



THE
FUTURE
STRENGTHENING

SUSTAINABILITY
REPORT 2022

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REPORT PROFILE

This report, the second Sustainability Report published by Volt Electric Motors, has been prepared in accordance with the “Core” reporting principles of the Global Reporting Initiative (GRI). It reflects our sustainability activities during the calendar year 01.2022 - 12.2022. Our first Sustainability Report was published in December 2022, making it a local first in our industry.

Our annual reports, to be repeated every year, will provide results in line with the principle of transparency, including the impact and participation of all our internal and external stakeholders, towards the strategic goals and priority elements of our company. For detailed information and any questions related to the report, please contact us at Guclu.Gelecek@voltmotor.com.tr

MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

Dear Stakeholders,

The earthquake disaster of February 6, 2023, which directly affected many provinces of our country, left us all with material and moral wounds that are difficult to heal in the short term. As the SAYA Group and Volt Electric Motors, one of its subsidiaries, we are working to heal these wounds to some extent and to heal with solidarity. We will continue to work to make our country more resilient to disaster risks.

In 2022, in an environment where we continue to see the global impact of the Covid-19 pandemic and economic uncertainties, we recognize our risks early through our strong corporate governance processes and work to take solution-oriented actions. Although the environment of global uncertainty during the period has slowed the momentum of our small-step sustainability business model, we know that our journey is essential.

STRENGTHENING THE FUTURE

In the year under review, we exported our products to a total of 22 countries, mainly in Asia, Europe and the Middle East. Thanks to our highly energy-efficient products, we are pleased to participate in our customers' journey toward environmental sustainability.

With the qualified work of our registered R&D center, we implemented more than 100 projects throughout the year. Thanks to our R&D studies, we achieve high efficiency with our special solutions, suitable for the needs of our customers and each sector.

THE FIRST AND ONLY DOMESTIC BRAND IN THE SECTOR IN SUSTAINABILITY DECLARATION

The 2021 Sustainability Report that we have published is the first and only report among Turkish brands in our sector. After we identified Sustainability as the 8th Mega in our 2021 Corporate Strategy Workshop, which we organized with the participation of all our employees to highlight the need for sustainability and green development oriented work in the corporate development process and the need to restructure all activities, we accelerated the work we will do. This report has been prepared with the accelerated work in mind and will continue to do so.

Best regards,

Abdülhamit SANCAK
Chairman of the Board of Directors



MESSAGE FROM THE GENERAL MANAGER

With our 35 years of experience and established field of activity, we continue to strengthen our strength in five different product groups. While we continue our activities with the awareness that natural resources are limited, we are also pleased to supply energy efficient electric motors for investments that are aimed at this awareness.

OUR ACTIVITIES CONTRIBUTING TO THE GREEN TRANSFORMATION

In line with our perspective of transitioning to a low-carbon economy, we commissioned the Rooftop Solar Power Plant (SPP Plant), which we had planned to increase the use of renewable energy in our operations. The plant, which cost 6.5 million TRY, generated 802 kW of energy thanks to its 5,500 m² solar energy area and 1,783 solar panels. We are on track with our plan to obtain 100% of the energy we need to run our operations from renewable sources. According to our target, we cover an average of 25% of our energy needs with our solar power plant, which will be operational in 2022.

Our Logistics Center Branch, the construction of which was completed during the year, facilitates the storage and transportation of our products in an integrated manner. Our Casting Plant Branch, which is nearing completion with an investment of approximately \$1 million, will produce cast iron bodies and covers that will support our main products. By reducing our external dependency through the supply of by-products such as cast iron bodies and lids, we will significantly reduce our carbon emissions from logistics activities. We aim to move away from a linear focus on waste management by re-evaluating our waste management processes at the heart of circular economy and zero waste principles.

We care about every link in our supply chain and apply a policy of mutual responsibility in all our processes, especially in procurement. For 2023, one of our major goals will be to select all our suppliers by evaluating their social, environmental and governance activities.

VOLT MOTOR CELEBRATES 35 YEARS

In 1987, we celebrated the 35th anniversary of our company, which started producing single-phase electric motors and laid solid foundations to become a pioneer and reliable in the motor sector by having fun with all our employees.

We would like to thank everyone who has worked with great dedication for a strong future in our company.

With regards,

Ahmet SANCAK
General Manager



In tackling the climate crisis, we need to build an adaptation process that involves all actors in our environment. This is a long process, the results of which are unlikely to be realized in a short period of time. What matters is the duration of the journey of a well-founded step.

Our first plan was to build a corporate sustainability journey and design it specifically for our company and its dynamics. From the beginning of 2022, with our commitment to the United Nations Global Compact, we have emphasized the importance of energy efficiency and thus the importance of our industry in the transition to a sustainable world. We anticipate that our improvement and development efforts, including our entire value chain, will have a positive impact on sustainable development. To this end, we have established sub-working groups under the Committee to focus on areas of importance to us, such as procurement, regulatory compliance, energy, diversity and inclusion. As sub-working groups, we have set short, medium and long-term goals to keep the flow going by meeting every three months.

As Volt Motor, we have gained momentum in our activities thanks to the steps we have taken to define sustainability as a business model and to try to spread it in the culture, as well as the support of our senior management. In the year under review, we carried out environmental sustainability activities such as adding environmental and sustainability training to the on-the-job training program, digitally monitoring water consumption and carbon footprint tracking, and expanding zero-waste practices.

In order to enrich the content of sustainability reporting and maintain its true purpose, our priority is to publish the work done with transparency and realism. With our first report, the 2021 Volt Motor Sustainability Report, we participated in the Reporting Matters Türkiye Project conducted by BCSD Türkiye in cooperation with PwC Türkiye to improve the quality of non-financial reporting and to evaluate it as a third party under the headings of principles, content and experience. Our overall score was reported as 62.5%. As a result of this project, we received comments and recommendations that we will incorporate into the process of preparing our next reporting period.

The year 2022 will remain an important date in Volt Motor's sustainability journey, with our innovative and determined efforts to break new ground, and with the understanding that we want our company and our planet to live better.



Aylin TANRIKULU KILINÇ
HSE Manager and Sustainability Leader



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EXPORT WORLD MAP DISTRIBUTION

OUR MILESTONES

VISION, MISSION, VALUES, MANIFESTO



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ABOUT VOLT ELECTRIC MOTOR



As Volt Elektrik Motor Sanayi ve Ticaret Anonim Şirketi, we started manufacturing single-phase and three-phase electric motors in 1987. Our main production facility is located in İzmir Kemalpaşa Organized Industrial Zone with integrated companies with a total area of 70,000 m².

In 2011, we joined the subsidiaries of SAYA Group and continue to make a difference with successful works in the electric motor manufacturing sector. In 2022, we delivered our products to 21 countries and all over Türkiye.

In the year under review, with more than 650 employees, we managed a dynamic and vibrant workflow in three separate branches and one main production plant and produced 550,000 equivalent units of electric motors in our five different product groups with our lamination, winding, press shop, mold shop, injection, machining, assembly, cast iron production and casting production facilities.

In 2022, our goal of maintaining the continuity of social and economic achievements with more than 650 employees continued.



ABOUT VOLT ELECTRIC MOTOR



Today, we respond to the needs of our customers by continuing our activities in five different product groups.

1-Phase Induction Motors	3-Phase Induction Motors	Synchronous Reluctance	Synchronous Motors	Permanent Magnet Synchronous Motors	Custom Motors
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Based on customer satisfaction, we produce for the machinery, mining, iron and steel, energy, marble, animal husbandry, agriculture and packaging sectors in Türkiye and abroad. Growing rapidly day by day, we continue our journey of excellence under the guidance of Turquality Program to become a global company with our world-class product service quality and sustainable success goal.

Our products are manufactured in high energy efficiency classes in order to reduce the consumption of electrical energy used worldwide and increase energy efficiency.

In the second half of 2022, we opened our Logistics Center, which has many advantages, such as being close to our main production facility, which facilitates the management of our product transportation.

In the last months of 2022, with the activities of our Casting Branch, which we started trial operations, we aim to reduce our foreign dependency in the raw material processes of key product parts.

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VOLT ELECTRIC MOTOR IN NUMBERS



35

35 YEARS of motor industry experience

650+

650+ employees

45.000 m²

45,000 m² of additional production space;

70.000 m²

Approximately 70,000 m² of integrated facilities

%35

35% of the total energy of the semifinished product plant supplied by the installed SPP power is renewable

550.000+

550.000+ equivalent units of electric motor production

21

Export to 21 COUNTRIES

100+

100+ new R&D and Improvement Projects

19,6

Average 19.6 hours of Training per Employee

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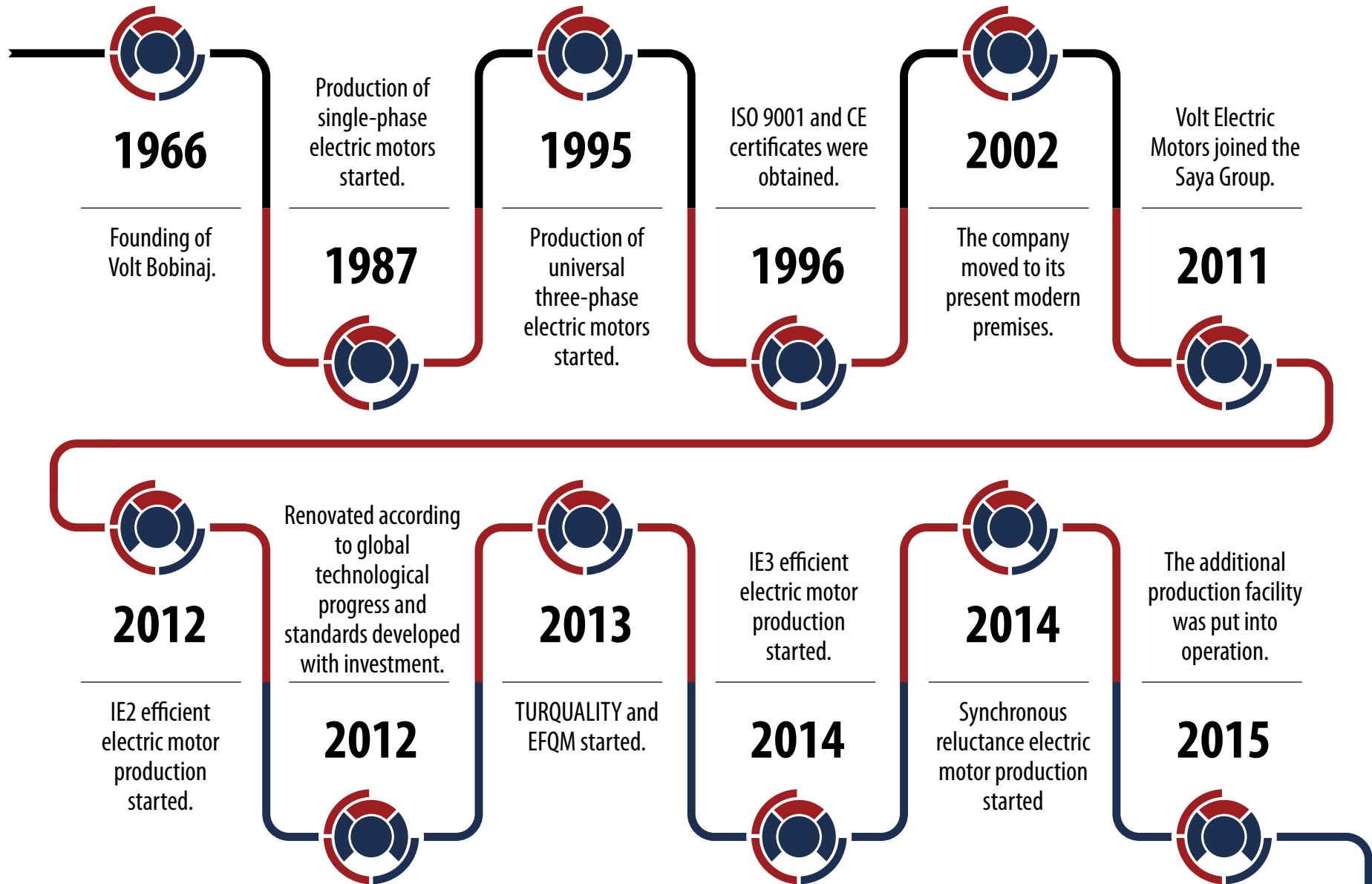
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EXPORT TO 21 COUNTRIES

