0,041
Number of Energy Efficient Projects/Activities (pcs)	2
Number of R&D Projects Providing Energy Efficiency (Number)	6

## Scope 1 Emission Distribution (2021)

Subcategory	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Constant Combustion (natural gas, generator-diesel)	2.515,12	1,265324	1,214457	2.517,60	%96,04
Mobile Combustion (diesel, gasoline)	96,76	0,131466	6,691132	103,58	%3,95
Leakage*	8,02	0	0	8,02	%0,30
<b>Total</b>	<b>2.619,90</b>	<b>1,40</b>	<b>7,91</b>	<b>2.621,18</b>	<b>%100,00</b>

\* Leakage: Air conditioner, fridge, cold room, fire extinguisher, food freezer)



The largest share of our Scope 1 emissions belongs to constant combustion sources with 96.04% and corresponds to 2517.60 t CO<sub>2</sub>e greenhouse gas emissions. The fuel consumption of our diesel and gasoline company vehicles has a share of 3.95% with 103.58 t CO<sub>2</sub>e.

### Scope 2 Emission Distribution (2021)

Subcategory	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Electricity	3.425,62	11,008247	1,155644	3.437,79	%100,00
<b>Total</b>	<b>3.425,62</b>	<b>11,01</b>	<b>1,16</b>	<b>3.437,79</b>	<b>%100,00</b>

### Scope 3 Emission Distribution (2021)

Subcategory	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Oran (%)
Category 1a. Purchased materials/raw materials	54.774,15	0	0	54.774,15	%64,07
Category 1b. Purchased services	49,63	0,038591	0,365251	50,03	%0,06
Category 4. Transportation/distribution for production (Upstream)	583,56	0	0	583,56	%0,68
Category 5. Waste generated in operations	14.357,76	0	0	14.357,76	%16,80
Category 6. Business travel	144,54	0	0	144,54	%0,17
Category 1b. Purchased services	52,79	0	0	52,79	%0,06
Category 7. Transportation of employees (Shuttles)	41,69	0	0	41,69	%0,05
Category 9. Transportation and distribution of sold products (Downstream)	14.614,59	0	0	14.614,59	%17,09
Category 11. Use of sold products	863,68	0,490390	4,641199	868,82	%1,02
Category 12. End-of-life treatment of sold products	0,000145	0,000145	0	0	%0
<b>Total</b>	<b>85.482,39</b>	<b>0,528981</b>	<b>5,00645</b>	<b>85.487,93</b>	<b>%100,00</b>

Our Scope 2 emissions from electricity supply correspond to 3,437.79 t CO<sub>2</sub>e greenhouse gas emissions.

Our Scope 3 emissions include greenhouse gas emissions from the 15 subcategories specified in the Greenhouse Gas (GHG) Protocol, including process wastes, fuel and energy activities, transportation/distribution for production, waste generated in operations, business travel, employee transportation (shuttles), transportation and distribution of sold products, and use and end-of-life treatment of sold products.

The largest share of the categories is from purchased raw materials with 64.07% and the calculated total emission is 54,774.15 t CO<sub>2</sub>e. The second largest emission source is the transportation and distribution of sold products with 17.09%, corresponding to 14,614.59 t CO<sub>2</sub>e greenhouse gas emissions. The third largest emission source is transportation/distribution for production with 16.80% and the calculated total emission is 14,357.76 t CO<sub>2</sub>e.



**As Saya Group and Companies, we aim to participate in the Climate Goal Acceleration Program organized by UNGC Turkey in 2022 to reduce our carbon emissions to 1.5°C by April 2023.**

Energy Consumption (TJ)	2021	Percent(%)
Natural Gas	0,178	%0,53
Purchased Electricity	25,8	%77,43
Purchased Renewable Energy Sources (Electricity) (Solar, Wind, Hydrogen, Biofuel, Other)	—	—
<b>Fossil Fuels (Vehicle Fuels)</b>		
Gasoline Vehicles	0,44	%20,41
Diesel Vehicles	6,36	
<b>Fossil Fuels (Generator)</b>	0,034	%0,10
<b>Energy Consumption for Heating-Cooling in Production</b>	0,509	%1,53
<b>Total</b>	<b>33,321</b>	<b>%100</b>

Volt Electric Motors greenhouse gas emissions are calculated by consolidating greenhouse gas activity data. The main factors that may affect the data quality are the accuracy of the measurement devices, the calibration of the measurement devices and deviations in temperature and pressure for some fuels. In the analysis made with the uncertainty levels for the activity data and emission factors related to the emission sources of Volt Electric Motors, the uncertainty of Volt Electric Motors greenhouse gas emission inventory for 2021 was calculated as 4.6%. An uncertainty rate below 5% is considered reasonable.

We started to work on reducing our greenhouse gas emissions as of 2021. Since the varnish oven in our production area negatively affects the indoor air quality, we have improved the air quality data by installing a hood system over the varnish tank section.

**We aim to become a carbon-neutral industrial organization by 2030 by zeroing our carbon footprint resulting from our operational activities.**

In 2040 and 2050, we plan to take the first steps in advanced carbon management and net zero emission activities in order to prepare our emission reduction approaches for the entire value chain in line with the methods set by the Science Based Targets Initiative (SBTi).





## ► Our Green Transformation Vision

### + Energy Management

**Thanks to our SPP panels, we transform our energy for a brighter tomorrow.**

With the gradual depletion of natural resources in the world, the fight against climate change is becoming more important. This struggle has led companies to turn to sustainability projects and to reconsider their existing energy resources. These projects have brought the recovery of energy with solar energy panels and its utilization as a new resource to the agenda. We are transforming our energy sources and moving towards the future with nature-friendly energy.

As Volt Electric Motors, we care about the use of renewable energy sources in industry in order to contribute to our country's 2053 Net-Zero Emission Target and Green Development vision.

We believe that the Green Development approach to increase the rate of renewable energy use by providing access to sustainable, clean and modern energy is the most effective tool that enables the green transformation in our industry. We take measures and make new investments to minimize our direct and indirect environmental impacts arising from our operations by evaluating all risks and opportunities within the framework of combating climate change.



#### SPP Plant Installation

In line with our perspective of transition to a low-carbon economy, we planned the installation of a rooftop solar energy system (SPP Plant) in 2021 (in the Volt2 building) in order to increase the use of renewable energy in our business. With the commissioning of the plant, which will cost 6.5 million TL, we aim to produce 802 kW of energy in 2022 with a solar energy area of 5,500 m<sup>2</sup> and 1,783 solar panels.

With a total SPP energy production of 1,100,000 kWh/year, we aim to meet 30% of the electricity needs of the machining and injection molding department from this system. The energy to be produced with SPP panels will be equivalent to the electricity consumption of 310 houses per year; it will also prevent 600 tons of carbon emissions annually.

As Volt Electric Motors, we plan to leave our world, which we have been entrusted from our future, to the next generations in the best way by making energy resources renewable and sustainable. Our goal is to meet all our energy needs from renewable energy sources in the future.

**We keep up with changing energy models and transform ourselves, always striving for the best.**



### IE4-IE5 Efficiency Class Electric Motors

We started production in IE4 efficiency class synchronous reluctance product group for an OEM customer and we are actively continuing in IE5 efficiency class. For the IE5+ efficiency class permanent magnet synchronous reluctance product group, we started production in 2021 and we are actively producing from 0.25 kW to 7.5 kW.

### Energy Efficiency and Electrification Efforts

We carry out operational efforts to reduce fossil fuel consumption, which plays an important role in the transition to a low carbon economy. In this context, our investment efforts that will make it possible to make more use of green electricity in energy-intensive processes by converting the melting pots in the injection molding department to electric energy instead of natural gas are continuing rapidly. The melting of the crucibles will be carried out with electric energy instead of natural gas in our Cast Iron production branch, which will be commissioned as of October 2022. In order to contribute to energy efficiency in our new investments, we have introduced the requirement of at least IE3 class motors in the equipment we supply (environmentally friendly equipment).

In the process of reducing our Scope 1 emissions, we have carried out sub-activities on the conversion of our company vehicles to hybrid or electric, and will submit them for management approval in 2022. The main objective of the study is to suggest that improvements can be made with the aim of making a sustainable contribution by determining the amount of fuel used by the vehicles selected in the similar performance range of two different petroleum-based fuels (Gasoline and

Diesel), electric and hybrid types, and the greenhouse gas emission values they emit to the atmosphere at the end of the process.

In order to present the study outputs, four representative vehicles were selected and their technical specifications, energy consumption, annual petroleum use and greenhouse gas emission values were sampled from the US EPA's <https://fueleconomy.gov/widgets/> link. Fuel consumption, greenhouse gas emission values and environmental noise level were taken as environmental outputs. According to the outputs, economic indicators were presented for the gradual transition of the existing 26 company vehicles to hybrid models first for diesel vehicles and then to electric models for gasoline vehicles.

### Energy Management System Activities

Our ISO 50001:2018 Energy Management System certification efforts for the efficient use of energy resources are ongoing and are planned to be completed by the end of 2022. With the continuity of the ISO 50001:2018 Energy Management System, we aim to minimize the environmental impact of energy use, reduce energy costs, ensure energy recycling, continuously improve energy performance and reduce carbon footprint.



## ▶ Water and Wastewater Management

**Aware that water is a natural resource that needs to be managed effectively, we continue our efficiency efforts in line with our principle of controlling water consumption.**

As Volt Electric Motors, our desire to strengthen the basis of our sustainability strategy is to follow-up and optimize the use of natural resources.

The water required for the operational processes of our business and the water drawn for the use of our employees (72,850 m<sup>3</sup> of water drawn on average annually) is provided from underground sources, and we periodically analyze and follow-up the water used. The water used has a groundwater utilization permit.

Domestic wastewater and boiler blowdown water, softening unit backwash water and reverse osmosis wastewater from processes are discharged to the infrastructure system of İzmir Kemalpaşa Organized Industrial Zone (KOSBİ).

Industrial wastewater is only generated from Machining and Injection Molding operations in our production departments. Industrial wastewater undergoes pre-treatment in our classical type wastewater treatment plant with a capacity of 10 m<sup>3</sup>/day, which provides secondary treatment, and complies with the limits of the "Table of Wastewater Standards Prescribed for the Discharge of KOSBİ Wastewater to Wastewater Infrastructure Facilities". Our industrial wastewater, which is brought to the discharge standard values, is discharged to the OIZ wastewater treatment plant through KOSBİ infrastructure.

We periodically take water samples from the discharge point and analyze them. In 2021, our total water consumption and wastewater discharge amount was 32,850 m<sup>3</sup>.

Amount of Waste Water (m <sup>3</sup> )	2019	2020	2021
OIZ Treatment Plant Discharge	29.200	31.025	32.850

**Our 10 m<sup>3</sup>/day Capacity Wastewater Pretreatment Plant**  
 The wastewater reaching our pre-treatment plant first passes through the basket screen and is fed to the equalization unit; after this unit, it passes through the grease trap and chemical treatment tank respectively. In the chemical treatment tank, the pollution load of suspended, colloid and emulsified substances that may come from the process is removed; the wastewater sludge coming out of this tank is brought to a separate tank via the sludge line and settled. The sludge, which is compacted with a press filter and reduced in volume, is separately accumulated and managed. Wastewater that reaches discharge standards is discharged to KOSBİ infrastructure.

### Efficient Use and Recycling of Water

**We continuously improve our production processes for the efficient use and recovery of water.**

We fixed the amount of water used by conducting standard oil/water ratio trials on our CNC machines in the machining area and achieved less water consumption with this practice.

We plan to make the mold lubrication nozzle system more efficient for more controlled use of the existing water/oil mixture in our machines in the injection molding area. We have added it as a prerequisite for the new machines to be purchased.

We are planning our improvements for less water/oil consumption compared to the existing system. There is a paint shop in the assembly area of our facility. Wet paint is used in the paint shop with a waterfall system and there is a continuous recirculating water consumption.

The output of this water is monitored as waste paint sludge and managed separately.

In order to monitor our water consumption throughout the company, digital water meters will be installed at important consumption points and targets to reduce current water consumption will be determined separately.

**Although our production numbers have increased over the years, we have reduced the average amount of water withdrawn per product by 10.57% in the last three years.**

Product/Production Based Water Use Efficiency (liters/piece)	2019	2020	2021
Average amount of water withdrawn per crop (liters/piece)	81,17	78,11	72,59

Although our production capacity has increased over the years, we have reduced the average amount of water withdrawn per product by 10.57% in the last three years. We achieved this reduction by recycling the water used in the dyeing booths and optimizing water use in various equipment with appropriate dosing methods.