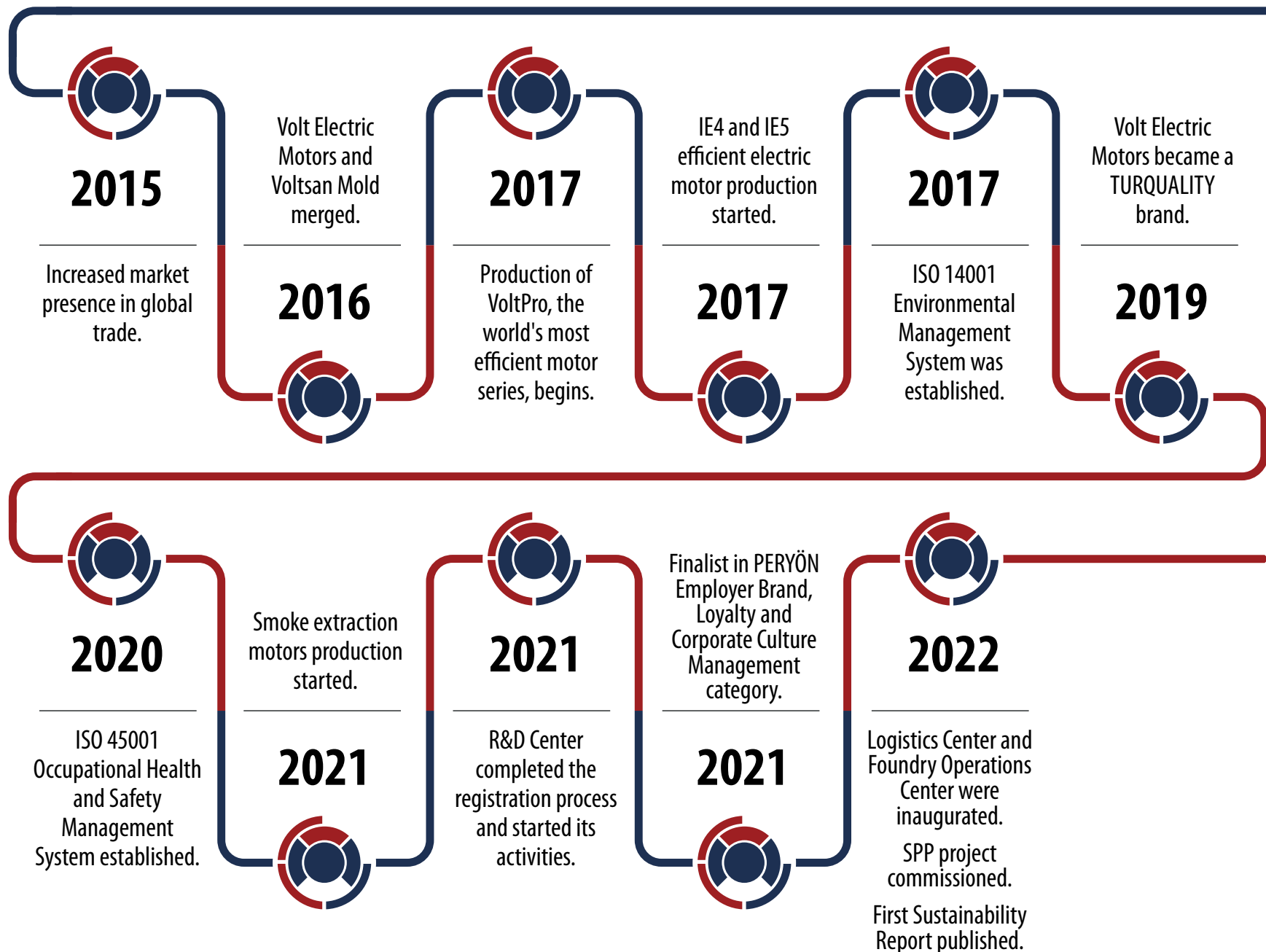


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OUR NEW BRANCHES



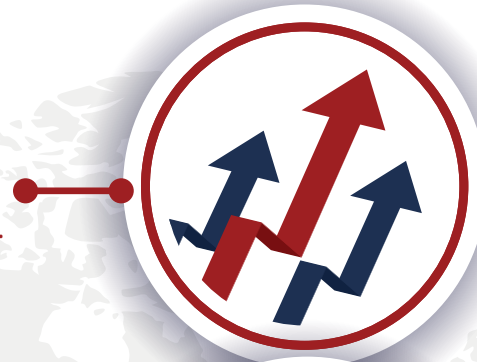
In the second half of 2022, our Logistics Center, which we put into operation, facilitated the management of our product transportation operations with many advantages, such as its location close to our main production facility.

In the last months of 2022, with the activities of our Foundry Branch, which we started trial operations, we aim to reduce our external dependency in the raw material processes of the main product parts.

VISION, MISSION, VALUES and MANIFESTO

OUR VISION

To be among the top 5 brands in Europe with digital and innovative solutions.



OUR MISSION

To contribute to the development of employment and exports with our technological and environmentally friendly products.



OUR VALUES

- Reliability
- Being Useful
- Human Value, Merit
- Global Competition



As Volt Electric Motors;

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

Reliability

- ▶ "Ethical values" are at the forefront of our business processes.
- ▶ Honesty, transparency and fairness are our foundation.
- ▶ Our reputation is our greatest asset. We protect it with care.
- ▶ We build trusting relationships and keep our promises.
- ▶ "Hard work", "humility", "thrift" and "discipline" are essential to success.

Being Useful

- ▶ In our business, we benefit society and all our stakeholders and create value.
- ▶ We meet our stakeholders' expectations in proportion to their needs.
- ▶ We focus on a better future and act responsibly toward the environment and society.
- ▶ In line with the principle of corporate citizenship, we engage in corporate social responsibility projects, primarily in the areas of health, culture-arts and education.

Human Value, Merit

- ▶ People are the most important asset. Our relationship with our "companions" is based on "trust, love and respect"; their assets and efforts are very valuable.
- ▶ Working with competent, honest and truthful people is our basic principle and continuously improving their professional experience is part of our job.
- ▶ "Merit, Respect for Differences, and Justice" are the guiding principles of our business and our decisions regarding people.
- ▶ We make sure that these are principles, not individuals. (The satisfaction of our employees is very important.)
- ▶ We act accordingly.

Global Competition

- ▶ Our understanding of competition that respects people and nature is sustainable and global.
- ▶ We develop our business in the most effective way in terms of "cost, quality, time".
- ▶ We lead change in the industries in which we operate; we are open to innovative ideas; we support new entrepreneurial actions with courage.
- ▶ Our information flows and practices are characterized by universal clarity and simplicity.
- ▶ Our quality bar is at the highest level of national and international standards.
- ▶ Completing work as quickly as possible is our basic way of doing business. In a flexible structure, we have "business agility" in our decision-making processes.

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SUSTAINABILITY PRIORITIES AND MATERIALITY MATRIX

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

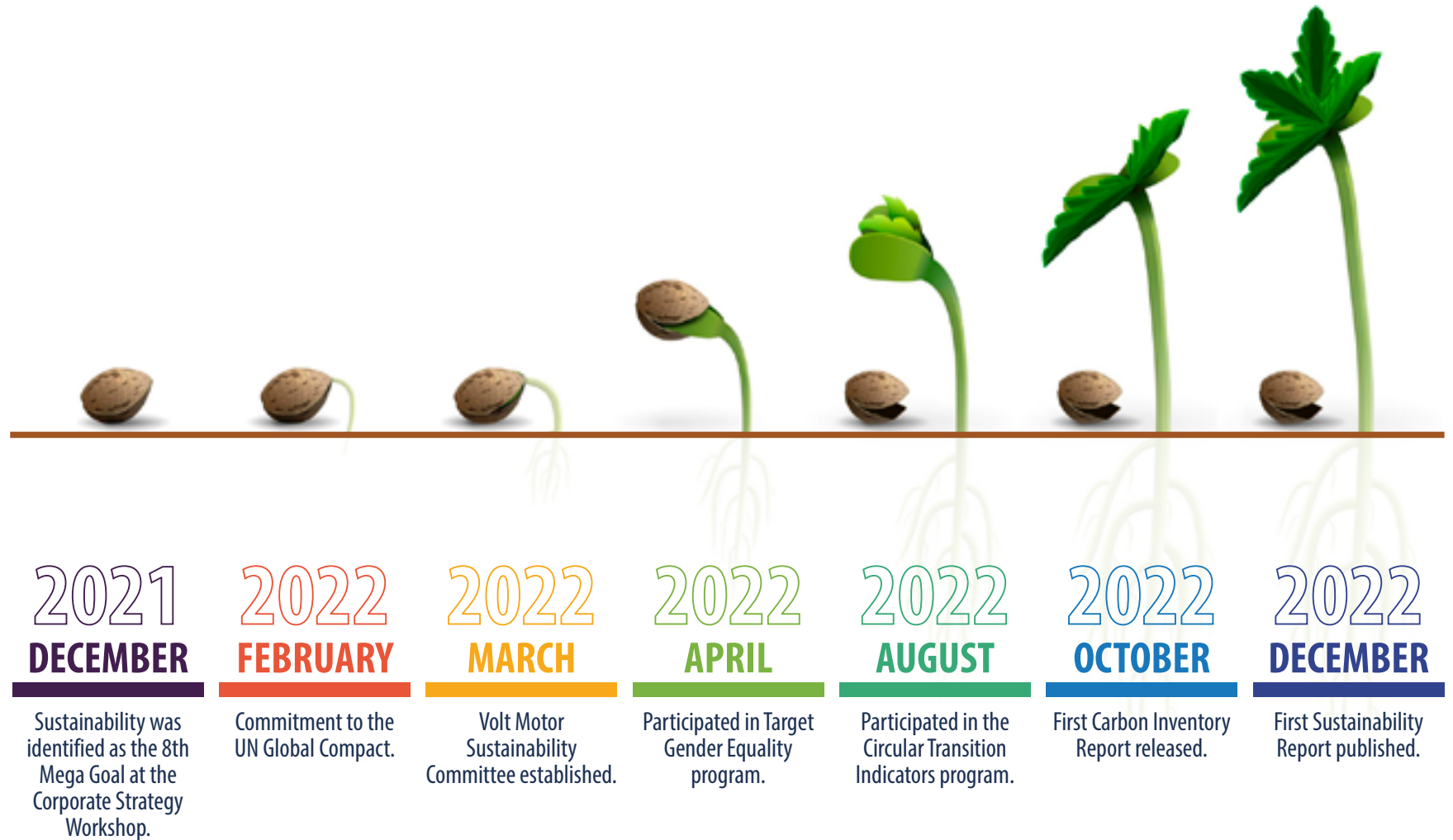
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OUR SUSTAINABILITY JOURNEY



OUR SUSTAINABILITY MANIFESTO

With the strength we derive from our Saya Group mission, we emphasize our Four Core Values in every step we take:

- Reliability
- Being Useful
- Human Value, Merit
- Global Competition

We align our approach to Sustainability with the United Nations Sustainable Development Goals.

We strive to use our existing resources in the most efficient way for society, the environment and our business.

We strive for sustainable profitability in our operations, shaping our work through Innovation and R&D, and supporting it through Employment and Export.

With the strength we derive from our “Values Beyond Capital,” we strive to Create Value for the Future in everything we do.



OUR SUSTAINABILITY STRATEGY

In our sustainable transformation journey, we evaluate economic, environmental and social risks and opportunities in our decision-making mechanisms.

By integrating Sustainability into our core business strategy, we create long-term value for all our stakeholders. The Sustainability Committee, which we established for this purpose, manages our work with separate focus topics in sub-working groups.

The Sustainability Committee, which we established as of December 2021, has established a working structure that prioritizes changes in the context of sector requirements, the supply chain and relevant legislation. We have colleagues from different departments on the committee, including our General Manager.



Roles and Responsibilities of the Sustainability Committee:

To ensure alignment of Sustainability strategies and policies with overall corporate strategies,
To develop processes, practices and projects to implement approved sustainability strategies and policies, monitor, track, set performance measurement targets and ensure reporting of data and information provided by relevant units,

To monitor current developments in Sustainability and make recommendations for the development of existing strategies, policies and practices in this direction,

To ensure that the Sustainability strategy, policies and practices are adopted by our company's stakeholders, to organize the necessary training on related issues and to coordinate stakeholder participation in matters deemed necessary,

To ensure the identification, measurement, monitoring, recording, auditing, and reporting of environmental, social, and economic risks and impacts, including climate change, related to the relevant activities of our company, and to ensure that reviews and improvements are made with respect to public disclosure.

OUR SUSTAINABILITY STRATEGY

Through our current five sub-working groups, we address sustainability from a variety of perspectives.

Sustainability Committee Sub-Working Groups

1. Diversity, Equity, Inclusion and Social Working Group:

We run projects on gender equality, decent work, skilled and equal education, and creating opportunities for internal and external stakeholders to work with special groups. Our colleagues from Human Resources, HSE and Marketing departments all contribute.

2. Energy and Environment Working Group:

We work on innovative solutions with a focus on renewable energy sources, accessible and clean energy alternatives, water and wastewater management, emissions optimization and circular economy. Our colleagues from Production, HSE, Maintenance and Repair teams carry out these group projects.

3. Sustainable Procurement Working Group

We work with all stakeholders on sustainability approaches, low-emission logistics activities and sustainable supply chain issues. Projects and plans are implemented under the leadership of our colleagues from Planning, Purchasing and HSE.

4. Green R&D Working Group

In collaboration with R&D and HSE departments, we develop projects in focus areas such as innovative product research, SDG-compliant projects, and alternative raw material studies.

5. Compliance with Legislation and Other Requirements Working Group

This is our working group, supported by the Export, Marketing, Product Management and HSE departments, where we carry out sectoral studies and research on the European Green Deal and its intended applications

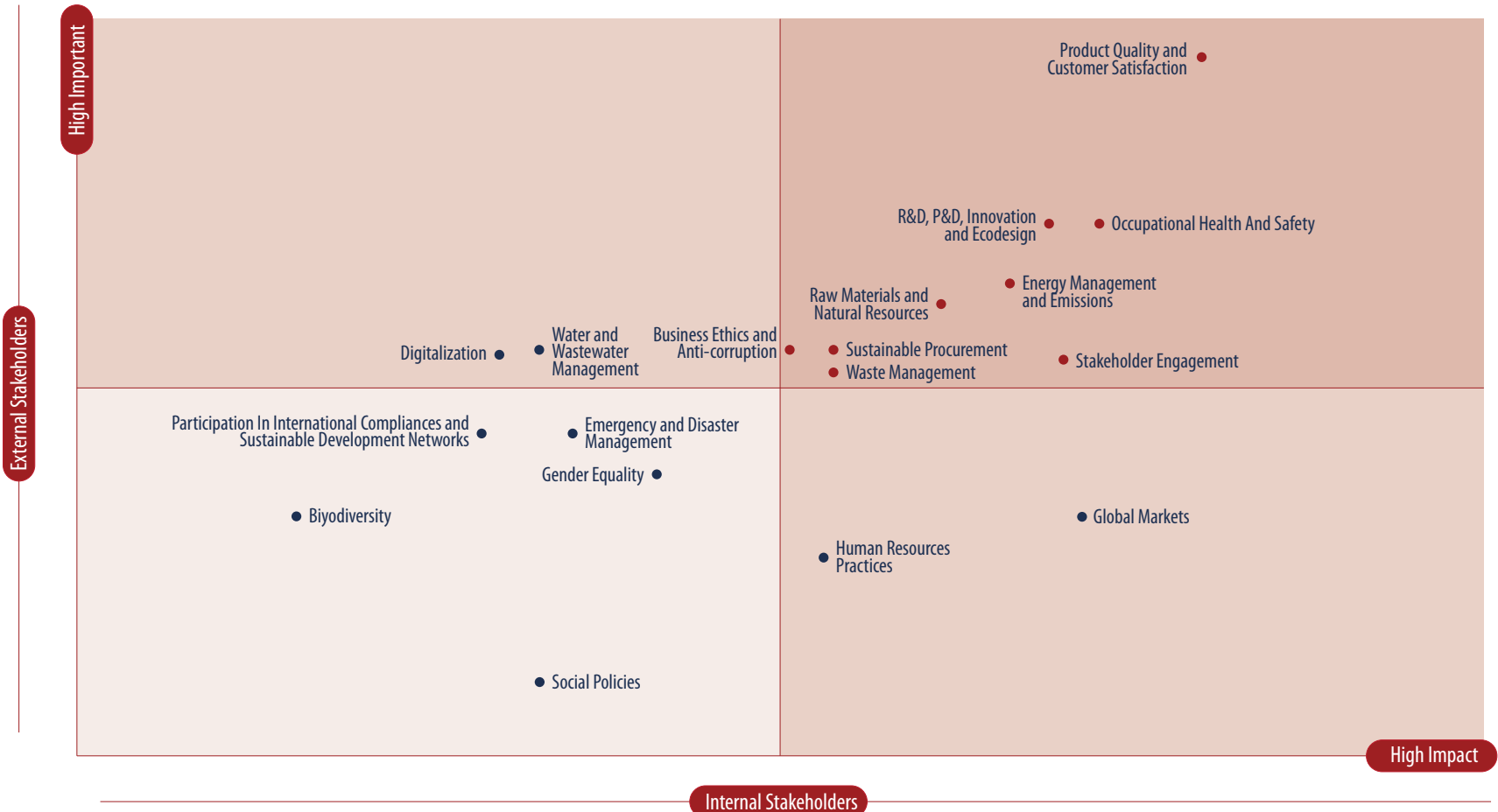
You can access our Sustainability Policy via the [link](#).

MATERIALITY MATRIX

18 sustainability issues have been identified by prioritizing our sustainability issues in terms of impact - importance from the perspective of our internal and external stakeholders, taking into account the opinions of our Consultants, Sustainability Committee members and sector reports. The results of the survey conducted to identify our material issues are used in our Materiality Matrix, which we presented in our last report.

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 considered to be extremely important/important for Volt Electric Motors was given a score of 5, and the element considered to be least important/important was given a score of 1. Our materiality matrix study also assessed the priority of the United Nations Sustainable Development Goals for Volt Electric.

The Principle of Stakeholder Inclusion was applied throughout the engagement process.



OUR SUSTAINABILITY PRIORITIES

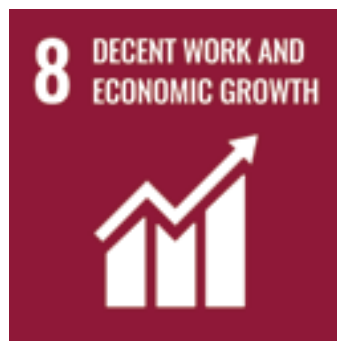
The Sustainable Development Goals are a United Nations call to action for governments, businesses, and non-governmental organizations to work together and take action on global challenges for a sustainable future. As Volt Electric Motor, we support the United Nations Sustainable Development Goals (SDGs).

Our very high priority sustainability focus areas reflect the significant economic, environmental and social impacts of our company for our activities in the reporting year;

- Product Quality and Customer Satisfaction
- R&D, P&D, Innovation and Ecodesign
- Energy Management
- Raw Materials and Natural Resources
- Occupational Health and Safety
- Sustainable Procurement
- Business Ethics and Anti-Corruption
- Waste Management
- Stakeholder Engagement

Our Very High Priority Issues:

- Product Quality and Customer Satisfaction
- R&D, P&D, Innovation and Ecodesign
- Occupational Health and Safety
- Energy Management
- Raw Materials and Natural Resources
- Sustainable Procurement
- Business Ethics and Anti-Corruption
- Waste Management
- Stakeholder Engagement



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OUR FUTURE PLAN AND GOALS

With our commitment to the United Nations Global Compact, we are integrating our global responsibilities with a robust infrastructure for a sustainable business model.



VOLT MOTOR CORPORATE STRATEGY AND SUSTAINABILITY MANAGEMENT

MEGA*	SDG	SUSTAINABILITY FOCUS	EUROPEAN GREEN CONSENSUS VISION
Cultural Transformation		<ul style="list-style-type: none"> • Business Ethics and Anti-Corruption • Human Resources Practices 	<ul style="list-style-type: none"> • Future Jobs & Capacity Building for Transition
Operational Excellence		<ul style="list-style-type: none"> • Product Quality • Occupational Health and Safety 	<ul style="list-style-type: none"> • Future Jobs & Capacity Building for Transition • Durable Cyclical Products
Supply Chain Management		<ul style="list-style-type: none"> • Sustainable Procurement 	<ul style="list-style-type: none"> • Durable Cyclical Products • Globally Competitive and Resilient Industry
Digitalization		<ul style="list-style-type: none"> • Digitalization 	<ul style="list-style-type: none"> • Globally Competitive and Resilient Industry
Volt A.Ş Corporation		<ul style="list-style-type: none"> • Customer Satisfaction • Sustainable Procurement 	<ul style="list-style-type: none"> • Future Jobs & Capacity Building for Transition • Globally Competitive and Resilient Industry
Sustainability		<ul style="list-style-type: none"> • Diversity, Inclusion, Equity and Social Practices • Environment and Energy • Sustainable Procurement • Green R&D • Regulatory and Other Compliance 	<ul style="list-style-type: none"> • Clean Energy Production, Innovative Energy Technologies • Renovated, Energy Efficient Buildings • Durable Cyclical Products
Globalization		<ul style="list-style-type: none"> • Global Markets 	<ul style="list-style-type: none"> • Globally Competitive and Resilient Industry

* Results of the Strategy Workshop with Detailed Information in Section 3.1.

OUR CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Our Very High Priority Issues:



SUSTAINABILITY FOCUS	2023-2025 TARGETS	2022 ACHIEVED	2030 TARGETS
Product Quality and Customer Satisfaction	Adding new customers to the existing customer portfolio, Increasing national/international customer satisfaction, Creating institutional policy documents/publication on website,	The number of new customers increased by 11.6% year-on-year as a result of efforts to penetrate new markets. The international customer satisfaction score decreased compared to the 2021 output. This may be due to the strategy of not losing the holistic product journey and the specific expectations of companies working with us for the first time.	Targets will be set in 2023.
R&D, P&D, Innovation and Ecodesign	At least doubling the participation in carbon neutral sustainable product development grants and funds (EU, KOSGEB, TÜBİTAK, etc.) in line with the EU Green Deal vision,	One of the main goals is to support the cultural transformation in 2023, which is planned as the "Volt Motor Education Year". Work was carried out to ensure a safe environment through the implementation of 12 new projects to improve Occupational Safety.	Achieving zero accidents at work by completing all transformations related to Occupational Health and Safety.
Energy Management	Completing the ISO 50001 Energy Management System certification process, Implementing Field SPP projects,	Completed the installation of GES on the roof of our facility housing the Machining and Injection Molding departments, and we offset 35% of the energy used in the installed building.	Obtaining all of the electrical energy we use from renewable energy sources.
Raw Materials and Natural Resources Waste Management	Incorporating Zero Waste practices in all operational and production areas, Increasing the percentage of scrap metal converted into products each year,	Efforts have been made to ensure discipline in the use of GES through awareness-raising activities and training.	Targets will be set in 2023.
Sustainable Procurement	Subjecting suppliers to a sustainability-oriented evaluation system to minimize ESG risks in all components of the supply chain, Revising the company's procurement procedures to include ESG/ sustainability principles, Developing a supplier risk assessment,	A risk map of key suppliers was developed and ESG Survey questions were prepared to be sent to our key high-risk suppliers.	Evaluating the selection of suppliers by determining them according to ESG criteria.

OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

SUSTAINABILITY FOCUS	2023-2025 TARGETS	2022 ACHIEVED	2030 TARGETS
Business Ethics and Anti-Corruption	Elimination of discrepancies in activity reports prepared by internal and external audit mechanisms, Providing training on the prevention of unfair competition and anti-corruption,	Business Ethics and Anti-Corruption training was provided to all employees through the SAYA Campus application.	Targets will be set in 2023.
Stakeholder Engagement	Applying for new national/international institutional memberships, Increasing the number of sectoral collaborations for sustainability innovations and partnerships for circular business models,	Participation in UNGC and BCSD Türkiye on a group basis.	Targets will be set in 2023.
Water and Wastewater Management	Identifying activities and production areas with high water stress, Reducing water consumption and wastewater discharge on a source basis, Increasing water use efficiency,	Digital water meters were installed at key water consumption points in the production area, making water consumption measurable.	Reducing water consumption from operations in all water-stressed areas, including the supply chain
Digitalization	Proactive management of traceability, efficiency and effectiveness through immediate and continuous monitoring, Automation in production processes, Increasing the rate of digitized processes and services	Overall Equipment Efficiency (OEE), Energy Consumption Data and Carbon Footprint are reported through digitally trackable and calculable software.	Reducing annual operating costs, spreading the transition to Industry 4.0 and digitalization throughout the value chain
Global Markets	Increasing the presence in international markets and the number of exporting countries/regions/customers, Participation in one of the ESG scoring systems and regular improvement of the score,	The search for new markets continues and shows progress. (11.6% increase)	Translating carbon-neutral business advantages into competitive strength and corporate reputation in EU ETS, EU CBAM, NATIONAL ETS and other global trade regulations.
Human Resources Practices	Implementation of a regular performance review system for 100% of all employees, Increase in employee engagement rate, Application for Great Place To Work certification,	The regular performance appraisal system was 100% implemented for all employees. Preparations were completed to apply for Great Place To Work certification at the end of the year.	Targets will be set in 2023.
Emergency and Disaster Management	Ensuring the transition to a resilient sector approach by developing preventive measures through an emergency risk assessment and response plan.		Integrating regional and global disaster preparedness action plans into all processes, including the supply chain
Gender Equality	UNGC, WBCSD ve alt çalışma gruplarında etkin varlık gösterilmesi	Participation in the Women's Empowerment Principles (WEPs) program	Strengthening the full and effective participation of women in economic and social decision-making processes within the vision of a just transition in domestic and foreign local communities where we operate.
Participation in International Harmonization and Sustainable Development Networks		Active presence in UNGC, WBCSD and sub-working groups	Increasing the number of global collaborations for common goals
Social Policies	Implementing corporate social responsibility projects,	Marketing & Corporate Communications Bulletin is shared with internal stakeholders on a monthly basis.	Development of social practices in accordance with the full range of just transition mechanisms in the prevention of regional and local risks, realization of technical/financial support and development projects for local producers,

STAKEHOLDER COMMUNICATION



We communicate with our stakeholders in a transparent, honest and open manner. We respond sensitively to our stakeholders' opinions and suggestions through sustained and regular communication methods that are specific to each stakeholder group and tailored to their requirements/expectations.