## ► Raw Materials, Natural Resources and Waste Management

As Volt Electric Motors, we aim to prioritize the methods we use in our processes with the processes of recycling raw materials and wastes or reintroducing them into the production process. By managing the process at the point where the raw material is treated in the production processes and becomes waste, we minimize its negative environmental impact. We direct the wastes we collect and accumulate separately to the relevant licensed waste processing companies. We ensure that the wastes that cannot be recovered are collected separately and delivered periodically.

In 2021, the total amount of raw materials we consumed 18.34% from renewable materials, 81.06% from non-renewable materials and 0.6% from recycled and/or recovered cardboard and paper.

We record our waste declarations made in compliance with legal regulations in the system of the Ministry of Environment, Urbanization and Climate Change. We ensure that hazardous and non-hazardous wastes generated as a result of production are accumulated

separately in temporary waste storage areas within the facility before being delivered to the licensed company.

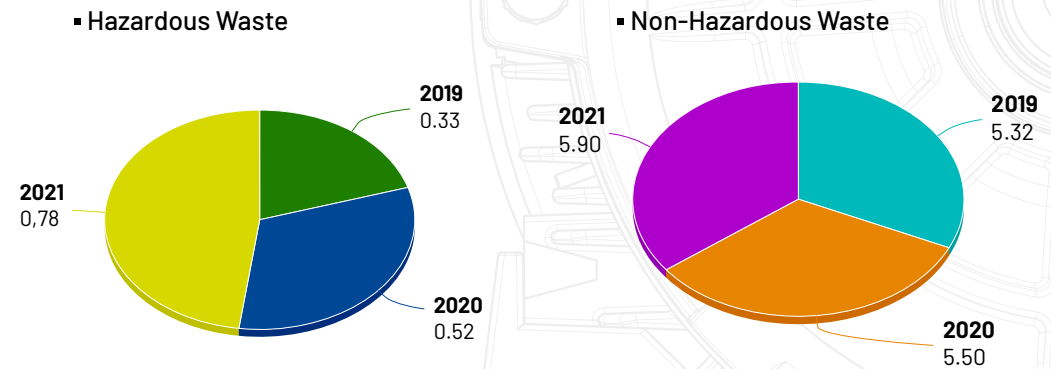
We deliver hazardous/non-hazardous wastes that reach a certain capacity to the relevant licensed waste treatment facilities with which we have annual contracts, generally located in Izmir and Manisa provinces. We monitor the transportation of hazardous waste through the Mobile Waste Transportation System (MoTAT) via the Integrated Environmental Information System.

There are no industrial wastes sent to disposal. Domestic wastes collected separately by vehicles belonging to Kemalpaşa Municipality are periodically removed from the factory.

Natural Resources (Tons)		2021
Total Raw Material Consumed (tons)*		19.212.603,83
Renewable Materials (tons)	Cardboard and paper (tons)	49.269
	Plastic (tons)	560.600
	Metal (tons)	2.913.047
	Total	3.522.916
Non-Renewable Materials (tons)	Mine (tons)	—
	Mineral (tons)	—
	Other (Chemicals, etc.) (tons)	15.472.128
	Paint (tons)	102.598,83
	Total	15.574.726,83
Amount of Recycled and/or Recovered Raw Materials Consumed (Cardboard and paper) (tons)		114.961

\* Total amount of raw materials consumed (tons) = Renewable materials (tons) + Non-renewable materials (tons)  
 + Amount of recycled and/or recovered raw materials (tons)

Waste (kg) Per Product (Piece)



## Resource Efficiency and Circular Economy Activities

**By creating a more natural capital within the functioning of the current system, we carry out our circular economy activities with dedication for the sustainability of both the community we belong to and our world.**

Resource efficiency is one of the sustainability elements we prioritize for a strong future. We continue our efforts to procure raw materials from a value chain shaped entirely by circular economy and sustainability components. We aim to increase the number of our circular economy practices while realizing the most efficient use of resources thanks to the innovative industrial practices we have developed with the awareness of responsible production and consumption.

With the awareness that our resources should be used with a more responsible management, we aim to better understand our circular economy potential and identify our priorities. By abandoning the linear economy model, we aim to ensure that the materials we use for production purposes are reused and/or become a valuable resource to be transformed into another product, instead of directly disposing of them after they have fulfilled their function, and that the disposable principle is abandoned as it is an outdated method.

In line with these objectives, in 2021, we also produced terminal blocks, terminal boxes, propellers and propeller covers in order to reduce the amount of intermediate products imported from outside. This production does

not become a direct product, but is used in motor production as an intermediate product in the main factory.

In addition, the scrap materials from the plastic injection unit are crushed into granules in the plastic crushing machine of the facility and used as raw materials again in the injection unit. In this way, an average of 60 plastic scrap products per day were recycled into the system as granules.

In 2022, we plan to start operations in our Cast Iron Casting branch, where we plan to collect metal wastes and losses/fires resulting from the current production processes separately, and to melt them in casting crucibles after analysis, so that the waste can be reused in another process without losing its value.

In order to reduce the number of faulty production and scrap materials, we carried out improvement work to prevent crimp-induced broken wire errors (this error was observed in an average of 300 products per month), and with the data determined in the root cause analysis, we aimed to reduce the error rates with double sliding crimps for the problems experienced in double-wire products. By expanding the use of double sliding apparatus, we reduced crimp errors from an average of 300 to 125 as a result of a four-month observation.

We carried out activities on operations where broken wires occurred due to the occurrence of errors above the target values and waste due to broken wire errors in products. By conducting root cause analysis, we zeroed the scrap target by making revision improvements for the bandage tables of the products where the problem was experienced.

As a result of the improvement works, we reduced the scrap copper wire values released during the process in the coil insertion process from 16% to 1% at the end of the year.

In one of our CNC machines, an average of 88 kg of scrap was generated monthly due to copper wire usage and winding defects. By improving the project, we ensured 53 more product windings in terms of recovery raw materials and labor force, and reduced the amount of scrap to 46 kg, resulting in a gain of approximately 50%.

In the deburring section, the burrs scattered on the floor after the process were swept and used as waste. Since the mineral waste that came with the scattering was not sorted, it was causing mineral loss. The aim was to recover the mineral content of this waste by introducing a simple sieving system. With this system, 20 kg of ore is recovered in each sack. Assuming that 122 bags of burrs are produced annually; 2440 kg of mineral recovery is targeted.

In the semi-finished products produced in the lamination unit, there were problems with loose cutting as a qualitative error, resulting in scrap. We conducted a root cause analysis of this problem, listed the action suggestions and achieved a 60% reduction in the amount of scrap after the improvement.

In 2022, we aim to install a sheet lubrication system for cutting fluids and oils used in press machines in the lamination area, and then install a centralized system. With this new system, we plan to use fewer chemicals and eliminate occupational safety risks.



## Our Zero Waste Activities

We, as the Company, we support the zero waste implementation initiated by the Ministry of Environment, Urbanization and Climate Change. Obtaining the "Basic Level Zero Waste Certificate" in accordance with the "Zero Waste Regulation" dated 12.07.2019 and numbered 30829, by completing our internal work and organizational structure, we plan to apply for the certificate by 2022 and to obtain the said certificate by passing the audits.

During our application process for the Zero Waste Certificate, we first identified the Zero Waste Management System team in 2021. The team consists of six employees, including one responsible and five support staff. We first started single point trainings on the management system from this team.

As a second step, we provided single point trainings to employees in all departments on the relevant subject. Within the scope of these trainings, we prepared a form with visual content and included explanations in order to strengthen communication during the training. In the trainings, we summarized the goal of the Zero Waste Management System, the waste management hierarchy, the gains from the correct separation and collection of waste at the source, and the contributions of the new system to our company, the licensed companies we work with in waste management and sustainability compared to the current situation. We provided single point trainings in groups in appropriate places during shift changes and rest breaks. We placed our Zero Waste equipment in offices and production areas. Single point trainings will continue throughout the factory at regular intervals to ensure the continuity of the work and to carry out controls efficiently.

Looking at the data of the last three years, it is observed that the amount of waste per product has increased. When we analyzed the reasons for this; we determined that the periodic amount of new product trials in terms of quality and quantity and the increase in the number of our employees.

## Chemical Management and Supply

We use chemicals in our production processes and products in accordance with international regulations. We have REACH Declaration and EU RoHS Compliance Certificates.

- Declaration of Conformity to EU RoHS (Comply with 2011/65/EU (June 8, 2011) and 2015/863/EU (June 4, 2015))
- REACH Declaration (Regulation (EC) No.1907/2006 SVCH List of 17 January 2022)

We manage the safe storage and use of chemicals that arrive at our facility ready to be used as by-products in accordance with the requirements of national and international regulations.

By finding the appropriate oil/water ratio, we standardized the amount of oil used in CNC machines, thereby reducing oil usage by approximately 50%.

**We reduced our hazardous varnish waste by 90% by substituting chemicals.**

Within the scope of reducing our use of harmful chemicals, we switched to water-based varnish instead of solvent-based varnish, which consumes 87.7 tons per year. The main goal of this change is to both reduce the consumption of chemicals used and to reduce the amount of waste varnish to zero. With the improvement made, annual chemical-based varnish consumption has been reduced to 29 tons of water-based varnish consumption. The amount of waste, which was 5 tons in the current situation, has been reduced by 90% to 0.5 tons.



## ▶ Biodiversity



**We ensure environmental sustainability in all our activities without harming biodiversity.**

In line with our responsible production principle, we pay special attention to the management of the environmental impacts of our operations and aim to minimize any damage to the living ecosystem and biodiversity. In this context, we plan to initiate biodiversity and conservation practices with non-governmental organizations, universities and local communities.

In our "Environmental Aspects Assessment Procedure", we have defined the responsibilities and process for conducting environmental risk analysis to eliminate or minimize the potential impacts of our activities on the environment, identifying our activities that may cause significant impacts on the environment and making the necessary improvements. With our Management System Certificates, Certificates of Conformity, International Recognitions and Certificates, the details of which are set out in the "Integrated Management Systems and Certificates" section, we emphasize our commitment to reducing the environmental impact of our operations and any damage to biodiversity.

Our efforts such as reducing our greenhouse gas emissions, using water efficiently and minimizing the amount of our waste also contribute to preventing the reduction of biodiversity.

We do not have any nonconformities or penalties resulting from environmental audits.



Chapter

# 5

# Social Responsibility

## ▶ Our Employee

- Employee Profile
- Our Approach to Equal Opportunity, Inclusion and Diversity
- Talent Management, Career Development and Trainings
- Performance and Remuneration
- Employee Rights
- Employee Satisfaction and Employee Experience
- Occupational Health and Safety

## ▶ Our Social Responsibility

- Our Social Investments

## ► Our Employees + Employee Profile

In the last five years, we have redefined our Human Resources strategies to support our company's vision, mission and strategy. In our journey with the philosophy of "human first", we believe that competent, committed and productive employees tell their colleagues, prospective employees, customers and their environment positive things about their company, have a strong desire to stay with their company and be part of the team, and volunteer to put extra effort for the success of the company.

In a market like İzmir, where SMEs are predominantly SMEs and family-owned companies exist, our company's vision and human-first approach has been a critical step in a cost-oriented environment, and our lives have become much more efficient and enjoyable with the strategic position of Human Resources and innovative Human Resources practices.

For our "human resources", which is our most important asset in our journey to become one of Europe's top 5 brands with digital and innovative solutions, we implement the actions that will serve our needs with the prescriptions we have determined under our Human Resources strategy and we manage the company with systems, procedures, rules and standards in the field of human resources.