We seek input from our stakeholders in setting our sustainability priorities, formulating our policies/procedures, decision making/implementation processes, and implementing new investments/projects.

Stakeholder Group	Communication Method	Communication Frequency
Volt Motor Employees	Live online broadcasts, web-based seminars, e-mail, on-site announcement posters, SAYA Ailem platform, Sustainability Report	Continuous
Distributors and Dealers	Dealer catalog and advertisements, Sustainability Report	Continuous
Associations and Civil Society Organizations	E-mail, electronic newsletters, meetings, working groups, one-on-one meetings, Sustainability Report	Continuous
Public Organizations (Governments, Local Authorities, Regulatory Agencies, International Organizations and Initiatives)	Official correspondence, audits, meetings, Sustainability Report	Periodic
Customers	Corporate website, social media communications, digital marketing ads, meetings, Sustainability Report	Continuous
Customers	Customer satisfaction survey, Sustainability Report	Periodic
Üniversiteler	Universities Field visits, sponsorship of events, support for educational materials for technical schools, Sustainability Report	Continuous
Public Opinion	Magazine advertisements	Monthly
	Social media communications	Three days a week
	Website management	Continuous
	Digital marketing ads	Monthly
Communication Organizations	Content preparation	Continuous

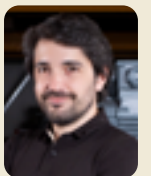
Stakeholder Opinion

Our Sustainability journey, which we identified as the 8th Mega at the 2021 Strategy Workshop and which we are internalizing day by day, continues. As our corporate strategies operate in an integrated structure, our Cultural Transformation objective supports the realization of sustainability in all our operational processes. In the environmental, social and governance structures, there are material issues that we define according to our activities and corporate structure. One of our main goals is to ensure that good practices on priority issues such as circular economy, resource efficiency, clean production, renewable energy supply influence all our activities and their results. We will share the positive effects of the work we have done and will continue to do by increasing the results with all our stakeholders.

Our technical and operational excellence processes directly benefit the Sustainable Development Goals of Quality Education, Decent Work and Economic Growth, Industry, Innovation and Infrastructure, and Responsible Production and Consumption. The Volt Academy, where every employee and candidate is considered valuable, is one of the fundamental processes of our great contribution to employment. We continue to explore industrial symbiosis applications where we can find benefits for the circular flow of non-hazardous and valuable waste from our motor production activities. During the year, we participated in the Circular Transition Indicators Program led by the Business Council for Sustainable Development and evaluated our "Circular Gap" analysis in our production processes.

We are renewing both our environmental and quality procedures with our new project, the Cast Iron Casting Plant, which directly realizes our goals of reducing our dependence on foreign sources of raw materials and reducing the steps in the recovery processes of our waste. We provide approximately 35% of our energy supply from renewable sources with the Solar Energy Panels we have installed on the roof of our plant building.

Our sector has a very high share in the atmosphere created by international political events and in the race of risks and opportunities in our country. The direct impact of limited non-renewable energy resources on all life activities increases the demand for renewable and alternative energy. High efficiency electric motors are also an important incentive to meet this demand. We envision a sustainable future for our industry and are proud to contribute to the green transformation of our end users.



Gökhan YAKAN
Technical and Operational Excellence
Deputy General Manager

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- RISK COMMITTEE

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- INTEGRATED MANAGEMENT SYSTEMS
- TURQUALITY

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BOARD OF DIRECTORS

Title	Full Name	Area of Responsibility - Relevance to Sustainability
President	Haluk SANCAK	Foreign Relations Management (Public) Strategic Planning and Business Development Corporate Communications Sales and Marketing Management
Member	Abdülhamit SANCAK	Strategic Planning and Business Development Human Resources, Occupational Safety and Environment, Administrative Affairs Corporate Communications Sales and Marketing Management Investment - Incentives International Cooperation
Member	Cüneyt DEMİRGÜREŞ	Finance Department
Member	Sinan ÖZGÜR	Strategic Planning and Business Development Human Resources, Occupational Safety and Environment, Administrative Affairs International Cooperation
Member	Kadir ERIKLİ	Accounting & Costing & Budget & Reporting Information Technology - Digitalization Process and Procedure Management, Enterprise Risk, Internal Audit Legal
Guest	Harun AÇIKGÖZ	Strategic Planning and Business Development Product Management and New Product Development Investment - Incentives R&D, Quality Production, Planning (Technical Operations) International Cooperation
Guest	Rıdvan ÖZDEMİR	Finance Department
Guest	Zeki EKİNCİ	Process and Procedure Management, Enterprise Risk, Internal Audit
Guest	Maşallah MUTLU	Investment - Incentives

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

In accordance with the principle of separation of powers and authority, the Chairman of the Board of Directors and the General Manager have different roles and responsibilities in our company. With this clear distinction in our Senior Management, we ensure a balance of power and authority by defining 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 have an Executive Committee headed by our General Manager.

EXECUTIVE COMMITTEE

Title	İsim-Soyisim
General Manager	Ahmet SANCAK
Deputy General Manager for Human Resources and Culture	Elçin BAŞARKANOĞLU
Deputy General Manager for Technical and Operational Excellence	Gökhan YAKAN
Deputy General Manager for Domestic Sales, Finance and Purchasing	Fatih ARSLAN
Export and Marketing Group Manager	Bilal ŞEREFHANOĞLU
Deputy Director General for Human Resources and Culture	Tarık DİZER
Chief Foundry Manager	Koray ERSOY
Planning Manager	Hakan CİVAN
Purchasing Manager	Kemal YÜCESOY
Production Engineering Manager	Mehmet USLU
Financial Affairs Manager	Kutlu CEBECİ
Production Manager	Atanur İZ
Export Sales Manager	Oğuzhan TOKGÖZ

Responsibilities of Our Managers

- To create and maintain a corporate culture that supports the Code of Ethics,
- To set an example of Ethical Conduct,
- To train their employees on the Ethical Principles
- Assisting employees in communicating questions, complaints and reports regarding the Code of Ethics and creating an environment where employees can easily express 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,
- Structuring the business processes under its responsibility to avoid ethical dilemmas,
- Immediately intervening in cases of violations of the Group's values, ethical principles and laws and reporting them to the Ethics Committee.

2022 STRATEGY WORKSHOP

Under the coordination of Saya Group, our strategic goals at Volt Electric Motors and all our operational activities based on these goals aim to sustainably increase the value of the company and the brand by carrying our company's past achievements into the future. By planning strategy workshops, we create the content by taking into account feedback from all our stakeholders along the value chain and with the direct participation of our internal stakeholders.

Since 2019, one of the most important results of the strategy workshops and review meetings that we organize periodically is the definition of our Volt Mega Goals as part of our Manifesto. As a result of the study, we have grouped our Volt Mega Goals under seven main headings in our Manifesto.



COMMITTEES and DUTIES

Ongoing stakeholder engagement and direct results of two-way interactions we meet corporate governance requirements through committees. In this context;

- Sustainability Committee
- Continuous Development Committee
- Digital Transformation Committee
- Risk Committee

Our committee work is carried out under the groups, with the focus areas evolving and becoming more dynamic over the years. Details of the Sustainability Committee can be found under 3. SUSTAINABILITY MANAGEMENT.

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CONTINUOUS IMPROVEMENT COMMITTEE

The Continuous Development Committee has been established in order to keep up with the changing market conditions, to maintain its competitive advantage in the markets where it is a leader, to gain an advantage in the markets where it is competitive, to determine its own position by analyzing its competitors and, as a result, to carry out the necessary studies to contribute to the strategic decisions of the Company and to present the feasibility report to the Executive Committee and to make recommendations in order to maintain the existence of the Company, to be a source of its development and continuity.

The Continuous Development Committee consists of two levels of committees: the Sub-Committee and the Executive Committee. Subcommittee meetings are held with the mandatory participation of at least six people from different departments. The Subcommittee, which meets as often as the task requires, informs the Executive Committee, which consists of selected and/or optional managers.

The Continuous Improvement Committee is responsible for monitoring the progress of all improvement projects undertaken within the company, in compliance with ethical rules.

DIGITAL TRANSFORMATION COMMITTEE

The Digital Transformation Committee, created to ensure the follow-up of efforts to manage production processes in an integrated structure with information technologies, is chaired by the Heads of Information Technologies and Technology Focus and is made up of advisors and seven members in total.

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

RISK COMMITTEE

The purpose of the Risk Committee is the early identification of operational, strategic, financial and compliance risks that may jeopardize the existence, development and continuity of the Company, the adoption and implementation of the necessary measures against risks, the development of the necessary policies for the implementation of risk management processes, and the management and reporting of risks in accordance with the Company's risk profile.

The Risk Committee, which reports to the Board of Directors, meets every two months and monitors the effectiveness of the risk management process and the implementation of the necessary measures and actions with respect to the identified risks.

OUR APPROACH TO CORPORATE GOVERNANCE

INTEGRATED MANAGEMENT SYSTEMS



We adopt the principle of continuous corporate development with our management system certificates, certificates of conformity, international equivalencies and certificates within the Volt Electric Motors legal entity.

We apply international quality and business management standards as well as our own internal standards in our operations. We apply an integrated management system (ISO 9001, ISO 14001, ISO 45001) in all our production and supply processes and products/services.

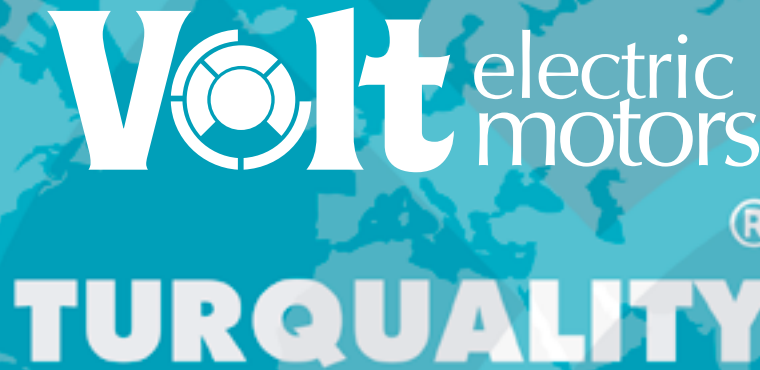
Effective data monitoring contributes to our risk management, goal setting and strategic planning processes and systematizes the management of our internal activities.

We plan to complete our ISO 50001:2018 Energy Management System certification studies for efficient use of energy resources by the end of 2023.

Certificates	Facilities with Valid
ISO 9001:2015 Quality Management System	Main Production Facility Semi-Finished Production Branch Sales Operation Branch Pig Iron Casting Plant Branch
ISO 14001:2015 Environmental Management System	Main Production Facility Semi-Finished Production Branch Sales Operation Branch Pig Iron Casting Plant Branch
ISO 45001:2018 Occupational Health and Safety Management System	Main Production Facility Semi-Finished Production Branch Sales Operation Branch Pig Iron Casting Plant Branch
TSE Service Competence Certificate	Main Production Facility
TSE Product Conformity Certificate	Main Production Facility
TSE EN ISO / IEC 17025 Competence Certificate of Testing and Calibration Laboratories	Main Production Facility
EU RoHS Declaration of Conformity	Main Production Facility
REACH Declaration	Main Production Facility
EC Declaration of Conformity - CE	Main Production Facility

TURQUALITY[®], granted by the Ministry of Trade, is the first and only state-sponsored branding program established to enable our companies with product groups where our country has a competitive advantage and branding potential to become a global player in international markets with their own brands by providing management know-how, institutionalization and development to cover all processes from production to marketing, from sales to after-sales services, and to create and establish a positive image of Turkish goods through these brands.

It is given to companies with an international level institutionalization and branding program, also known as the league of champions, which includes Türkiye's best-known brands and companies with the highest export volume, with the goal of becoming an international brand. As Volt Electric Motors, we were accepted into the Turquality program as a brand on July 1, 2013, and on January 22, 2019, which is the next level up, we were accepted into the Turquality program. We are the first and only company in our sector to join the Turquality program.



Stakeholder Opinion

I follow Volt Motor's pioneering and disciplined sustainability efforts by publishing the industry's first sustainability report. Volt Motor has successfully integrated green transformation principles, digitalization and human rights concepts into all its processes.

Through its sustainability efforts, the company identifies its environmental, economic and social sustainability goals and plans how to achieve them. This includes issues such as energy efficiency, waste reduction, carbon footprint reduction, and conservation of natural resources.

The Green Transformation Principles have enabled the Company to transition to environmentally friendly and sustainable practices. These principles cover areas such as energy conservation, use of renewable energy, sustainable product design, and supply chain management.

With digitalization, the Company's digitalization processes have made business processes more efficient and have the potential to save energy and reduce environmental impact. Digitalization has enabled process automation, remote working and energy management.

With Human Rights, the Company's commitment to protect and respect human rights is paramount. This can include areas such as supply chain ethics, employee rights, and equality and diversity policies.

With respect to Reporting and Transparency, it is important for the Company to report on its sustainability performance and to make the report available to the public on a regular basis through its website. Transparency makes it easier to monitor and evaluate the company's sustainability efforts. Volt Motor is successful in this process.



Selda KEZER
Marketing and Brand Consultant

BUSINESS ETHICS AND COMPLIANCE - OUR ETHICAL PRINCIPLES

Our Ethical Principles, fed by the Saya Group Values, govern the way we do business in the organization for which we are responsible:

1. Being Reliable and Honest,
2. Protecting Company Reputation,
3. Avoiding conflicts of interest,
4. Maintaining the Confidentiality of Information,
5. Being Responsible to Stakeholders

Our Code of Ethics, under the umbrella of our Values, is a guide to effective and safe communication with all of our internal and external stakeholders. It is the primary responsibility of all our employees to know and implement our Code of Ethics.

A two-hour "Ethics Training" is given to our colleagues who start working in our company. The training is conducted by teams designated as internal trainers.

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

Our employees are required to report any violations of the Code of Ethics first to their immediate supervisor, if the situation involves the supervisor to whom they report, to the Company Ethics Officer, the Ethics Hotline and/or the General Manager of the Company, and if no action is taken and no results are obtained, to the Ethics Committee.

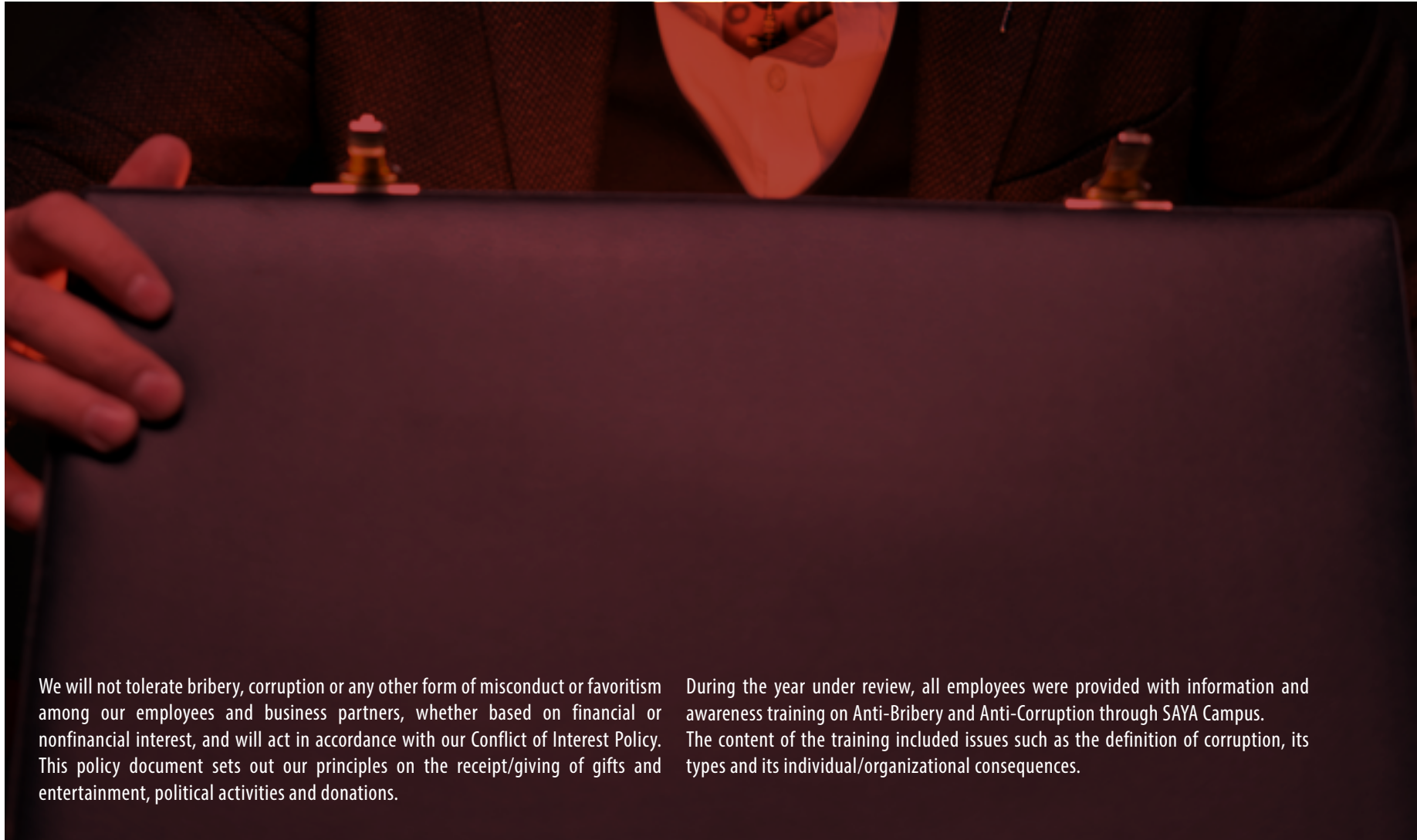
The reporting channels provided for our employees to reach the Ethics Committee Reporting Officer are as follows;

- The e-form (Ethics Form) accessible through the link <https://www.sayagrup.com.tr/tr/etik-ilkeler>, which is the reporting platform of the Ethics Line of the Saya Group and Companies.
- E-mail address etik@sayagrup.com.tr
- Telephone line 0531 101 15 55 (incoming calls are managed by the Saya Group Ethics Officer)
- Written or verbal communication to the Company Ethics Officer

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 hotline are handled confidentially by our Internal Audit Manager.



FIGHTING BRIBERY AND CORRUPTION



We will not tolerate bribery, corruption or any other form of misconduct or favoritism among our employees and business partners, whether based on financial or nonfinancial interest, and 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.

During the year under review, all employees were provided with information and awareness training on Anti-Bribery and Anti-Corruption through SAYA Campus. The content of the training included issues such as the definition of corruption, its types and its individual/organizational consequences.

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With the production of IE4 and IE5 electric motors, we support responsible production and consumption activities in the sustainability journey of all our customers.



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 efficiency.

In our various projects, we collaborate with academics specialized in related fields, pursue incentive and support programs, and submit project applications.

We conduct research and manage application processes for patentable ideas and utility models.

Our Volt R&D Center, which was established in 2021, continues its active activities. As the Volt R&D Center, which aims to create an innovative and ever-evolving corporate culture, we continue to work on realizing our short, medium, and long-term R&D/Design Strategies.

R&D & DESIGN STRATEGIES

Short-term; To realize product development and improvement projects in accordance with customer requirements, To realize productivity increase and process improvement projects, To develop feasibility and functionality projects in accordance with customer requirements, To ensure individual and team development of design personnel.

Medium term; To realize high value-added and competitive product development projects, To be the leader in the sector in terms of production quality and technology in Türkiye and in the region, To be the leader in the sector in terms of technology and design investments, To realize qualified joint projects with universities, research centers and design centers, To develop sustainable and innovative products and processes, To increase the qualification and training level of design personnel, To train qualified personnel and increase the employment of designers, To develop innovative products that will increase market share and to develop new strategies to enter the market; Analyzing expectations and realizing new projects by developing different products and technologies by participating in fairs, conferences, seminars and workshops held in Türkiye, Europe and the world in the relevant fields of the sector; Establishing a research group within the company focusing on products and technologies that will provide awareness in Europe and the world for the future, independent of existing products and customer demands.

Long-term; To be a competitive company in the sector in Europe and the world, to carry out joint projects and studies with International Research Centers and Institutes, to create joint technological infrastructures with Universities and Research Centers, to design perfect production systems with full automation, to carry out studies to strengthen our position in the Market as a Global Brand.

Stakeholder Opinion

Within the framework of the goals it has set, our company takes steps in accordance with the sustainability approach, which is considered cumulatively with the processes of commissioning new products, procurement, production, investment, after-sales service, including its suppliers and customers, rather than unilaterally, and in this point it pursues continuous development.

In recent years, in addition to issues such as product performance, quality and production in the context of quality management systems, sustainability studies, related investment decisions, Green Deal compliance activities, human rights and similar issues have come to the fore in our relationships with existing and potential customers, especially in the European market. Being prepared for and meeting the relevant expectations is crucial in terms of preference. Since 2021, this issue has been dealt with in an integrated manner, and with the sub-working groups established in the Sustainability Committee, studies such as carbon footprint measurement, ISO 50001 energy management system installation, SPP installations in production facilities, Zero Waste project have been initiated and continue today by creating new agendas. Priority steps are being taken to develop a strategy to become carbon neutral by working on the Carbon Footprint Inventory Report covering all activities. As one of the leading companies in the sector, we want to stimulate our competitors' activities in the field of sustainability and increase the overall benefit in the sector.

Approximately 70% of the electricity used in the industrial sector in Türkiye is consumed by electric motors. Due to this high rate on the energy consumption side, harmonization efforts have caused a rapid change in the sector with the efficiency regulations of the products. As Volt Motor, we design our product portfolio management in such a way as to ensure compliance by constantly following the relevant regulations and directives. It has been observed that all players in the sector are taking timely action and adapting.

In addition, incentive programs have been established to increase energy efficiency in all sectors where electric motors are used, and the goal is to reduce the energy consumption caused by electric motors in industry.

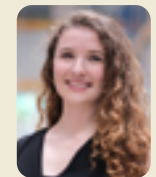
In the electric motor sector, in addition to the product compliance process, it is also important to evaluate the materials used in motor production. Electric motors are made from three main raw materials: steel, aluminum and copper. If we consider them as a supply chain, these materials are considered carbon intensive sectors and as the first sectors to be affected if they do not meet the compliance criteria of the European Green Deal, this will also affect the electric motor sector.

Sustainability studies give us an edge in meeting customer expectations in product and portfolio management processes. Volt Motor is at the forefront in terms of preferability when it comes to being prepared for, or being familiar with, the regulations and requirements that apply in the relevant context.














As Volt Motor, it is an inevitable fact that we need to carry out our activities with a focus on sustainability and the European Green Deal, with the aim of achieving the vision of "Becoming one of the top five brands in Europe with digital and innovative solutions". In this direction, I believe that competitive advantage will be achieved by taking steps ahead of our competitors.

Considering that corporate strategies are interdependent and must be considered as a whole, incorporating the requirements of Green Transformation principles into strategic planning is a very important step for the future of our company.

The technologies, facilities and machinery used to produce a product contribute to this transformation as much as the product itself. From this perspective, all players in the industry have begun to invest in related areas to reduce their carbon footprint. As Volt Motor, we are minimizing potential risks in commercial dimensions such as protecting and increasing the existing market share, especially in the European market, and entering new customers or markets by providing rapid adaptation to the harmonization process with our pioneering actions in monitoring and capturing the trend.