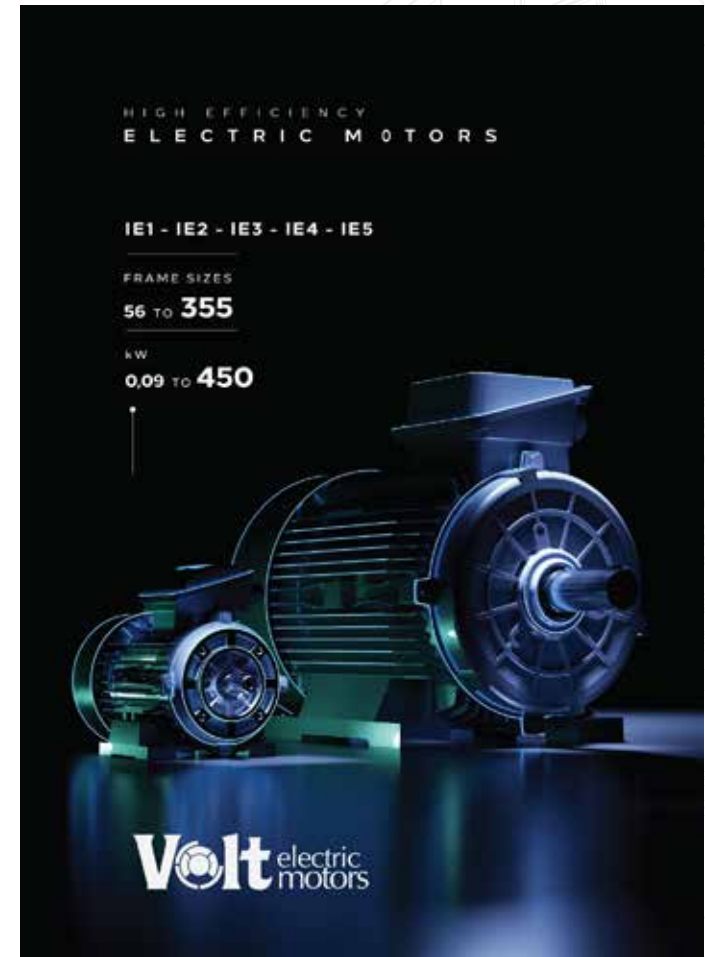
We have defined our 2025 vision goal as becoming one of the best employer brands in İzmir by improving it every year within the scope of our "Employee Experience Model" and managing cultural transformation as the

company transforms. We believe that our lives will be much easier, enjoyable and productive with our approach of bringing qualified human resources to the sector/company in the long term.

**We use integrated and professional systems in all our Human Resources practices, including recruitment, career planning, training, wage policy and termination.**

We continue on our way in a limited labor market and in an environment where there is a predominantly cost-oriented way of doing business, and we carry out our work with the motivation of being one of the exemplary employers.

With the belief that success is possible and meaningful with people, we consider the creation and continuity of a working environment where our employees can develop themselves and feel peaceful, safe, valuable and happy as one of our most important sustainability priorities. In line with the importance we attach to equal opportunities, inclusion, diversity and human rights, we implement practices to increase the employment of women at all levels.





Our employee profile as of 2021;

- The majority of our employees (62%) are between the ages of 30-50. While under 30 corresponds to 35% of the company's human resources, 4% of the company's employees are over the age of 50.
- The ratio of female managers in middle and senior management was 33.3%.
- The number of female employees increased to 14.5%.
- The number of newly hired female employees was 12.7%, while the number of female employees who left the company was 13.8%.
- Our labor turnover rate was 21.1%.

Employee Distribution by Gender	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
	%15,14	%84,86	%14,43	%85,57	%14,51	%85,49





## Stakeholder Opinion

As a company that continues to make a difference in its sector by reflecting the innovative projects it has developed to its business processes, the main approach that makes Volt Electric Motors special is that after its transition to Saya Group, the Sancak Family positioned Human Resources as a strategic partner with the "Human First" approach, implemented practices that invest in people and considered its responsibility in social issues as an important part of its business responsibility.

Within the framework of the systems, practices and fictions we have established in Human Resources, our priority has been to acquire, develop, retain and motivate human resources. Within the scope of strategic human resources, performance management, career system, talent management, training and development agenda, wage and fringe benefits management come first. In addition, within the framework of the employee experience model, we offer our employees practices that will improve their quality of life in different dimensions with a holistic and integrated management philosophy.

On the other hand, we focus on creating value while producing in line with our "Respect for Society and the Environment" principle, and we strive to reach different segments of society and create value for them through our social responsibility projects that we regularly carry out every year with different platforms such as universities, high schools and non-governmental organizations.

Examples of our Social Responsibility Projects;

- Ege University Sick Children April 23 gift campaign,
- Blue lid collection campaign for disabled citizens, gift collection campaign for Diyarbakır village school,
- Çanakkale village school park construction work,
- "Don't throw, but donate, transform into education" campaign with TEGV,
- Support for little Asya overseas gymnastics competition (She returned home as the 4th in the world and with the title of national athlete),
- Sponsorship of the Kabataş Boys' High School Spring Festival,
- Sponsorship support for İlkim, the youngest athlete of Ege University Youth and Sports Club Swimming Branch (1st place in Turkey in her age group, national team country representative)
- Scrap collection and education support for children through don't throw, donate campaigns,
- Support the Red Crescent with regular blood donations and stem cell donations every year,
- Donations to organizations in disasters such as earthquakes, fires, etc.

**ELÇİN BAŞARKANOĞLU**

Volt Electric Motors Assistant Director General for People and Culture

## + Our Approach to Equal Opportunity, Inclusion and Diversity

The importance Volt Electric Motors attaches to equal opportunity, inclusiveness, diversity and human rights is summarized in the "Our Responsibilities Towards Our Employees" section of the "Saya Group - Ethical Principles Booklet" as the main principles of our Human Resources Policy:

Volt Electric Motors takes care to ensure that the working environment and conditions are safe, healthy, positive and of high standards and that they are improved as needed.

Recognizes and respects "diversity" as richness and

- rejects all forms of discrimination. Approaches employees honestly and fairly, commits to a safe and healthy working environment, and ensures the full and correct implementation of personal rights. Does not employ child labor and workers under the age of 18. Full-time employees are not paid less than the minimum wage. It organizes working hours, overtime, etc. practices within the framework of legal compliance. It does not allow forced and compulsory labor, abuse of employee rights or situations that may evoke these practices.

In all human resources practices, including recruitment,

- career planning, training, remuneration policy and termination of employment, no discrimination is made based on language, religion, race, sect, ethnic origin, age, gender, political opinion and similar reasons, and equal opportunity is provided. The Company makes the necessary efforts for the individual development of its employees and takes care to offer development opportunities in the areas they need. Ensures the participation of its employees in decision-making processes.

- It supports employees to volunteer for appropriate social and community activities in which they will take part with a sense of social responsibility.
- It keeps employee information confidential and does not share it with anyone other than authorized persons and institutions.
- It protects the physical, sexual and emotional inviolability of employees as well as all kinds of inviolability.
- It is against the law and ethical rules to violate the inviolability of people in any way through physical, sexual and/or emotional harassment at the workplace or anywhere they are present due to work, and this crime is not tolerated by the Group/Company in any way. In this context, it takes all kinds of measures to ensure that employees work in a work environment where their physical, sexual and emotional immunity is protected.
- Sexual assault/harassment is defined as the violation of a person's bodily inviolability and/or harassment of a person for sexual purposes without physical contact. Accordingly, any behavior that can be considered within this definition is unacceptable.
- "Psychological Harassment in the Workplace" (Mobbing), which is a set of malicious, intentional, negative attitudes and behaviors that is performed by one or more individual(s) to other individual(s) in the workplace, continues systematically for a specific period, aims to intimidate, pacify and suspend from work, harms the personal values, professional status, social relations or health of the victim(s) is also considered as one of the abovementioned forms of harassment.

The responsibilities of our employees and managers are also included in the "Saya Group - Ethical Principles Booklet" that we have adopted as Volt Electric Motors.

### Responsibilities of Our Employees

- To act in compliance with laws and regulations under all circumstances, to read our Code of Ethics, to know, understand, internalize and act in accordance with the rules, principles and values contained therein, To learn the general and job-related policies, procedures and instructions applicable to the Company,
- To use common sense and avoid misbehavior from the first moment,
- To speak up without hesitation about concerns, findings and opinions on possible violations of the Code of Ethics, company policies or the law, and on other matters,
- To cooperate with the Company Ethics Representative and the Ethics Committee in ethical investigations, and to keep the information related to the investigation confidential.

We plan to provide information and awareness training on Human Rights to all our employees and security personnel in 2022.

## + Talent Management, Career Development and Trainings

***We place the inclusion of new talents in our organization, the management and development of these talents in the most effective way at the center of our human resources activities.***

Knowing the impact of creating a learning organizational culture for the realization of our business goals, we aim to make development and learning continuous.

We believe that one of the key components of sustainable success is regular training activities. In order to support the professional/technical, managerial and personal development and career planning of our employees, our most important capital, we make annual training plans in line with the needs and ensure their participation in trainings.

Every year before the budget period, we come together with our department managers to plan training programs for our employees.

Prior to the meetings, we ask our managers to receive employee requests and then evaluate them in line with the company's goals and needs. We deepen the process with our performance results, training reports from the previous year and Human Resources observations.

In the meetings we hold together with the relevant studies, we plan training programs based on individual, competency and professional needs.

We continue our content and needs analysis studies to provide visionary trainings to our employees within the scope of our sustainability, sustainable economic growth, circular economy, Green Development and decarbonization priorities.

Volt Electric Motors Training	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Average Training Hours per Employee	2,8	21,35	3,28	20,84	2,38	23,48
VOCATIONAL/TECHNICAL trainings (person x hours)	9,23		13,44		10,16	
COMPETENCY trainings (person x hours)	5,23		2,02		2,06	
COMPETENCY trainings (person x hours)	9,70		8,68		13,64	



**In 2021, the average hours of training per employee was 23.48 hours for men and 2.38 hours for women.**





**One of the most important projects of 2021 is the Volt Academy.**

The Volt Academy, whose structure and contents are created by the Operational Excellence Department, manages the on-the-job training of our new employees and the balancing training of our existing employees with a special program design through the joint efforts of Human Resources and Volt Academy trainers.

In the coming years, the Volt Academy aims to deepen its activities and manage them on the scale of a school that creates resources for the sector and industry.

We have an "Orientation Procedure" for our employees who are newly recruited, temporarily assigned or who change their duties within our company. With the procedure, we aim to do the following for our employees:

- Facilitate his/her adaptation to the company and his/her role,
- Integrating the person into corporate processes in the fastest way possible and maximizing their contribution to the company,
- To determine the content, implementation, evaluation and recording methods of Orientation Trainings and all other Orientation activities, which aim to convey the right information about the company culture and basic practices from experts in the field.

**Vocational/Technical Training 2021**

Leader Development Program  
 Corporate Communication and Brand Management Training  
 Process Risk Training  
 BEAM (BOYSWEB) Training  
 Project Management and PMP(R) Preparation Training  
 Mini MBA Program  
 Coaching Training  
 Emergency Response Trainer Training  
 Maintenance, Autonomous Maintenance Trainings  
 Data Analysis Training  
 CNC Turning, CNC Winding and Forming Trainings  
 Electric Motors and Coiling, Coiling Technical Trainings  
 Magnet Motors Training  
 Basic Coating Technologies Training  
 Grinding Training  
 AnyLogic Training

**Competence Training 2021**

Sustainable Motivation Training  
 Innovation and Innovative Thinking Training  
 Leading Change and Development Journey Training  
 Strategic Thinking and Planning Training  
 Stress and Anxiety Management Training  
 Emotional Intelligence  
 Coach-Like Leadership Training  
 Happy Human Manifesto  
 Effective Presentations Training

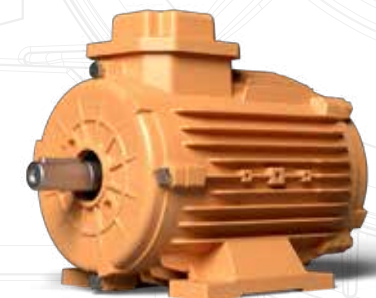
**Mandatory Training 2021**

Orientation Trainings (Human Resources, Occupational Health and Safety, Quality, Production, Production-Planning, R&D, Information Technologies, Administrative Affairs, Purchasing, Sales-Marketing, etc.)  
 Occupational Health and Safety Training  
 Health and OHS Health Training  
 Emergency Training  
 Motor Technical Training  
 PMI Training  
 SAP Training  
 Basic Quality Training  
 Basic Care Training  
 Technical Drawing and Measuring Instruments Training  
 Standard Business Line Training

We actively use our "My Companion" application to provide the necessary support to accelerate the adaptation of a new employee to the corporate culture from the very first moment on his/her first day of work, and to ensure that the person gets acquainted with the department, the business and the company.



**We classify our trainings in three categories: vocational/technical trainings, competency trainings and mandatory trainings.**



# Volt ACADEMY Trainings



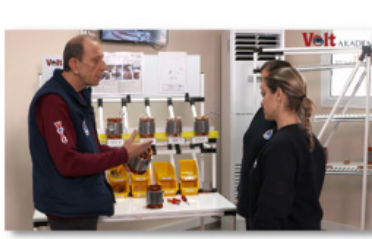
3.17% positive decline in turnover rate after the academy

## VOLT ACADEMY BALACING TRAININGS ARE STARTING!



Volt ACADEMY

SAYA GRUP



## Our Career Management Philosophy

In our "Career Procedure", we have outlined the Career Management System and its implementation within our company. We have a defined Career Management System designed to help our employees plan and achieve their career goals and to help the company create and maintain a highly skilled workforce.