Burcu ÜZTOSKA
Product Management Manager

Project	Objective	SDG Benefits
Rework Hastanesi	An intermediate control area was established to minimize the extended work time of assembly line workers due to internal nonconformities.	 
Minimizing the Need to Use Sheet Raw Material	After the sheet metal raw material used in standard sizes is processed, the scrap metal generated as process waste is reduced.	
Returning Products with Rust Problems to the Process	Products with rust problems in the Machining Department were returned to the sandblasting process.	
Improvement of Consumable Expenses in the Laminating Department	In the Lamination Department, it was aimed to improve the consumable cost of the extra cost caused by the use of inappropriate lubrication systems by installing appropriate lubrication systems in the presses.	
Improvement of TIG (Gtaw) Welding Electrode Sharpening Processes	<p>With the system in practice;</p> <ul style="list-style-type: none"> • The operator is prevented from leaving the work area for sharpening, saving time. • The sharpening process time was reduced. • Quality defects have been prevented by giving the electrode proper angle values. 	  
Press 4 Improvement of the Scrap Removal System	In the implemented system, scrap unloading operations are performed using an improved scrap box, linear slide mechanism, and scissor loading platform. After the lifting system was activated, the previous losses such as OHS risk factors, downtime due to conveyor malfunction, scrap box cleaning, and extra shifts are no longer experienced.	 
Returning Scrapped Stator and Bodies to Production	Due to breakage, leakage, and other reasons, stators and housings of various capacities were disassembled and rewound, and the housings and stators were recovered.	
Time Optimization and Capacity Increase in OMT Welding Process of Packaging Unit	Reducing the number of welding operations from 8 to 4 on the OMT machine will improve the standard time, increase the capacity, and improve the consumables.	 

Project	Objective	SDG Benefits
Magnet Free Motor Development Project	In the project we are conducting, with the prediction that electric vehicles, which are seen as a solution to the climate crisis, and therefore the need for electric motors will increase, alternative sources to the neodymium magnet, which is one of the rare sources in the motor, will be required. The expected outcome of the current project is the design of a magnetless traction motor system for electric vehicles.	
F400 Smoke Evacuation Motor Development and Commissioning	Our F400 smoke evacuation motors are motors that remove toxic gases from people's escape routes in the event of a fire, and can withstand high temperatures. While the F300 smoke evacuation motors in our current product line can withstand 300°C for 2 hours, our F400 smoke evacuation motors, which are an upgraded version, can withstand 400°C for 2 hours. This project is supported under TÜBİTAK TEYDEB 1707 SME Support Call for Order-Based R&D Projects. In this 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. Efforts are underway to make the plant operational in 2023.	
Single Phase IE2 Project	This project, which is supported by TÜBİTAK TEYDEB 1707 SME Support Call for Order-Based R&D Projects, has been realized.	
Volt Workshop	This is the project in which we participate in the BIGG Synergy consortium, and we provide entrepreneurship training for potential entrepreneurs, submit applications for TUBİTAK 1512 support, and carry out mentoring activities for entrepreneurs supported by TUBİTAK.	
Scotter Engine Development Project	It is a project to develop a domestic scotter engine in order to expand urban mobility activities and realize carbon reduction.	
Istanbul Project Academy	We participated in the trainings organized with the aim of increasing our country's capacity to benefit from foreign funds, improving the culture of doing business together and accelerating the development of value-added products.	
UV Curing Varnish Development Project	The project aims to replace the traditional heat curing process of varnishing with UV or ultrasonic sound. The results of the project include; reduction of energy consumption and process time and registration of the product.	

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Digitalization

Migration of labor productivity data to Qlik program

BEAM Integration with Volt PMI

Kanban System Barcode Application

Digitalization of Time Studies

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WATER AND WASTEWATER MANAGEMENT

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As a result of the impact of industry on the climate in the past and the evaluation of that impact, we are also talking about the impact of the climate on industry today and in the near future. In the electric motor manufacturing sector, we are also experiencing a noticeable change and increase in product demand as an example of positive industrial change. One of the most important efforts to reduce the intense climate impact on industry is energy efficiency. The use of high efficiency electric motors is becoming more and more preferred in the replacement and renewal of machinery. We are proud to be part of a climate-positive change at the point where our end product reaches the consumer.

With the European Green Deal, the European Union has set itself the goal of becoming the first climate neutral continent by 2050, while at the same time announcing that it will adopt a new growth strategy that requires the transformation of its industry and the reshaping of all its policies around the axis of climate change.

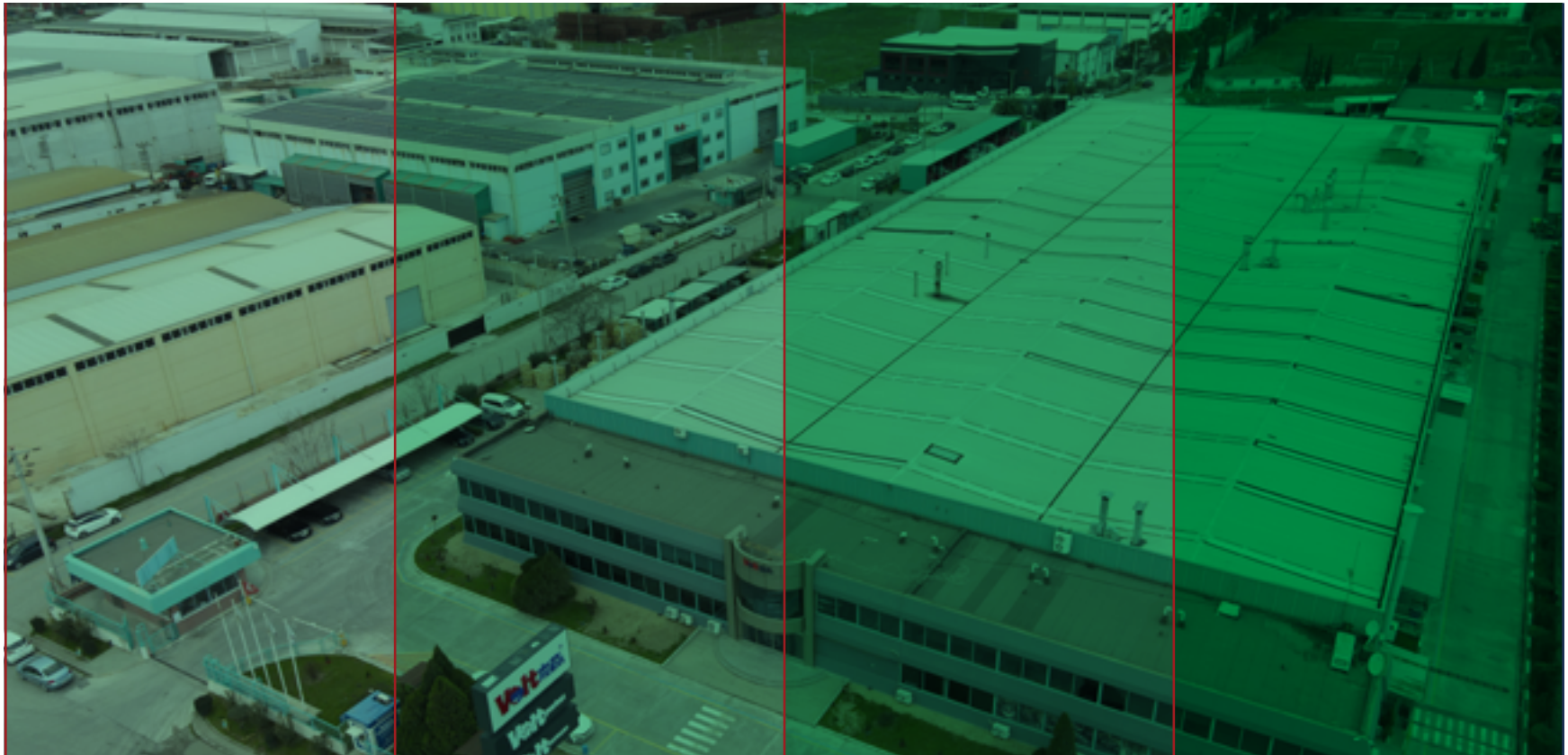
As Volt Electric Motors, we want to accelerate the transition to a low-carbon economy by reducing our greenhouse gas emissions from our operational processes and implementing our energy efficiency projects as part of our efforts to responsibly combat and adapt to the production and climate crisis.

Volt Motor operates on an area of 70000 m² of which 25000 m² is covered. No habitats and ecosystems affected by the activities of the facility or protected, high biodiversity or restored habitats have been identified in and around the area where the facility is located.

There are no endemic species according to the REDDATA BOOK or protected species according to the Bern Convention in the operation area of the plant.



HOW OUR OPERATIONS CONTRIBUTE TO THE GREEN TRANSFORMATION



The efficiency of our investments in plant and process equipment, which is our production capital, benefits us both economically and in terms of the environment and human resources.

In 2022, we realized our major projects that we planned to complete and realized transformations within the framework of responsible production. We achieved the target investment amount we set for the activities we planned with a focus on sustainability.

This included our GES Power Plant with an investment of approximately TRY 6.3 million and our Casting Production Branch with an investment of approximately TRY 1 million.

The waste metals from the main production to be supplied to the Casting Production Branch will be reduced by approximately 40% and recycling will be achieved.

RESPONSIBLE SUPPLY CHAIN

We conduct our relationships with our business partners and suppliers in an honest and fair manner, act transparently and impartially in the selection of our business partners, and show due diligence in fulfilling our obligations in a timely manner in accordance with our “Responsibilities to our Business Partners and Suppliers” in the “SAYA Group - Ethical Principles Booklet”.

We manage Sustainable Procurement practices, one of our high priority sustainability elements, in accordance with our “Procurement Procedure”.

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 using “Supplier Evaluation Forms”. Our Supplier Performance Evaluation Reports are also shared within the organization.

Supplier audits are conducted internally and planned by our Quality Department. We conduct periodic audits for suppliers who fall below the target score on the Supplier Evaluation Form.

As part of our effective supply chain management and responsible purchasing approach, we ensure that our suppliers’ business practices are in compliance with the Volt Electric Motors Supplier Quality Assurance Handbook.

Feedback is provided in a matrix format through the VOLT Supplier Evaluation Questionnaire. Findings related to activities within the Operational/Quality/Environmental/Health & Safety matrix structure are tracked on a weekly/monthly/quarterly basis as Supply Development Actions in the Action Tracking List and completed with on-site verification. We aim to include only sustainability questions in the Supplier Evaluation Question List.

One of our 2022 goals was to complete the supplier approval and performance evaluation processes using SAP software, as part of our digital transformation.



GREENHOUSE GAS EMISSIONS MANAGEMENT

In this reporting year, we continued our efforts to determine our corporate greenhouse gas inventory in accordance with international protocols, which we began in 2021 to create a calendar focused on net greenhouse gas emission reduction.

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



Greenhouse Gas Emissions (TonCO2e)	2022	Rate (%)
Scope 1	2.377,62	2,16
Scope 2	3.058,66	2,79
Scope 1+2	5.436,27	4,95
Scope 3	104.375,58	95,05
Scope 1+2+3 (Total)	109.811,85	100

Greenhouse Gas Emissions by Scopes (2021)					
Greenhouse Gas Emissions*	t CO ₂	t CH ₄	t N ₂ O	t CO ₂ e	Rate (%)
Scope 1	2.619.90	1,396790	7,905589	2,629,20	2,87
Scope 2	3425.62	11.008247	1.1556,44	3.437.79	3.75
Scope 3	85.482.39	0,526681	5,00645	85.467,93	93,37
Total	91.527,91	12.93	14,07	91.554,92	100,00

* ISO 14064-1:2018 Data validation process underway.

ENERGY MANAGEMENT



As one of the methods to combat the climate crisis, we are working to evaluate and transform our existing energy resources.

In this direction, we have commissioned the installation of a rooftop solar power plant (SPP Plant), which we started planning in 2021 to increase the use of renewable energy in our business. With a targeted solar energy area of 5,500 m² and 1,783 solar panels 802 kW of

energy production will be realized. With a total GES energy production of 1,100,000 kWh/year, this system will provide 30% of the power needs of the machining and injection molding departments.

In order to support and maintain the energy efficiency of our new investments, we reduce our consumption by requiring motors of at least IE3 efficiency class in the equipment we supply.



Energy Consumption (Tj)	2022	Rate (%)
Natural Gas	43,97	
Purchased Electricity	22,75	
Renewable Energy Resources (Electricity) (Solar)	0,003	
Fossil Fuels (Vehicle Fuels and Generators)	3,090 28×106	
Production Heating/Cooling Energy Consumption	8,427 6×10-6	
Total	66,723	100

Energy Consumption (Tj)	2021	Rate (%)
Natural Gas	0,178	%0,53
Purchased Electricity	25,8	%77,43
Renewable Energy (Electricity) (Solar)	-	-
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
Total	33,321	%100

WATER AND WASTEWATER MANAGEMENT



As Volt Electric Motors, we want to strengthen the foundation of our sustainability strategy by ensuring that we monitor and optimize our use of natural resources. We obtain the water we need for our operations and for our employees' use from underground sources.

Industrial wastewater is generated only from machining and injection operations in our manufacturing facilities. The industrial wastewater is pre-treated in our classical type wastewater treatment plant with a capacity of 10 m³/day, which provides secondary treatment and meets the limits of the "Table of Wastewater Standards Prescribed for the Discharge of KOSBI

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 the KOSBI infrastructure.