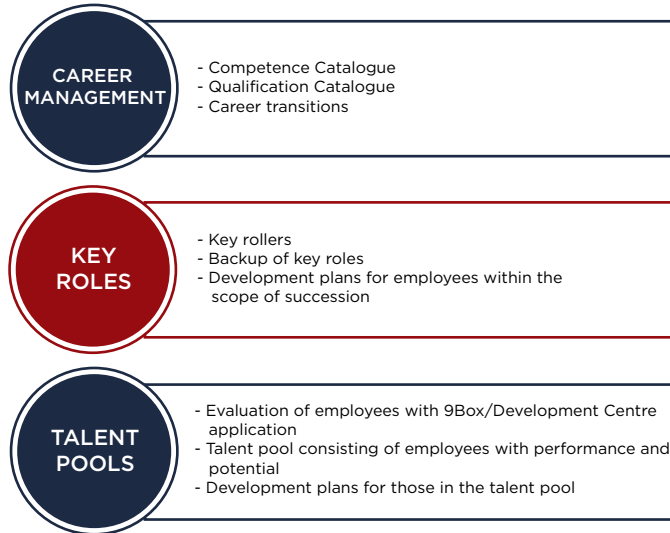
*In our company, our Career Management System is called "Volt Career".*

We strive to discover and develop the talents of our employees and to ensure that they create added value through continuous training, and we strive to manage our systems in the most effective way.

In our system, which we have built with the approach of **"Everyone is a potential"**, our main goal is to create environments that will enable all employees to realize their potential. Thanks to the relevant process, we make career and development plans for the talents we have and try to carry both our human resources and our organization into the future.

We aim to evaluate our entire workforce with a systematic approach, plan human resources processes accordingly, and develop and retain employees who will maximize company performance.

With a career model that will unlock the potential of our employees, we adopt the approach of appointing primarily from within by considering equal opportunity in the appointment and promotion processes within our company.



**Volt Career** has 6 career bands, 13 career levels and 16 different titles.

There are different titles for different career bands and levels, taking into account the responsibility dimensions of the positions, the dimensions of technical knowledge, the level of decision-making / initiative, budget responsibility, time utilization, managerial responsibility, individual contribution to achieving their goals, and the requirements of the role.

### Competence

*Our competency model, designed in line with **Saya Group**, is one of the building blocks of **Volt Career Management**.*

Our competency model will be in our lives as an element that supports the development and structure of our career throughout our career life at Volt Elektrik Motors.

### Supportive HR Processes

- Performance Management System
- Rotation
- Internal Announcement System
- Training and Development Activities
- Wage and Fringe Benefits Management
- Reward Systems

Competencies are also a valuable element of our performance system, and the performance system is one of the main elements that directly affect our Career Management system.

## + Performance and Remuneration

*In line with the principle of Management by Objectives, we conduct regular performance evaluations for the professional, managerial and personal development of our employees.*

During the target process, an internal "target dissemination team" supports the Human Resources team in the process of setting targets. The target dissemination team consists of volunteer employees from business units and is trained before the process. The targets are fed from the company strategy roadmap and are broken down by department and individual starting from the General Manager level downwards.



**Performance**

**One of our most important system structures is our Performance Management System.**

The performance management system created for blue-collar and white-collar staff has been managed within the framework of a planned agenda every year for the last 5 years, and 3 periods of work are carried out for both staff: goal setting, interim period and year-end. In the process managed under the guidance of Human Resources, an online performance tool called Rota is used for white collars, while blue collars are evaluated using forms. The white-collar performance system has been integrated with performance bonus rewarding for the last 5 years.

As of 2021, the blue-collar management team, including the team leader, has been integrated with bonuses. In 2022, one of our most important practices will be the inclusion of all blue-collar positions in the performance bonus. In this way, all Volt employees will be covered by the bonus system.

Performance results feed training plans, appointment and promotion processes, and employee discipline processes. Separate studies are carried out with the business line for employees and units that need development support. Competencies are also determined from the company competency pool. In order to ensure that the performance system has been adopted as a culture in the last five years, communication meetings are held with all staff before each process. The effectiveness of the system has increased, especially after integration with rewarding.

In 2021, 87% of our employees were included in the

regular performance and career development evaluation process.

Our performance evaluation results are shared with our employees throughout the year through regular feedbacks and individual career development plans are put forward.

Ratio of employees involved in Regular Performance and Career Development Evaluation Process (%)	2019	2020	2021
	92	86	87

**Remuneration**

Following a job mapping project with Hay Group for the last 5 years and a job valuation project with Mercer for the last 3 years, market benchmarks are conducted with two different corporate companies.

Wage analysis, budget management and wage policy design have become possible. In our company, entry wages, promotions/appointments and annual wage increases are managed by discussing the level and job size, not the title. Consultancy was also obtained for blue-collar workers and the labor classifications were studied as 7 grades. Labor classifications are associated with Hay Group and Mercer levels and market monitoring is carried out. Since there is no sector data in the electric motor manufacturers sector due to the small number of companies sharing corporate data, general market, electricity/electronics market and metal sector data are used in the analysis.

Considering the position we have reached in the market in the system where we are still conducting tier-based studies, we will switch to business family-based analyzes and market comparisons as of 2023. The goal of our system, which is currently based on the median in market comparisons, is to target the 3rd quarter in order to be competitive in the 2025 vision.

With our "Volt Wage Procedure", we ensure that the wages and fringe benefits of our employees are handled within a system and applied in a balanced and fair manner. The salaries of our employees are determined by our Human Resources Department during the recruitment phase, according to the job they will be assigned, their knowledge and experience in the relevant field and the salary scale of the group they are in, and are communicated during the job offer phase. All rights and fringe benefits that we assign to the title and position are predefined

There is no wage discrimination between our male and female employees and it is absolutely not accepted. We consider objective data in training, transfer and promotion decisions.

Job descriptions of titles, individual targets, performance and rewarding criteria are determined by our company/unit managers and communicated to our employees.

**+ Employee Rights**

**We support policies that are equitable, inclusive, respectful of human rights and transparent across our entire value chain, including our employees.**

Within the framework of "Our Responsibilities Towards Our Employees" in the "Saya Group - Ethical Principles Booklet", we make maximum effort to provide an inclusive working environment that respects human rights, provides fair and equal opportunities, and supports the satisfaction and loyalty of our most important capital, our employees.



We adopt support practices that will add positive value to raising the living standards of our employees and increasing their welfare levels.

As Volt Electric Motors, we have created a written "Breastfeeding Policy" for Baby Friendly Factory practices. We ensure that our breastfeeding policy is known and implemented by our managers and all our employees.

In addition to international norms and legal regulations in our employee rights practices, we take steps in accordance with the principles of the United Nations Global Compact (UN Global Compact), of which we aim to become a signatory member in 2022.

Benefits to our employees	Fixed Term Contract	Indefinite Term Contract
Salary	x	x
Bonus		x
Maternity leave	x	x
Paternity leave	x	x
Seniority award		x
Candidate Suggestion award		x
Internal trainer award		x
Annual performance bonus		For certain titles
Private health insurance		For certain titles
Complementary health insurance		x
Personal accident insurance		x
Lunch	x	x
Moving allowance (for out-of-towners)		x
Transport payment		For certain titles
Rent payment (for out-of-towners)		x
Telephone and mobile line		For certain titles
Vehicle allocation		For certain titles
Social benefit		x
Fuel allowance		x
Food allowance		x
Stationery allowance		x
Death payment		x
Marriage payment	x	x
Maternity payment	x	x
Ticket meal card	x	For sales positions

## + Employee Satisfaction and Employee Experience

### Employee Satisfaction

Employee Satisfaction Rate (%)	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
	50	41	60	53	It was decided that from 2020 onwards, the measurement will be carried out every two years.	

Our Employee Opinion Survey participation rate in the last five years increased by 22%, from 69% to 91%. Employee satisfaction among white-collar employees increased from 57% to 69%, and among blue-collar employees from 49% to 59%.

The best indication that we are on the right track is the development we have seen as a result of the investments we have made in our human resources over the past five years. Based on 16 themes, employee satisfaction has improved over the years (the themes are: work performed, economic opportunities, internal communication, corporate reputation, sustainable future, teamwork, working environment and health facilities, recognition and reward, performance management, employee value-equality, goals - policies and strategies, participation, first manager, professional development, senior management, career opportunities).

### Employee Experience

In 2018, we launched the "My HR Officer" Project, which facilitated our employees' access to Human Resources. While the "My HR Officer" application was one Human Resources officer for each department between 2018-2020, as of 2021, due to both the growth of the organization and the pandemic effect, it has returned to service with teams, with two or three Human Resources officers for each department. The aim here is to ensure that our employees can always reach Human Resources.

Starting from the candidate process, we adopt to be close to our people in all processes such as the inclusion of our employees in our family through the interview process, then reaching the Human Resources officer in all kinds of problems and solving their problems, receiving their gifts first-hand at the counter on special occasions, and we ensure that we can produce quick solutions.

We transparently share the results of satisfaction measurements throughout our company with the survey we conduct in October every year. In the relevant announcement format, we can see that we have not fallen below a certain graph in the last four years and that there was a significant positive momentum in 2021, especially compared to the previous year. Especially during the pandemic period, we have achieved this development by understanding the needs and expectations as a result of going to the field much more than in previous years and communicating more closely with our employees.

In this way, our employees can communicate their problems directly to the Human Resources officer and we can take quick action and ensure improvement. This reinforces the environment of trust and contributes to the development of results.



## MY HR OFFICER

Dear Managers and Colleagues,

As of 1 April 2018, we would like to share with you the results of the 5th period of the "Human Resources for You" application.

The purpose of this application is to provide you with faster, higher quality and more effective service. For this reason, it is very important for us to understand the perception and performance of the application within our company every period. In this context, first of all, we would like to thank you very much for participating in the survey and sharing your opinions.

You can find the results of the survey comparatively for 5 periods in the table below. We evaluate the results we receive and try to understand our development areas in order to do better. The results also encourage and excite us to continue this practice.

Thank you all again. We would like to share that we will continue to work as the HR team to manage the application more effectively. We would also be grateful if you always share your feedback with us on our development.

Best regards.

Survey Question	October 2018 Result	April 2019 Result	October 2019 Result	October 2020 Result	October 2021 Result
Is It Easily Accessible?	4.12	4.40	4.06	3.99	4.22
Was he a good listener when he needed it?	4.1	4.32	4.03	3.91	4.16
Did it contribute to its development?	3.72	4.02	3.70	-	
Did he try to solve his problems?	3.99	4.26	3.98	3.79	4.05
Were you able to communicate whenever you wanted?	4.12	4.39	4.06	-	
Do you like the HR Responsible app?	4.11	4.35	4.02	3.86	4.19
Did it create satisfaction in terms of service quality?				3.86	4.05
Do you want the HR Responsible application to continue?				3.97	4.24
Was he able to respond to their requests in a timely manner?				3.85	4.05
Overall average	4.02	4.29	3.97	3.89	4.14

We schematized all the studies we have designed by using the inductive method with the Employee Experience Model we have recently created. The schematic representation was also posted on the notice boards throughout the factory for employee information and shared via e-mail.

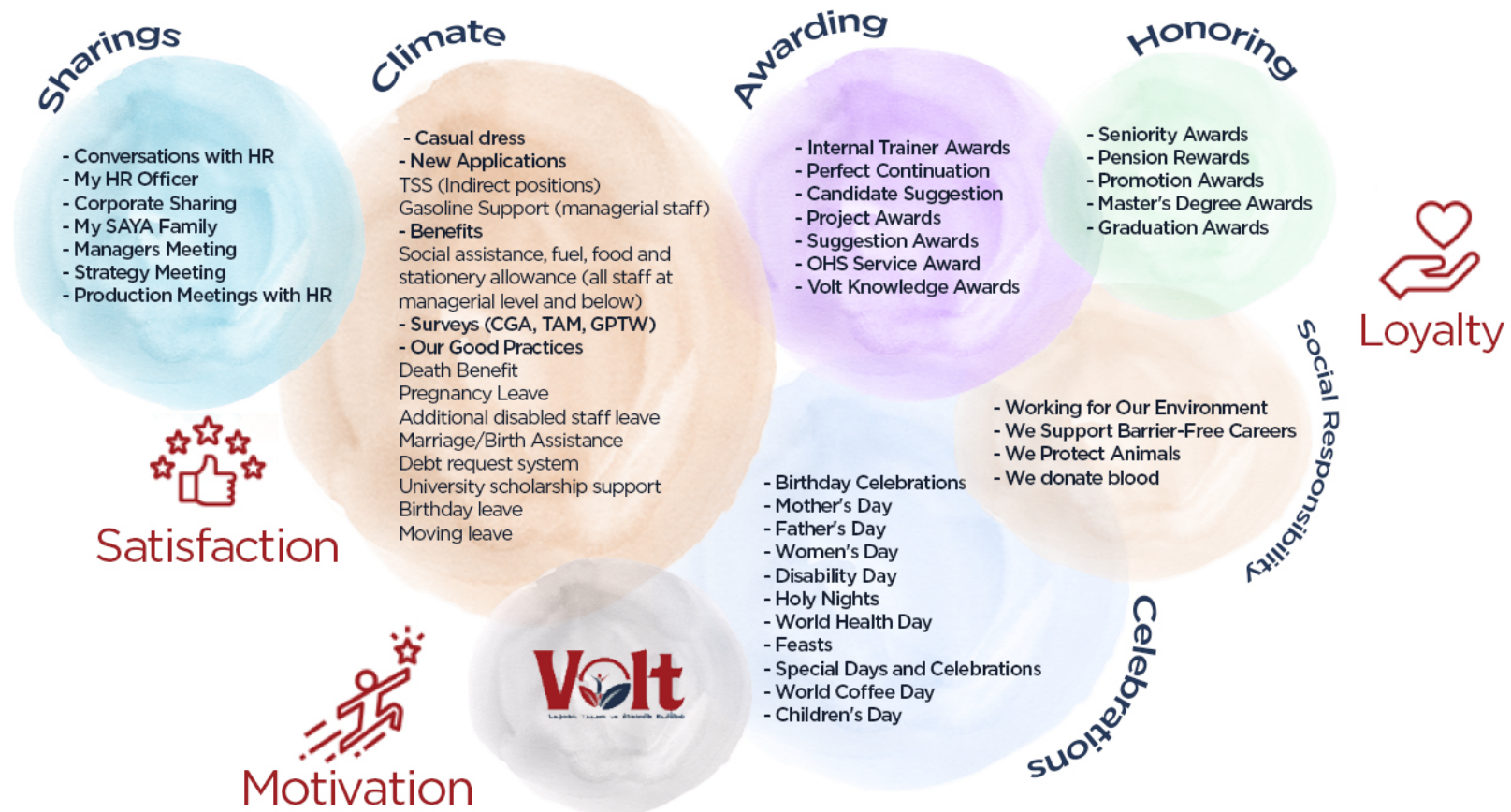
The content of our model is made known to both

candidates and employees during recruitment interviews, orientations and informational meetings held at different times. Thus, people benefit from the opportunities offered at a high level.

The opinions of employees can be taken in these environments created, thus creating an environment and opportunity for the Human Resources team to improve the system and practices.

Through our "Employee Experience Procedure", we take into account all the steps and processes that our employees will go through from the moment they start working until the day they leave, and we implement practices in order to define their interaction with the company correctly and to increase the value they give to their company as a result of these interactions.

## OUR EMPLOYEE MODEL EXPERIENCE





**With our IDEA CUBE Suggestion System, we give our employees the opportunity to create added value for the company.**

We implement our Suggestion System called IDEA CUBE in order to receive our employees' suggestions that will contribute to the development of Saya Group and its companies based on their knowledge, skills and experience.

We have a "Suggestion System Procedure" in order to collect the suggestions of our employees in line with the

goals and policies of our Company and to evaluate and implement these suggestions according to objective criteria.

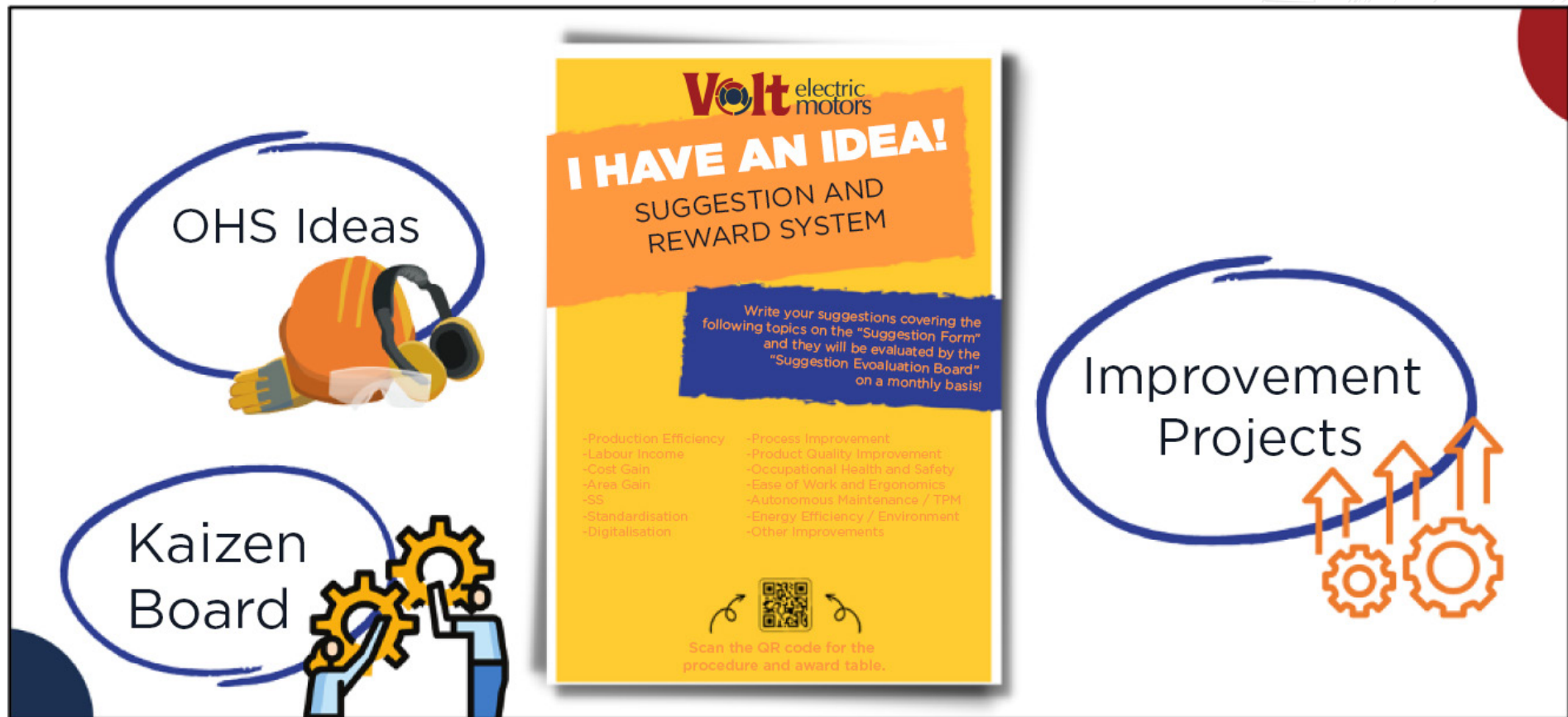
Through our Suggestion System, we create an environment for our employees to participate in management processes, and we aim to increase their contribution to the growth and success of our company.

All of our Human Resources processes are defined through our QDMS program in line with the quality systems we are involved in and within the scope of Integrated Management Systems.

Revisions/reviews are carried out at regular intervals. It is monitored both as documentation and visual model.

Points that need to be improved in the relevant processes are identified and actions are planned (ISO 9001, ISO 14001, ISO 45001).

We come together with the managers of all our departments at weekly senior management meetings and monthly Company Executive Board meetings to evaluate our business results, conduct mind work, and make new action plans for KPI improvements.





## + Occupational Health and Safety

**"Human First" understanding is a criterion that we prioritize in establishing a healthy and safe workplace environment for our employees.**

We manage Occupational Health and Safety, one of our very high priority sustainability elements, in line with the ISO 45001:2018 Standard and legal requirements.

Within the scope of our Occupational Health and Safety activities, we strive to achieve zero occupational accidents and develop systems to prevent occupational diseases. Our Occupational Health and Safety performances are monitored monthly and annually and reviewed at the Management Review and Company Executive Committee meetings, ensuring the continuity of our production activities with the goal of zero occupational accidents.

### Occupational Safety and Process Safety

The most authorized manager responsible for Occupational Health and Safety is the Health, Safety, Environment (HSE) Manager and reports directly to the General Manager.

Within the scope of the Occupational Health and Safety framework, which is under the responsibility of senior management, we carry out risk assessments, periodic controls, field audits, related suggestions and notifications, occupational hygiene measurements, provision of personal protective equipment, safe storage and use of chemicals, as well as interaction activities with subcontractor companies and supervise them through an active process.

In the event of near misses, near misses and/or occupational accidents, the analysis, follow-up, action

**With the ISO 45001:2018 Occupational Health and Safety Management Systems Certification we received in the reporting year, we are preparing a more solid ground to reduce risks at the source by making corrections in the process in our current operation.**

planning and dissemination of the incident are carried out under the responsibility of all company employees.

We carry out our risk management primarily to prevent risks that may arise from equipment. If there is a new equipment installation in the current situation, we anticipate the risks that may arise from the equipment before the equipment is put into operation and ensure that measures are taken. For the risk possibilities that may occur later (ergonomics, wear and tear, incomplete maintenance, etc.), we conduct risk assessments with current periods.

We conduct risk assessments with the team formed by our employer's representative, workplace physician, occupational health and safety experts, employee representatives, support staff and other employees who have knowledge about the work. We carry out our risk assessment studies with the participation and opinions of our employees at every stage of the process.

We identify potential risks by analyzing hazardous points in the field. Of the risks analyzed, we prioritize the risks evaluated in the highest level risk category. Once the risks are identified, we ensure that new risks are

### We carry out the renewal of the risk assessment in the following cases:

- Relocation of the workplace or changes in the premises, Changes in the technology, materials and equipment used in the workplace,
- Change in production method,
- Occurrence of occupational accidents, occupational diseases and near-miss incidents,
- A legislative change in the limit values for the working environment,
- If deemed necessary according to the results of work environment measurement and health surveillance and
- The emergence of a new hazard arising from outside the workplace that may affect the workplace.

prevented by eliminating the risk, replacing it with a less dangerous risk, preventing the risk at its source, implementing control measures, monitoring the practices, and prioritizing personal protection measures.

Within the scope of ergonomic risk assessment, we use analysis methods such as Reba, Rula, Niosh weight lifting equation, which are in international standards.

We examine and analyze the health-related applications of our employees together with our Workplace Health Unit in accordance with the Personal Data Protection Law (PDPL) and determine action plans for negative evaluations.



Within the scope of our Occupational Health and Safety Board activities; every month, together with the General Manager, Assistant General Managers, department managers, field leaders and employee representatives, we discuss the measures taken after near misses, near misses and occupational accidents that occurred in the previous month, the cause and effect relationships related to the incidents, those responsible for the actions to be taken and the deadlines for action and the outputs we have prepared.



**Occupational Health and Safety performance evaluations are conducted by the HSE Unit for each employee every six months.**

HSE Unit reports are available, where our employees' Occupational Health and Safety suggestion notifications are recorded and tracked with a point system.

Occupational Health and Safety training is a mandatory and standard training that every employee must attend when they start work. We also provide single point trainings to our employees during their return to work after near misses, near misses and occupational accidents.



**In 2021, on average per employee 5.85 people x hours Occupational Health and Safety training was provided.**



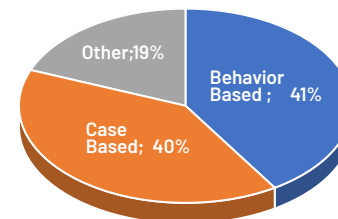
**We operate the necessary information and warning mechanisms to ensure that our suppliers, business partners, customers and all relevant stakeholders meticulously comply with all components of our Occupational Health and Safety policies.**

**Duties and Responsibilities of our HSE Unit on Occupational Health and Safety**

- Preventing occupational risks,
- To ensure that all kinds of measures are taken by providing trainings and informing our employees on Occupational Health and Safety issues,
- To provide our employees with all kinds of tools and equipment related to Occupational Health and Safety,
- To adapt health and safety measures in the workplace to changing conditions and to work to improve the current situation,
- Ensuring compliance with Occupational Health and Safety measures and ensuring follow-up,
- Conducting daily inspections in the field on Occupational Health and Safety issues and preparing the ground for process-based actions with on-site observation,
- To ensure that the deficiencies identified in Occupational Health and Safety issues are eliminated as soon as possible in cooperation with department managers and field leaders
- To ensure that on-the-job Occupational Health and Safety orientation trainings are carried out,
- To examine the near-miss and near-miss incidents at the source and to propose measures to prevent them from happening again.

Employees in the teams of subcontractor companies that come to our business to perform another work action are also accepted to start work after passing through our various control steps.