In order to monitor our water consumption throughout the company, digital water meters have been integrated at major consumption points. Targets for reducing the current water consumption are set by monitoring the amount of water used.



2022	Water used	Wastewater	2021	Water used	Wastewater
Rate of water (m ³) per product (pcs) /// (m ³ /pcs)	0,104	0,037	Rate of water (m ³) per product (pcs) /// (m ³ /pcs)	0,73	0,047

In 2021, the amount of water used per unit of product was lower than in the 2022 reporting year due to the trial production resulting from the opening of two new branches and the increase in the number of paint booths.

In 2021, the amount of wastewater generated per product unit was 47 liters, while in 2022 it was reduced to 37 liters.

RAW MATERIALS, NATURAL RESOURCES AND WASTE MANAGEMENT



Natural Resources (Tons)	2022
Raw materials consumed (tons)*	2.457.525,99
Renewable Materials (tons)	
Cardboard and paper (tons)	249.172,50
Plastics (tons)	132.434
Metal (tons)	40.354,49
Non-Renewable Materials (tons)	
Mine (tons)	1.326,55
Varnish (tons)	325.450
Paints (tons)	178.099
Lubricants (tons)	205.462

* Amount of Raw Materials Consumed (tons) = Renewable Materials (tons) + Non-Renewable Materials (tons)

Waste Ratio per Product

2022	Hazardous Waste	Non-Hazardous Waste
Waste (kg) Per Product (pcs) Rate /// (kg/pcs)	0,85	7,06
2021	Hazardous Waste	Non-Hazardous Waste
Waste (kg) Per Product (pcs) Rate /// (kg/ pcs)	0,78	5,90

The increase in the amount of waste per product in the year under review compared to the previous year is due to the trial production carried out in connection with the opening of two new branches.

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HUMAN RESPONSIBILITY

We have defined our vision 2025 goal to become one of the best employer brands by improving our “Employee Experience Model” every year and managing cultural transformation as the company transforms. We carry out our work with the motivation to be one of the exemplary employers and with the approach to bring qualified human resources to the sector/company for the long term. Our employee profile includes 15% female and 85% male employees.

It is essential that our female employees are able to take their maternity leave as required by law and that their return to work after maternity leave is facilitated. The comfort and satisfaction of our female employees is targeted with the lactation room in our facility.

OUR APPROACH TO EQUAL OPPORTUNITY, INCLUSION AND DIVERSITY

The responsibilities of our employees and managers to create and maintain a good working environment are explained in detail in the Ethical Principles Booklet along with the general approach of the SAYA Group. No behavior that violates the employee immunity as defined in the Code of Ethics will be tolerated.

Our company does not tolerate discrimination based on gender, religion, language, race, or any other similar discrimination. We do not tolerate forced, bonded or child labor.



TRAINING, TALENT MANAGEMENT AND CAREER DEVELOPMENT

We believe that one of the key components of sustainable success is regular training. To support the professional/technical, managerial and personal development and career planning of our employees, we prepare annual training plans based on their needs and ensure their participation in training.

Trainings	2021	2022
Average training hours per employee	0,73	19,6
Total training hours (person x hours)	19852	15537

The reason for the decrease in average training hours per employee in 2022 compared to the previous year is the realization of the planned production flow to meet customer expectations.

Vocational/Technical and Skills Training Topics

- 5S Trainings
- AnyLogic Training
- Audit Training
- Individual Coaching Program
- Value Stream Mapping
- Energy Manager Training
- ISO 14064-1/14046 Carbon and Water Footprint Training
- English Training
- Kaizen Suggestion System
- Patent and Intellectual Property Rights Training
- Fighting Bribery and Corruption
- Zero Waste Awareness Training

Launched in 2021, Volt Academy is our training hub. Volt Academy, whose design and content will be created by the Operational Excellence department, will manage the on-the-job training of our new employees and the compensatory training of our existing employees with a specific program design through the joint efforts of Human Resources and Volt Academy trainers.

One of the goals of Volt Academy training in 2023 is to ensure that the training program is evenly distributed throughout the year and is available to all employees by enriching the training content. In line with this goal, we have designated 2023 as the “Volt Motor Training Year.

Our main goal in our system, which we have built with the “Everyone is potential” approach, is to create an environment that enables all employees to realize their potential. Through this process, we seek to carry both our people and our organization into the future by creating career and development plans for the talents we have.

In our career management processes, we strive to discover, develop and continuously train the talents of our employees to ensure that they add value, and we strive to manage our systems in the most effective way.

The Career Management System, which we define as 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 dimensions of responsibility of the positions, the dimensions of their 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.

PERFORMANCE AND COMPENSATION



The performance management system set up for blue-collar and white-collar employees is managed each year within the framework of a planned agenda, and three periods of work are carried out for both types of employees: target setting, interim period and year-end.

In 2022, one of our most important practices is the inclusion of all employees in the performance bonus. In this way, all Volt employees have been included in the bonus system.

We work with Kon Ferry and Mercer, which are global methodologies on wage and benefit practices, and we review the job sizes in the organization annually with Mercer Job Evaluation and Kon Ferry Job Mapping studies. We regularly participate in salary surveys each year, tracking market dynamics and using them in salary increase studies.

For market comparisons, we focus on the general market, the metals sector, and the electrical and electronics sector. We also deepen our analysis based on job size and job family. The goal of our system, which is currently based on the median in market comparisons, is to target the 3rd quartile in the 2027 vision in order to be competitive.

Our "Volt Wage Procedure" ensures that our employees' wages and benefits are handled within a system and applied in a balanced and fair manner. Discrimination in pay between our male and female employees is unacceptable. We consider objective data when making training, transfer and promotion decisions.



EMPLOYEE SATISFACTION

In the period prior to 2022, we conducted employee satisfaction surveys in accordance with local providers and approaches, while in the new period we changed this process. As a result of the studies conducted with the Great Place To Work experience, our score was recorded as 47.

One of our 2023 goals is to be fully involved in the Great Place To Work and EVP (Employee Value Proposition) process and to complete our efforts as an important tool for sustainable cultural transformation and change. The goal of these studies is to create a Culture and Development Roadmap for 2024 - 2027 in line with the company's strategic business model.

EMPLOYEE EXPERIENCE

Since 2018, with the My HR Responsible project and our "Employee Experience Procedure", we have implemented practices to precisely define the interaction of our employees with the company and to increase the value they give to the company as a result of these interactions, taking into account all the steps and processes that our employees experience from the moment

they start working until the day they leave. We create an environment and an opportunity for the Human Resources team to develop systems and practices by taking into account the opinions of employees in these created environments.

OCCUPATIONAL HEALTH AND SAFETY



We manage Occupational Health and Safety, one of our very high priority sustainability elements, in accordance with the ISO 45001:2018 standard and legal requirements. The most senior manager responsible for Occupational Health and Safety is the Health, Safety, Environment (HSE) Manager, who reports directly to the General Manager. As part of our occupational health and safety activities, we strive to achieve zero occupational accidents and develop systems to prevent occupational diseases.

As part of our Occupational Health and Safety Board activities, we meet monthly with the General Manager, Deputy General Managers, Division Managers, Field Managers, and employee representatives to discuss the actions taken following near misses, accidents, and incidents that occurred during the previous month, the cause-and-effect relationships related to the incidents, the people responsible for the actions to be taken, the timelines for the actions, and the results we have prepared.

When we evaluate our work accidents that occurred in 2022, we see that 33% were caused by behavior, 44% were caused by situation, 10% were caused by both situation and behavior, and 14% were caused by non-work situations. In 2022, there are no fatal work accidents at Volt Electric Motors.

Occupational Injury	Rate (%)
Unsafe Condition	44
Unsafe Behavior	33
Unsafe Situation and Behavior	10
Non-work Status	14

Process Safety Improvements

Minimized Occupational Safety Risk in Mold Clamping Operation

Improvement of Workbench Floors

Protective Cages on Ironing Presses

Regulation of travel range

Stator Packing Lifting System

OHS Risk in Press 5 Chopboard Transport

Stator Packing Presses Protective Cages

Closure of the Rear Area of the Mold Rack and Fixing of the Shelves

Mold Slide Arms Revision

Press Machine Beam Barriers

Insufficient Forklift Lighting

Lamination Floor Improvement

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EMERGENCY, DISASTER MANAGEMENT AND RESILIENCY PRACTICES

We have an “Emergency Procedure” to plan and do in advance what needs to be done to prevent injury and damage to our employees, partial or complete cessation of production, negative impact on the environment in any extraordinary situation that may occur in our region, or to create a work plan for our management to make quick and correct decisions in case of an emergency.

All extraordinary situations that may occur in our supply chain are evaluated separately in our risk studies and prioritized in risk assessments according to the probability of impact.



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Global Compact
Network Türkiye

Global Compact Türkiye



SKD Türkiye
(Business Council for Sustainable Development)



EMOSAD
(Electric Motor Manufacturers Association)



EBSO
(Aegean Region Chamber of Commerce)



EIB
(Aegean Exporters Confederation)



KESİAD
(Kemalpaşa Industrialists
and Businessmen Association)



United Nations
Global Compact
UNGC
(United Nations Global Compact)
As of the reporting year, the most widely participated corporate
sustainability initiative at the global level was
We are a signatory to the
United Nations Global Compact (UNGC).

As of the year under review, we became a signatory to the United Nations Global Compact (UNGC), the most widely participated corporate sustainability initiative at the global level. As Dokuz Eylül University Technopark (DEPARK) and Technology Transfer Office (DETTO), we have a very intensive cooperation with Volt Motor since the second half of 2022.

Our cooperation started as a university-industry cooperation, but quickly turned into a project partnership. The aforementioned project is the project that we applied for as an implementing organization within the framework of the 1512-coded Entrepreneurship Support Program (BiGG), which was established by TÜBİTAK to support technology-based initiatives in our country. Our BiGGSinerji project, which was applied with DEPARK, Izmir Biomedicine and Genome Center, a research infrastructure established by Law No. 6550, and Volt Motor, together with a consortium of three industrial companies, is still being successfully implemented.

Volt Motor is one of the rare companies with which we have the fastest communication, due to the fact that it assigns unit experts and contact persons to the "University-Industry Cooperation" channel, and at the same time it is one of the rare companies with which we can act quickly,

because it prioritizes University-Industry Cooperation entrepreneurship, research infrastructure, R&D and P&D issues. In addition, it stands out from other companies in the field by supporting intrapreneurship activities within its corporate policies, especially with the Saya Group, of which it is a member.

Volt Motor, one of the most established electric motor manufacturers in our country, contributes to the national economy, employment, the supply chain and creates added value with all other stakeholders through its activities in both the domestic and international markets, considering the wide range of applications of the electric motor. At the same time, it always approaches the transfer of academic knowledge to the sector within the framework of our collaborations with the understanding of creating common value.

Assoc. Prof. İSTEMİ BERK
Dokuz Eylül University
Coordinator of Technology Transfer Office

OUR AWARDS

Career Fair

As Volt Electric Motors, we received the Respect for People Award at the Human Resources Summit organized under the main sponsorship of kariyer.net.



2022- Peryön Value Creation Practices - Engagement, Culture and Transformation Management Honorable Mention

Our Human Resources Department represented our company in the Commitment and Cultural Transformation Management and Grand Prize Leadership in Human Value categories at the Peryön Value for People Awards and received an honorable mention in the Commitment and Cultural Transformation Management category.



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OUR EVENTS



Women's Day Video
On the occasion of the International Working Women's Day on March 8, you can watch our fun video shoot that we organized with our female friends in the field.



Çanakkale Trip
We made an internal announcement to all our employees and organized a trip to Çanakkale to commemorate the March 18 Victory.



Istanbul Technical University 23rd Management Sciences Congress
As the main sponsor and concert sponsor of Istanbul Technical University's 23rd Management Sciences Congress, we had the opportunity to meet with our young friends in a sectoral organization.



Every Child Has the Right to Be Happy
Through an advertisement published to all our employees within the organization, we created a gift that our little friends at Ege University Hospital might like.



Let's Go Kids to the Robotics Workshop!
In order to participate in the workshop planned under the leadership of Volt Academy, the children of our employees in a certain age group learned with fun at the Robotics Workshop organized at Bahçeşehir College.



ISG Game
On April 28, the World Occupational Safety and Health Day, we gave gifts to all our colleagues who participated in the fun and awareness-raising knowledge competition we organized on the online platform called OHS Game.



Hanover Messe Fair
We have the opportunity to meet with our value chain stakeholders in the international market.



Subcon Fair
We have the opportunity to meet with our value chain stakeholders in the international market.