- Behavior Based
- Case Based
- Other



2021 Work Accidents Assessment

When we evaluate our work accidents that occurred in 2021, it is seen that 41% were caused by behavior, 40% by case and 19% by other reasons. In 2021, there were no fatal work accidents at Volt Electric Motors.

**Our Practices on Process Safety in 2021**

- Due to the fact that the wedge apparatus required for winding 355 kW products in the winding area caused labor losses and the risk of occupational accidents, we prevented possible occupational accident risks and labor losses by developing the apparatus that turns the stator with electric power.
- Due to operational difficulties caused by the lack of lighting in the runner pits under the press machines in the lamination unit, we eliminated visual difficulties and Occupational Health and Safety risks by installing lighting in the runner pits.
- Since the sheet metal driver area in the lamination unit was open and unprotected, we prevented possible Occupational Health and Safety risks and near-miss incidents by closing the sheet metal driver area.
- We integrated warning photocells into the press machines in the lamination unit to prevent hand and finger entrapment accidents.
- We ensured that the doors were integrated into the system to reduce the severity of risk in the injection molding machines.
- We carried out works to improve indoor air quality with the construction of missing hoods and chimneys in the injection site.
- We reduced the risk of possible occupational accidents by installing protection covers on CNC machines in the molding area.
- We added an automatic crane to the paint shop for the painting of large-frame motors and carried out works to paint the products in a suspended state and to make them suitable for employee ergonomics.
- Thanks to the improvement of the grated barrel transport pan, we minimized the risk of possible hazardous material spillage during the transportation of chemicals.

## Employee Health

With the understanding that we value the health of our employees, we develop measures to ensure that they are protected against both occupational diseases and general diseases. We take into account the compatibility of the person and the workplace by evaluating the examinations specific to the unit they will work in before recruitment.

Since 2017, we have been conducting joint projects with the workplace rotation studies of physicians working at Dokuz Eylül University Occupational Diseases Department. With this study, it is ensured that workplace physicians learn the processes in various industries, and as a unit, we benefit from experienced circles about occupational diseases.

## Emergency and Disaster Management, Resilience Practices

We have published our "Emergency Procedure" in order to plan and do what needs to be done in advance in order to prevent our employees from being injured and harmed in any extraordinary situation that may occur in our workplace, to stop production partially or completely, to prevent the environment from being adversely affected, or to create a work plan for our management to make quick and correct decisions in case of emergency. In this way, we aimed to do the following:

- Managing emergencies safely and identifying the employees to be assigned in these matters,
- Rescue and treatment of accident victims, rescue of employees and guests,
- Reducing damage to equipment and materials,
- Prevent and control the spread of the hazard,
- Making affected areas safe,
- To ensure that emergency equipment and records are kept and that the necessary information is transferred to management and company officials.

Our procedure covers the situations of ensuring and protecting the safety of life and property, operational and production safety of each person in all kinds of structures, facilities, etc. in our enterprise, and in case of a possible emergency (fire, explosion, earthquake, flood sabotage, etc.), first of all, the evacuation of all personnel working without damage, and the removal of valuable goods, documents and materials from the area without damage.

Although the measures to be taken may vary depending on whether the emergency situation is caused by natural disasters or other reasons, and depending on its type and dimensions, our basic principles are as follows:

- Preventing loss of life and minimizing the loss of material in the shortest time possible,
- Fast and accurate determination of incident severity and damage,
- To take measures in a short time to eliminate the obstacles that cause service disruption.

Emergency Coordinators are responsible for the execution of the Emergency Action Plan. The duties and responsibilities of Emergency Coordinators, Emergency Team Leader and Deputies, Extinguishing Team, Rescue Team, Communication and Protection Team, First Aid Team Leader, First Aid Team, Evacuation Team and Technical Support Team are defined in our "Emergency Procedure".

All units are directly responsible and report to our Emergency Coordinators.

All our employees are given fire, first aid information training and emergency training every year, followed by practical evacuation, fire extinguishing and alarm, and first aid drills.

In addition to our current in-house emergency management efforts, we will accelerate our efforts to integrate our regional and global disaster preparedness action plans into all our processes, including our supply chain, and to become a resilient organization by 2022.



### **We Continued Healthy and Safe Production During COVID-19**

Unfortunately, the negative effects of the COVID-19 pandemic, which took effect in our country as of March 2020, continued to affect both social life and the business world in 2021. Thanks to the high importance we attach to employee health, we have ensured our production and service continuity while providing a healthy and safe working environment for all our employees.



### **Our goal is to minimize the damage to life and property that may occur in emergencies.**



## ► Social Responsibility + Our Social Investments

*We sincerely believe in being beneficial to people, being happy with their happiness, being a "good person" and a "good citizen", and we aim to add value to the future in everything we do within the scope of social responsibility.*

Our group, which set out with the principle of "The blessed of you is the one who is the most beneficial for mankind" and based on the words of our founder, the late Abdulrezzak Sancak, "Blessed is he who is a cure for a problem", has contributed and will continue to contribute to the culture of solidarity, unity and solidarity of our country in line with family and company values, both through Sancaklar Foundation until August 2014 and directly as Saya Group, Group Companies and Sancak Family.

In 2021, we developed collaborations with schools to support education within the scope of our social responsibility projects.

In order to support equal opportunities and qualified education, we continued our efforts to renew the workshops of schools, support educational materials, support technical trips and technical trainings, sapling donations, Red Crescent blood and stem cell donations and food support.



We also organized various social activities for our employees within the organization.

### MANİSA FEN HIGH SCHOOL Agricultural Technologies Project and Unmanned Underwater Systems Project - TEKNOFEST Technical Support

We hosted the students of Manisa Science High School, for whom we provided technical infrastructure and support, who ranked 1st with their Agricultural Technologies and Unmanned Underwater Systems Projects at the TEKNOFEST Aviation, Space and Technology Festival held at Istanbul Atatürk Airport on September 21-26, 2021.







**AHBAP Forest Fires "Let's Heal Our Wounds Together" Campaign**

In 2021, we donated 1000 saplings to the TEMA Foundation with the decision made by our managers in the period after the major forest fires in Marmaris. We organized a campaign among our employees to provide financial support in solidarity with the families affected by the fires.



**Animal Farm Food Support**

On 04.10.2021, we visited an animal farm in Kemalpaşa district and had the chance to spend time with our little friends by supporting them with food.



**Red Crescent Blood and Stem Cell Donation**

Since 2016, we have organized the Red Crescent Blood and Stem Cell Donation twice a year, and in 2021, we organized it on 12.02.2021 and 01.10.2021.



### In-house Social Activities

Our first social club was Voltrek, which five volunteer employees started to operate on the basis of trekking activities. This club, which was not affiliated to any unit, later gained a corporate identity and was classified into five sub-organizations. The name of the main club was changed to Volt Healthy Life and Activity Club and grouped under the names Voltrek, VoltBall, VoltBike, VoltFit and VoltBox.





**Nif Mountain Hiking**

Within the scope of World Environment Day, on 05.06.2021, we carried out the Nif mountain hike by doing a route study. By collecting the waste we encountered along our route; we created the opportunity to observe that there should not be artificial substances in nature.



**Webinar - Volt in the World of Pandemic**

In the first months of the global pandemic, we have answered the question marks in the minds of our employees. We organized a webinar for all our employees on 11.05.2021 in order to eliminate the pandemic and explain the recovery plans of the process after the pandemic. At the meeting, our Board of Directors and Managers provided detailed information on "Pandemic Management, Occupational Health and Safety, Production and Cost Management, Continuous Improvement and People and Environment".



**Cycling Event**

In order to support a healthy and active life, we organized a cycling event along the Alsancak - Inciraltı coast on 01.07.2021.



**Bowling Tournament**

We organized a bowling tournament to be held on 06.10.2021 through an announcement we made to all our employees.



**Izmir Inter-organizational Table Tennis League**

In June 2021, we competed in the Izmir Inter-organizational Table Tennis League with the participation of three of our employees. Later, we represented Izmir in the Izmir Inter-organizational Table Tennis Championship held in Edremit. After the competitions, we congratulated our employees who volunteered.



**Karaoke Event**

We held our event by opening a general announcement dated 13.07.2021 in order to support employee motivation and organize a fun evening.



**Milk Room and Baby Friendly Factory Certificate**

In 2017, we responded to the needs of our breastfeeding female employees with the Milk Room application that we made ready for use. After the opening of the room, which we named Dr. Safiye Ali Milk Room, we obtained the Baby Friendly Factory certificate, which is still valid. A total of 74 mothers and fathers were trained by our workplace physician.



# Annexes

- ▶ Annex-1 Performance Indicators
- ▶ Annex-2 GRI Content Index
- ▶ Annex-3 United Nations Global Compact (UNGC) Index
- ▶ Annex-4 Contact



# ► Annex-1 Performance Indicators

## + Environmental Performance Indicators

Greenhouse Gas Emissions by Scope (2021)					
Greenhouse Gas Emissions*	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Scope 1	2.619,90	1,396790	7,905589	2.629,20	%2,87
Scope 2	3.425,62	11,008247	1,155644	3.437,79	%3,75
Scope 3	85.482,39	0,528981	5,00645	85.487,93	%93,37
<b>Total</b>	<b>91.527,91</b>	<b>12,93</b>	<b>14,07</b>	<b>91.554,92</b>	<b>%100,00</b>

\* ISO 14064-1:2018 Data validation process is ongoing.

Greenhouse Gas Intensity and Energy Intensity (2021)	
Greenhouse Gas Intensity and Energy Intensity	2021
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope1)	0,003
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope1+2)	0,007
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope3)	0,106
Electric Motor Production Greenhouse Gas Intensity (t CO <sub>2</sub> e/pcs) (Scope 1+2+3)	0,114
Greenhouse Gas Intensity by Number of Employees (t CO <sub>2</sub> e/Number of Employees) (Scope 1+2)	7,940
Electric Motor Production Energy Intensity (GJ/pcs)	0,041
Number of Energy Efficient Projects/Activities (pcs)	2
Number of R&D Projects Providing Energy Efficiency (Number)	6

Scope 1 Emission Distribution (2021)					
Subcategory	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Constant Combustion (natural gas, generator-diesel)	2.515,12	1,265324	1,214457	2.517,60	%96,04
Mobile Combustion (diesel, gasoline)	96,76	0,131466	6,691132	103,58	%3,95
Leakage *	8,02	0	0	8,02	%0,30
<b>Total</b>	<b>2.619,90</b>	<b>1,40</b>	<b>7,91</b>	<b>2.621,18</b>	<b>%100,00</b>

\* Leakage: Air conditioner, fridge, cold room, fire extinguisher, food freezer)

Scope 2 Emission Distribution (2022)					
Subcategory	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Electricity	3.425,62	11,008247	1,155644	3.437,79	%100,00
<b>Total</b>	<b>3.425,62</b>	<b>11,01</b>	<b>1,16</b>	<b>3.437,79</b>	<b>%100,00</b>

Scope 3 Emission Distribution (2021)					
Subcategory	t CO <sub>2</sub>	t CH <sub>4</sub>	t N <sub>2</sub> O	t CO <sub>2</sub> e	Ratio (%)
Category 1a. Purchased materials/raw materials	54.774,15	0	0	54.774,15	%64,07
Category 1b. Purchased services	49,63	0,038591	0,365251	50,03	%0,06
Category 4. Transportation/distribution for production (Upstream)	583,56	0	0	583,56	%0,68
Category 5. Waste generated in operations	14.357,76	0	0	14.357,76	%16,80
Category 6. Business travel	144,54	0	0	144,54	0,17%
Category 1b. Purchased services	52,79	0	0	52,79	%0,06
Category 7. Transportation of employees (Shuttles)	41,69	0	0	41,69	%0,05
Category 9. Transportation and distribution of sold products (Downstream)	14.614,59	0	0	14.614,59	%17,09
Category 11. Use of sold products	863,68	0,490390	4,641199	868,82	%1,02
Category 12. End-of-life treatment of sold products	0,000145	0,000145	0	0	%0
<b>Total</b>	<b>85.482,39</b>	<b>0,528981</b>	<b>5,00645</b>	<b>85.487,93</b>	<b>%100,00</b>

Energy Consumption (TJ)	2021	Percent(%)
Natural Gas	0,178	%0,53
Purchased Electricity	25,8	%77,43
Purchased Renewable Energy Sources (Electricity) (Solar, Wind, Hydrogen, Biofuel, Other)	--	--
Fossil Fuels (Vehicle Fuels)		
Gasoline Vehicles	0,44	%20,41
Diesel Vehicles	6,36	
Fossil Fuels (Generator)	0,034	%0,10
Energy Consumption for Heating-Cooling in Production	0,509	%1,53
<b>Total</b>	<b>33,321</b>	<b>%100</b>

Product/Production Based Water Use Efficiency (liters/piece)	2019	2020	2021
<b>Average amount of water withdrawn per product (liters/piece)</b>	81,17	78,11	72,59

Amount of Waste Water (m³)	2019	2020	2021
Receiving Environment After In-Plant Treatment	0	0	0
Municipal Treatment Plant Discharge	0	0	0
OIZ Treatment Plant Discharge	29.200	31.025	32.850
Sewerage Network (Waste Water Channel) Direct Discharge	0	0	0
Discharge to Natural Resources such as Sea/Lake/Stream etc.	0	0	0
Other	0	0	0
<b>Total</b>	<b>29.200</b>	<b>31.025</b>	<b>32.850</b>

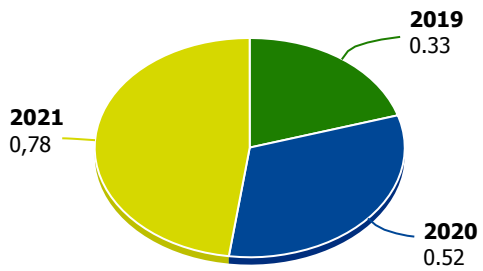
Water Withdrawal by Source (m³)	2019	2020	2021	Ratio(%)
Mains Water	0	0	0	0
Groundwater	72.850	72.850	72.850	%100
Surface Water	0	0	0	0
Other (Rainwater etc.)	0	0	0	0
Reclaimed Water	0	0	0	0
<b>Total</b>	<b>72.850</b>	<b>72.850</b>	<b>72.850</b>	<b>%100,00</b>

Waste Amount by Type (Ton)	2019	2020	2021
Hazardous	257.216	402.935	631.067
Non-hazardous	4.142.905,28	4.280.381,36	4.809.069
<b>Total</b>	<b>4.400.121,28</b>	<b>4.683.316,36</b>	<b>5.440.136</b>

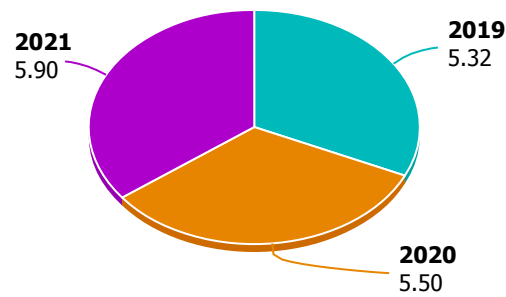
Waste Amount by Type (Ton)	2019			2020			2021		
	Amount of Waste Generated	Amount of Waste Prevented from Disposal	Amount of Waste Disposed	Amount of Waste Generated	Amount of Waste Prevented from Disposal	Amount of Waste Disposed	Amount of Waste Generated	Amount of Waste Prevented from Disposal	Amount of Waste Disposed
<b>Metal</b>	4.047.076,4	4.047.076,4	0	4.267.221	4.267.221	0	4.771.733	4.771.733	0
Plastics	0,6	0,6	0	6.148	6.148	0	32.240	32.240	0
Electronic Waste	0	0	0	0,08	0,08	0	0	0	0
Waste Batteries	0	0	0	0	0	0	0,047	0,047	0
Household Waste	2.128,28	0	2.128,28	3.132,36	0	3.132,36	5.096	0	5.096
Paper and cardboard	25.330	25.330	0	3.880	3.880	0	0	0	0
Glass	0	0	0	0	0	0	0	0	0
Wood	68.370	68.370	0	0	0	0	0	0	0
Other	257.216	0	257.216	402.935	0	402.935	631.067	0	631.067
<b>Total</b>	<b>4.400.121,28</b>	<b>4.140.477</b>	<b>259.344,28</b>	<b>4.683.316,36</b>	<b>4.277.249</b>	<b>406.067,36</b>	<b>5.440.136</b>	<b>4.803.973</b>	<b>636.163</b>

**Waste (kg) Per Product (Pieces)**

■ Hazardous Waste



■ Non-Hazardous Waste



Amount of Waste Prevented from Disposal through Recovery for HAZARDOUS WASTES (Ton)	2019	2020	2021
Waste Recycled for Energy	0	0	0
Reuse or Preparation for Reuse	0	0	0
Recycled Waste	0	0,08	0
Recycling by Other Methods	0	0	0
<b>Total</b>	<b>0</b>	<b>0,08</b>	<b>0</b>

Amount of Waste Prevented from Disposal through Recycling for NON-HAZARDOUS WASTES (Ton)	2019	2020	2021
Waste Recycled for Energy	0	0	0
Reuse or Preparation for Reuse	0	0	0
Recycled Waste	4.140.477	4.277.249	4.803.973
Recycling by Other Methods	0	0	0
<b>Total</b>	<b>4.140.477</b>	<b>4.277.249</b>	<b>4.803.973</b>

Amount of Waste Disposed by Disposal Type for HAZARDOUS WASTES (Ton)	2019	2020	2021
Electronic Waste	0	0	0
Waste Incineration without Energy Recovery	0	0	0
Waste to Landfill	0	0	0
Disposal by Other Methods	257.216	402.935	631.067
<b>Total</b>	<b>257.216</b>	<b>402.935</b>	<b>631.067</b>

Amount of Waste Disposed by Disposal Type for NON-HAZARDOUS WASTES (Tons)	2019	2020	2021
Waste Incineration without Energy Recovery	0	0	0
Waste to Landfill	2.128,28	3.132,36	5.096
Disposal by Other Methods	0	0	0
<b>Total</b>	<b>2.128,28</b>	<b>3.132,36</b>	<b>5.096</b>

Waste (kg) Rate per Product (pcs) //// (kg/ pcs)	Hazardous Waste			Non-Hazardous Waste		
	2019	2020	2021	2019	2020	2021
<b>Total</b>	<b>0,33</b>	<b>0,52</b>	<b>0,78</b>	<b>5,32</b>	<b>5,50</b>	<b>5,90</b>



	2019	2020	2021
Amount of Waste to Soil (%)	N/A	N/A	N/A
Packaging Waste / All Waste (%)	%0,59	%0,21	%0,59
Total Waste Recycled (%)	%94	%91,3	%88,3
Recycled Packaging Waste (%)	%0,59	%0,21	%0,59

Natural Resources (Tons)		2021
Total Raw Material Consumed (tons)*		19.212.603,83
Renewable Materials (tons)	Cardboard and paper (tons)	49.269
	Plastic (tons)	560.600
	Metal (tons)	2.913.047
	Total	3.522.916
Non-Renewable Materials (tons)	Mine (tons)	--
	Mineral (tons)	--
	Other (Chemicals, etc.) (tons)	15.472.128
	Paint (tons)	102.598,83
	Total	15.574.726,83
Amount of Recycled and/or Recovered Raw Materials Consumed (Cardboard and paper) (tons)		114.961

\* Total amount of raw materials consumed (tons) = Renewable materials (tons) + Non-renewable materials (tons) + Amount of recycled and/or recovered raw materials (tons)

## + Social Performance Indicators

Employee Distribution by Gender	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
	%15,14	%84,86	%14,43	%85,57	%14,51	%85,49

Employees by Total Workforce	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Direct Employment	%100		%100		%100	
Contractor Employee	0		0		0	

Number of Employees Under Collective Labor Agreement	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
	0	0	0	0	0	0

Maternity leave	2019	2020	2021
Employees on Maternity Leave	3	3	3
Employees Returning from Maternity Leave	1	1	4

Labor Turnover Rate	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Voluntary Resignations / Number of Employees	14,06		18,34		21,10	

Employee Satisfaction Rate (%)	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
	50	41	60	53	It was decided that from 2020 onwards, the measurement will be carried out every two years.	

Ratio of employees involved in Regular Performance and Career Development Evaluation Process (%)	2019	2020	2021
		92	86

Volt Electric Motors Training	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Average Training Hours per Employee	2,8	21,35	3,28	20,84	2,38	23,48
VOCATIONAL/TECHNICAL trainings (person x hours)	9,23		13,44		10,16	
COMPETENCY trainings (person x hours)	5,23		2,02		2,06	
MANDATORY trainings (person x hours)	9,70		8,68		13,64	

Number of Employees entitled to Parental Leave	2019	2020	2021
Number of Female Employees	2	3	6
Number of Male Employees	0	0	0
Total	2	3	6

Occupational Health and Safety Training	2019	2020	2021
Average Occupational Health and Safety Training Hours per Employee (person x hours)	3,40	4,23	5,85

Occupational Health and Safety	2019	2020	2021
Number of Accident Victims	26	22	85
Unreported (No Lost Day) Work Accidents	4	6	15
Reported (Lost Day) Work Accidents	22	16	70
Lost Day	241	209	719
Accident Frequency Rate (*)	37,0754971	25,86713698	77,35549638
Number of Occupational Disease Cases	0	0	0
Number of Fatal Accidents	0	0	0

(\*) Accident Frequency Rate = The ratio of total number of accidents to total working time multiplied by 1 million.



## ▶ Annex-2 GRI Content Index

### GRI 101 Foundation (2016)

GRI Standard	Indicators	Page numbers, descriptions and/or URL	
<b>GRI 102: General Disclosures (2016)</b>	<b>Corporate</b>		
	102-1	Organisation name	About the Report, p.2
	102-2	Operations, brands, products and services	About Volt Electric Motors p.13
	102-3	Headquarter's location	Annex 4. Contact p.127
	102-4	Where the organization operates	Chairman Message, p.4 Volt Electric Motors in Figures, p.10 About Volt Electric Motors, p.13
	102-5	Nature of ownership and legal form	Rapor Hakkında, s.2
	102-6	Markets served	Chairman Message, p.4 Volt Electric Motors in Figures, p.10 About Volt Electric Motors, p.13
	102-7	Scale of the organization	Volt Electric Motors in Figures, p.9-10
	102-8	Information on employees and other workers	Our Employees, p.81-93 Social Performance Indicators, p.107-109
	102-9	Supply chain description	Responsible Supply Chain Management, p.57-60
	102-10	Changes in the organization's size, structure, ownership or supply chain during the reporting period	There are no significant changes.
102-11	Precautionary principle	Business Ethics and Compliance, p.22-25	

<b>GRI 102: General Disclosures (2016)</b>	102-12	Conventions, principles and other initiatives signed or supported by the organization	About the Report, p.2 General Manager Message, p.5-7 Our Memberships, p.32 Our Contribution to Sustainable Development Goals, p.39 Employee Rights, p.90
	102-13	Union and association memberships	Our Memberships, p.32
	<b>Strategy</b>		
	102-14	Senior management statement	Chairman's Message, p.3-4 General Manager's Message, p.5-7
	15	Key impacts, risks and opportunities	Committees and Their Duties, p.19-20 Risk Management, p.26-27
	<b>Ethics and Integrity</b>		
	16	Mission, vision and values	Our Vision, Mission, Values and Manifesto, p.17
	102-17	Internal and external mechanisms, such as hotlines or advice lines, to seek advice on issues related to ethical and legal behavior and corporate integrity	Business Ethics and Compliance, p.22-25
	<b>Governance</b>		
	102-18	Governance structure	Board of Directors and Executive Committee, p.14-16 Our Approach to Sustainability Management, p.35-37
	102-19	Delegation of authority from the highest governance body to senior managers and other employees on economic, environmental and social issues	Our Approach to Sustainability Management, p.35-37
102-20	Senior management responsibility for economic, social and environmental issues	Chairman's Message, p.3-4 General Manager's Message, p.5-7 Board of Directors and Executive Committee, p.14-16 Our Approach to Sustainability Management, p.35-37	
102-21	Stakeholder engagement for economic, social and environmental issues	Communication with Our Stakeholders, p.30	

<b>GRI 102: General Disclosures (2016)</b>	102-22	Composition of the highest governance body and its committees	Board of Directors and Executive Committee, p.14-16 Committees and Their Duties, p.19-20 Our Approach to Sustainability Management, p.35-37
	102-23	Chair of the highest governance body	Board of Directors and Executive Committee, p.14-16
	102-29	Identifying and managing economic, environmental, and social impacts	Risk Management, p.26-27 Board of Directors and Executive Committee, p.14-16 Our Sustainability Priorities, p.37-39
	102-30	Effectiveness of risk management processes	Combating the Climate Crisis and Adaptation, p.66-67
	102-31	Review of economic, environmental, and social topics	Chairman's Message, p.3-4 General Manager's Message, p.5-7 Sustainability Management at Volt Electric Motors, p.35-43
	102-32	Highest governance body's role in sustainability reporting	Sustainability Management Approach, p.36
	<b>Stakeholder Communication</b>		
	102-40	List of stakeholder groups	Communication with Our Stakeholders, p.30
	102-41	Ratio of employees subject to collective bargaining agreements	There are no employees covered by collective bargaining agreements.
	102-42	Identifying and selecting stakeholders	Communication with Our Stakeholders, p.30
	102-43	Approach to stakeholder engagement	Communication with Our Stakeholders, p.30
	102-44	Key issues. How the organization responds to stakeholders' key issues and concerns	Our Sustainability Priorities, p.37-39
	<b>Reporting Practices</b>		
	102-45	List of organizations included in the consolidated financial statements of the organization and whether they are included in the scope of the report	About the Report, p.2
	102-46	Report content and limits	About the Report, p.2

<b>GRI 102: General</b>	102-47	List of priority issues	Our Sustainability Priorities, p.37-39
	102-48	Repetition of the information provided in the previous report	The first sustainability report.
	102-49	Changes in reporting content	The first sustainability report.
	102-50	Reporting period	About the Report, p.2
	102-51	Date of previous report	The first sustainability report.
	102-52	Reporting frequency	Reporting will be done annually.
	102-53	Contact person for questions about the report	About the Report, p.2
	102-54	Compliance with GRI standards	About the Report, p.2 GRI Content Index, p.110-125
	102-55	GRI content index	Annex 2. GRI Content Index, p.110-125
	102-56	External audit	No external audit has been conducted.

## GRI 200: Economic Standard Series

### GRI 201: Economic Performance 2016

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39



<b>GRI 201: Economic Performance 2016</b>	201-1	Direct economic value produced and distributed	Board Chairman Message, p.3-4 Volt Electric Motors in Figures, p.9-10
	201-4	Financial support from the government	Our Technology, Innovation and R&D & P&D Oriented Production Power, p.49-55 Our Responsible Supply Chain Management, p.57-60
<b>GRI 202: Market Presence 2016</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7, Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 202: Market Presence 2016</b>	202-1	Standard entry-level wage rates by gender compared to the local minimum wage	Performance and Remuneration, p.88-89
	202-2	Local employment of top management	Board of Directors and Executive Committee, p.14-16 Social Performance Indicators, p.107
<b>GRI 205: Anti-Corruption 2016</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7, Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 205: Anti-Corruption 2016</b>	205-1	Assessment of risks related to corruption	Anti-Bribery and Anti-Corruption, p.29
	205-2	Communication practices and trainings on anti-corruption policies and procedures	Anti-Bribery and Anti-Corruption, p.x29
	205-2	Identified cases of corruption and measures taken against them	We do not have any corruption-related cases or legal penalties.

**GRI 206: Anti-Competitive Behavior 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 206: Anti-Competitive Behavior 2016</b>	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Business Ethics and Compliance, p.22-25

**GRI 207: Tax 2019**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Tax, p.28
<b>GRI 207: Tax 2019</b>	207-1	Tax Approach	Tax, p.28
	207-2	Tax governance, control and risk management	Tax, p.28

## GRI 300: Environmental Standard Series

### GRI 301: Materials 2016

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 301: Materials 2016</b>	301-1	Materials used by weight or volume	Raw Material, Natural Resources and Waste Management, p.76-78 Environmental Performance Indicators, p.102-106 Responsible Supply Chain Management, p.57-60
	301-2	Percentage of recycled materials used as inputs	Raw Material, Natural Resources and Waste Management, p.76-78 Environmental Performance Indicators, p.102-106
	301-3	Percentage of sold products and packaging materials reclaimed by category	Raw Material, Natural Resources and Waste Management, p.76-78 Environmental Performance Indicators, p.102-106

### GRI 302: Energy 2016

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 302: Energy 2016</b>	302-1	Energy consumption within the organization	Environmental Performance Indicators, p.102-106 Environmental Performance Indicators, p.102-106

<b>GRI 302: Energy 2016</b>	302-3	Energy intensity	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	302-4	Decrease in Energy Consumption	Our Green Transformation Vision-Energy Management, p.62-72 Environmental Performance Indicators, p.102-106
	302-5	Reduced Energy Consumption of Products and Services	Our Green Transformation Vision-Energy Management, p.73-74 Environmental Performance Indicators, p.102-106
<b>GRI 303: Water and Wastewater 2018</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 303: Water and Wastewater 2018</b>	303-1	Water Policy and Management Approach of the Organization	Water and Wastewater Management, p.75
	303-2	Managing Impacts related to Water Discharge	Water and Wastewater Management, p.75
	303-3	Water withdrawal	Water and Wastewater Management, p.75 Environmental Performance Indicators, p.102-106
	303-4	Water discharge	Water and Wastewater Management, p.75 Environmental Performance Indicators, p.102-106
	303-5	Total water consumption	Water and Wastewater Management, p.75 Environmental Performance Indicators, p.102-106
<b>GRI 304: Biodiversity 2016</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37



<b>GRI 103: Management Approach 2016</b>	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 304: Biodiversity 2016</b>	304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity, p.79
	304-3	Protected or restored habitats	Biodiversity, p.79 Our Social Investments, p.98
<b>GRI 305: Emissions 2016</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 305: Emissions 2016</b>	305-1	Direct (Scope 1) greenhouse gas emissions	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	305-2	Energy indirect (Scope 2) greenhouse gas emissions	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	305-3	Other indirect (Scope 3) greenhouse gas emissions	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	305-4	Greenhouse gas emission intensity	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	305-5	Reducing greenhouse gas emissions	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	305-6	Emissions of ozone-depleting substances (ODS)	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106
	305-7	NO <sub>x</sub> , SO <sub>x</sub> and other significant air emissions	Management of Greenhouse Gas Emissions, p.68-72 Environmental Performance Indicators, p.102-106

**GRI 306: Waste 2020**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-39
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 306: Waste 2020</b>	306-1	Waste generation and significant waste-related impacts	Raw Material, Natural Resources and Waste Management, p.76-78
	306-2	Management of significant waste-related impacts	Raw Material, Natural Resources and Waste Management, p.76-78
	306-3	Waste generated	Raw Material, Natural Resources and Waste Management, p.76-78 Environmental Performance Indicators, p.102-106
	306-4	Waste diverted from disposal	Environmental Performance Indicators, p.102-106
	306-5	Waste directed to disposal	Environmental Performance Indicators, p.102-106

**GRI 308: Suppliers-Environmental Assessment 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 308: Suppliers-Environmental Assessment 2016</b>	308-1	New suppliers that were screened using environmental criteria	Responsible Supply Chain Management, p.57-60

## GRI 400: Social Standard Series

### GRI 401: Employment 2016

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 401: Employment 2016</b>	401-1	New recruits and employee turnover	Employee Profile, p.81-82 Social Performance Indicators, p.107-109
	401-2	Benefits for full-time employees	Employee Rights, p.89-90
	401-3	Maternity leave	Employee Rights, p.89-90 Social Performance Indicators, p.107-109

### GRI 403: Occupational Health and Safety 2018

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1	Occupational Health and Safety Management System	Occupational Health and Safety, p.94-96
	403-2	Hazard identification, risk assessment and incident investigation	Occupational Health and Safety, p.94-96 Risk Management, p.26-27

<b>GRI 403: Occupational Health and Safety 2018</b>	403-3	Occupational health services	Occupational Health and Safety, p.94-96
	403-4	Employee participation, consultation and communication on occupational health and safety	Occupational Health and Safety, p.94-96
	403-5	OHS Training	Occupational Health and Safety, p.94-96 Talent Management, Career Development and Trainings, p.84-88
	403-6	Practices to improve employee health	Occupational Health and Safety, p.94-96
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to labor relations	Occupational Health and Safety, p.94-96
	403-8	Workers covered by the occupational health and safety management system	Social Performance Indicators, p.107-109
	403-9	Work-related injuries Work-related injuries	Occupational Health and Safety, p.94-96 Social Performance Indicators, p.107-109
	403-10	Work-related occupational disease	Occupational Health and Safety, p.94-96 Social Performance Indicators, p.107-109
<b>GRI 404: Education and Training 2016</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 404: Education and Training 2016</b>	404-1	Average annual training hours per employee	Talent Management, Career Development and Trainings, p.84-88 Social Performance Indicators, p.107-109
	404-2	Talent management and lifelong learning programs that support employee development	Talent Management, Career Development and Trainings, p.84-88
	404-3	Number of employees given regular performance evaluation feedback	Performance and Remuneration, p.88-89 Social Performance Indicators, p.107-109



**GRI 405: Diversity and Equal Opportunity 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1	Diversity of governance bodies and staff	Employee Profile, p.81-82 Social Performance Indicators, p.107-109
	405-2	Ratio of base salaries and wages between men and women by employee category	Performance and Remuneration, p.88-89

**GRI 406: Non-Discrimination 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Sustainability Priorities, p.37-39
GRI 406: Non-Discrimination 2016	406-1	Cases of discrimination	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84

**GRI 408: Child Labor 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37

<b>GRI 103: Management Approach 2016</b>	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 408: Child Labor 2016</b>	408-1	Activities and suppliers identified as having risks for child labor	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84 Responsible Supply Chain Management, p.57-60
<b>GRI 409: Forced Labor 2016</b>			
	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 103: Management Approach 2016</b>	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 409: Forced Labor 2016</b>	409-1	Activities and practices identified as having a risk of incidents of forced or compulsory labor	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84 Responsible Supply Chain Management, p.57-60
<b>GRI 410: Security Practices 2016</b>			
	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 103: Management Approach 2016</b>	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 410: Security Practices 2016</b>	410-1	İnsan hakları politikaları veya prosedürleri konusunda eğitimli güvenlik personeli	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84

**GRI 414: Suppliers - Social Assessment 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 414: Suppliers - Social Assessment 2016</b>	414-1	New suppliers screened using social criteria	Responsible Supply Chain Management, p.57-60

**GRI 416: Customer/Consumer Health and Safety 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
<b>GRI 416: Customer/Consumer Health and Safety 2016</b>	416-1	Products and services with assessed health and safety impacts	Integrated Management Systems and Documents, p.21-22
	416-2	Number of incidents of violations of legal regulations and voluntary principles and codes for the health and safety conditions of products and services (number)	None.

**GRI 417: Marketing and Labels 2016**

<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37

<b>GRI 103: Management Approach 2016</b>	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Integrated Management Systems and Documents, p.21-22
<b>GRI 417: Marketing and Labels 2016</b>	417-1	Requirements for product and service information and labeling	Integrated Management Systems and Documents, p.21-22
	417-2	Number of violations of law or voluntary codes in product information and labeling	None
<b>GRI 418: Customer Privacy 2016</b>			
<b>GRI 103: Management Approach 2016</b>	103-1	Explanation and Binding Priority Issue	Board Chairman Message, p.3-4 CEO Message, p.5-7 Sustainability Priorities, p.37-39
	103-2	Management Approach and its Components	Board Chairman Message, p.3-4 CEO Message, p.5-7 Our Approach to Sustainability Management, p.35-37
	103-3	Management Approach Assessment	Board Chairman Message, p.3-4 CEO Message, p.5-7 Digital Transformation, p.62-63
<b>GRI 418: Customer Privacy 2016</b>	418-1	Substantiated complaints of breach of customer privacy and loss of customer data	None



## ▶ ANNEX-3 UNITED NATIONS GLOBAL COMPACT (UNGC) INDEX



# United Nations Global Compact

Global Principles	Section/Page
<b>HUMAN RIGHTS</b>	
Principle 1: Businesses should uphold and respect proclaimed human rights.	Business Ethics and Compliance, p.22-25 Employee Profile, p.81-82
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84 Employee Rights, p.89-90
<b>LABOUR</b>	
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	There are no employees covered by collective bargaining agreements.
Principle 4: the elimination of all forms of forced and compulsory labour;	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84 Responsible Supply Chain Management, p.57-60
Principle 5: the effective abolition of child labour;	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84 Responsible Supply Chain Management, p.57-60
Principle 6: the elimination of discrimination in respect of employment and occupation.	Our Approach to Equal Opportunity, Inclusion and Diversity, p.84
<b>ENVIRONMENT</b>	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Our Environmental Responsibility, p.66-79 Environmental Performance Indicators, p.102-106
Principle 8: undertake initiatives to promote greater environmental responsibility;	
Principle 9: encourage the development and diffusion of environmentally friendly technologies	
<b>ANTI-CORRUPTION</b>	
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Combating Bribery and Corruption, p.29

## ► ANNEX 4. CONTACT

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We are expanding our dealer and manufacturer network through our specialized dealers and manufacturers in different regions of Turkey. We work and develop for you.

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# Volt Electric Motors 2021 Sustainability Report



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