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OUR EVENTS



WIN Expo



“35th Anniversary Celebration”
We celebrated our 35th anniversary with a dinner and fun activities organized at Izmir Arena with the participation of all employees. We decided the main theme of the event by sharing an internal digital survey with all our employees.



“Kocaeli University KOU Racing Team”
We became the main sponsor of Kocaeli University KOU Racing Team which is preparing for the Formula Student competition with the participation of hundreds of students from all over the world.



“Volt Sports Academy”
We announced a long-term basketball course for the children of all our employees. Our children who met the requirements in terms of age and health started training. At the end of the course, two of our friends received a license for professional life.



“There is Hope”
We sponsored the musical children’s play “There is a Hope” about environment and sustainability organized by Masalsı Düşler Theater. Before the date of the event, we announced it to all our employees within the organization so that they could attend with their families.

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SOCIAL PERFORMANCE INDICATORS

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Emissions (t CO ₂ -e)	CO ₂	CH ₄	N ₂ O	HFC	PFC	SF ₆	NF ₃	TOTAL
Category 1 (Direct)	2,358,093 tons	1,437 tons	11,612 tons	6,476 tons	0 tons	0 tons	0 tons	2,377,618 tons
Category 2 (Indirect - Supplied Energy)	3,058,656 tons	0 tons	0 tons	0 tons	0 tons	0 tons	0 tons	3,058,656 tons
Category 3 (Indirect - Transportation)	20,577,15 tons	7,855 tons	350,312 tons	0 tons	0 tons	0 tons	0 tons	20,935,317 tons
Category 4 (Indirect - Products Used by the Company)	83,440,264 tons	0 tons	0 ton	0 tons	0 tons	0 tons	0 tons	83,440,264 tons
TOTAL	109,434,164 tons	9,292 tons	361,923 tons	6,476 tons	0 tons	0 tons	0 tons	109,811,855 tons

Water-Wastewater Data (GRI 300s)	
Water Withdrawn by Source (m ³)	2022
Mains Water	-
Groundwater	72850
Surface Water	-
Other (Rainwater, etc.)	-
Reclaimed Water	-
Total	
Mains Water (%)	-
Groundwater (%)	100
Surface Water (%)	-
Recycled Water (%)	-
Other (%)	-

Wastewater Volume (m ³)	2022
Receiving Environment after In-plant Treatment	-
Municipal Treatment Plant Discharge	-
OIZ Treatment Plant Discharge	26160
Sewerage Network (Sewerage Canal) Direct Discharge	-
Discharge to Natural Resources such as Sea/Lake/Stream etc.	-
Other	-
Total	

Waste Data (GRI 300s)	
Waste by Type (Tons)	2022
Hazardous	596.593
Non-hazardous	4,945.016

ENVIRONMENTAL PERFORMANCE INDICATORS

Amount of Waste by Type (Tons)	2022		
	Amount of Waste Generated	Amount of Waste Prevented from Disposal	Amount of Waste Disposed
Packaging Waste	328.050	328.050	0
Non-packaging Waste	5.213.559	4.640.906	572.653
Total	5.541.609	4.968.956	572.653

FOR HAZARDOUS WASTE Amount of Waste Prevented from Disposal through Recovery (Tons)	2022
Reused or Prepared for Reuse	-
Waste Recovered for Energy	-
Waste Recycled	22.656
Recovery by Other Methods	-
Total	22.656

FOR NON-HAZARDOUS WASTE Amount of Waste Prevented from Disposal through Recovery (Tons)	2022
Reused or Prepared for Reuse	-
Waste Recovered for Energy	-
Waste Recycled	4.939.296
Recovery by Other Methods	-
Total	4.939.296

FOR HAZARDOUS WASTE Amount of Waste Disposed by Disposal Type (tons)	2022
Waste Incinerated without Energy Recovery	-
Disposal in Landfills	-
Disposal by Other Methods	573.937
Total	573.937

FOR NON-HAZARDOUS WASTE Amount of Waste Disposed by Disposal Type (tons)	2022
Waste Incinerated without Energy Recovery	-
Disposal in Landfills	9,66
Disposal by Other Methods	20
Total	29,66

ENVIRONMENTAL PERFORMANCE INDICATORS

Waste (kg) Per Product (pcs) /// (kg/pcs)	Hazardous Waste	Non-Hazardous Waste
Total	0,85	7,06

	2022
Amount of Waste Sent to Landfill (Percent, Tons)	-
Packaging Waste / Total Waste (Percent, Tons)	6%
Recycled Waste (Percent, Tons)	89,00%
Recycled Packaging Waste (Percent, Tons)	6%

Natural Resources (tons)	2022
Consumed Raw Materials (tons)*	2.457.525,99
Renewable Materials (tons)	
Cardboard and paper (tons)	249.172,50
Plastics (tons)	132.434
Metal (tons)	40.354,49
Non-renewable Materials (tons)	
Mine (tons)	1.326,55
Varnish(tons)	325.450
Paint (tons)	178.099
Lubricants (tons)	205.462

* Amount of Raw Materials Consumed (tons) = Renewable Materials (tons) + Non-Renewable Materials (tons)



SOCIAL PERFORMANCE INDICATORS



Employees by Gender	2022	
	Female	Male
Number of Employees	15%	85%

Volt Motor Training	2022
Average Training Hours per Employee	19,6
Total Training Hours (People x Hours)	15537

Employee Turnover	2022
Number of Voluntary Resignations / Number of Employees	20,28

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GRI INDEX

STATEMENT OF USE
GRI 1 USED

Volt Electric Motor has reported in accordance with the GRI Standards for the period 01.01.2022-31.12.2022.
GRI 1: Foundation 2021

GRI STANDARD					
GENERAL DISCLOSURES	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.	
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	Page: 3			
	2-2 Entities included in the organization's sustainability reporting	Page: 3			
	2-3 Reporting period, frequency and contact point	Page: 3			
	2-4 Restatements of information	Page: 4-5			
	2-5 External assurance		No external audit service was received for the sustainability report.		
	2-6 Activities, value chain and other business relationships	Page: 8			
	2-7 Employees	Page: 8-50-51-52			
	2-8 Workers who are not employees	Page: 44			
	2-9 Governance structure and composition	Page: 28			
	2-10 Nomination and selection of the highest governance body	Page: 28			
	2-11 Chair of the highest governance body	Page: 28			
	2-12 Role of the highest governance body in overseeing the management of impacts	Page: 28			
	2-13 Delegation of responsibility for managing impacts	Page: 28			
	2-14 Role of the highest governance body in sustainability reporting	Page: 19			
	2-15 Conflicts of interest	Page: 34			
	2-16 Communication of critical concerns	Page: 30			
	2-17 Collective knowledge of the highest governance body	Page: 28			
	2-18 Evaluation of the performance of the highest governance body	-		Not disclosed as confidential information	
	2-19 Remuneration policies	Page: 52			
	2-20 Process to determine remuneration	Page: 52			
	2-21 Annual total compensation ratio	Not applied			
	2-22 Statement on sustainable development strategy	Page: 20			
	2-23 Policy commitments	Page: 20			
	2-24 Embedding policy commitments	Page: 20			
	2-25 Processes to remediate negative impacts	Page: 33			
	2-26 Mechanisms for seeking advice and raising concerns	Page: 33			
	2-27 Compliance with laws and regulations	Page: 31			
	2-28 Membership associations	Page: 56			
	2-29 Approach to stakeholder engagement	Page: 26			
	2-30 Collective bargaining agreements	Not applied			
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Page: 21			
	3-2 List of material topics	Page: 22			

VERY HIGH PRIORITY INDICATORS

GENERAL DISCLOSURES	GRI STANDARDS	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.	
PRODUCT QUALITY AND CUSTOMER SATISFACTION						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-24			
	416-1	Assessment of the health and safety impacts of product and service categories	Page: 31			
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There was no such non-compliance during the reporting period.			
	GRI 417: MARKETING AND LABELING 2016	417-1	Requirements for product and service information and labeling	Page: 31; 32		
417-2		Incidents of non-compliance concerning product and service information and labeling	There was no such non-compliance during the reporting period.			
417-3		Incidents of non-compliance concerning marketing communications	Page: 24			
R&D, P&D, INNOVATION AND ECODSIGN						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-24-36-37-38-39			
OCCUPATIONAL HEALTH AND SAFETY						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-52			
	403-1	Occupational health and safety management system	Page: 53			
	403-2	Hazard identification, risk assessment, and incident investigation	Page: 53			
	403-3	Occupational health services	Page: 53			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page: 53			
	GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-5	Worker training on occupational health and safety	Page: 53		
		403-6	Promotion of worker health	Page: 53		
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 53		
		403-8	Workers covered by an occupational health and safety management system	Page: 53		
		403-9	Work-related injuries	Page: 53		
403-10		Work-related ill health	Page: 53			

VERY HIGH PRIORITY INDICATORS

GENERAL DISCLOSURES	GRI STANDARDS	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.
ENERGY MANAGEMENT AND EMISSIONS					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-24-45-46		
	302-1	Energy consumption within the organization	Page: 46		
	302-2	Energy consumption outside of the organization	Page: -	Information unavailable/incomplete	
	302-3	Energy intensity	Page: 46		
	302-4	Reduction of energy consumption	Page: 46		
GRI 302: ENERGY 2016	302-5	Reductions in energy requirements of products and services	Page: 46		
	305-1	Direct (Scope 1) GHG emissions	Page: 45-61		
	305-2	Energy indirect (Scope 2) GHG emissions	Page: 45-61		
	305-3	Other indirect (Scope 3) GHG emissions	Page: 45-61		
	305-4	GHG emissions intensity	Page: 45		
GRI 305: EMISSIONS 2016	305-5	Reduction of GHG emissions	Page: 45		
	305-6	Emissions of ozone-depleting substances (ODS)	Page: 45		
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page: 45		
	RAW MATERIALS AND NATURAL RESOURCES				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-24-48		
	301-1	Materials used by weight or volume	Page: 48-63		
GRI 301: MATERIALS 2016	301-2	Recycled input materials used	Page: 48-63		
	301-3	Reclaimed products and their packaging materials	Page: 48-63		

VERY HIGH PRIORITY INDICATORS

GENERAL DISCLOSURES	GRI STANDARDS	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.
SUSTAINABLE PROCUREMENT					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-44		
GRI 204: PROCUREMENT PRACTICES 2016	204-1	Proportion of spending on local suppliers	Page: 24-44		
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-1	New suppliers that were screened using environmental criteria	Page: 24-44		
	308-2	Negative environmental impacts in the supply chain and actions taken	Page: 24-44		
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-1	New suppliers that were screened using social criteria	Page: 24-44		
	414-2	Negative social impacts in the supply chain and actions taken	Page: 24-44		
STAKEHOLDER ENGAGEMENT					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25-26		
WASTE MANAGEMENT					
GRI 306: WASTE 2020	3-3	Management of material topics	Page: 21-22-24-46		
	306-1	Waste generation and significant waste-related impacts	Page: 48-61-62		
	306-2	Management of significant waste-related impacts	Page: 48-61-62		
	306-3	Waste generated	Page: 48-61-62		
	306-4	Waste diverted from disposal	Page: 48-61-62		
	306-5	Waste directed to disposal	Page: 48-61-62		
BUSINESS ETHICS AND ANTI-CORRUPTION					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25-33		
	205-1	Operations assessed for risks related to corruption	Page: 33-34		
	205-2	Communication and training about anti-corruption policies and procedures	Page: 33-34		
GRI 205: ANTI-CORRUPTION 2016	205-3	Confirmed incidents of corruption and actions taken	Page: 33-34		
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page: 33		

ABOUT
VOLT ELECTRIC
MOTORS

SUSTAINABILITY
MANAGEMENT

CORPORATE
GOVERNANCE

INNOVATION

ENVIRONMENTAL
RESPONSIBILITY

HUMAN
RESPONSIBILITY

COMMUNITY
RESPONSIBILITY

APPENDICES

HIGH PRIORITY INDICATORS						
GENERAL DISCLOSURES	GRI STANDARDS	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.	
WATER AND WASTEWATER MANAGEMENT						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25-47			
	303-1	Interactions with water as a shared resource	Page: 47			
	303-2	Management of water discharge-related impacts	Page: 47-61			
	GRI 303: WATER AND EFFLUENTS 2018	303-3	Water withdrawal	Page: 47-61		
		303-4	Water discharge	Page: 47-61		
	303-5	Water consumption	Page: 47-61			
DIGITALIZATION						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25			
GRI 418: CUSTOMER PRIVACY 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There was no such non-compliance during the reporting period.			
EMERGENCY AND DISASTER MANAGEMENT						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25-54			
PARTICIPATION IN INTERNATIONAL COMPLIANCES AND SUSTAINABLE DEVELOPMENT NETWORKS						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25-56			
GENDER EQUALITY						
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 20-21-22-25			
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1	Diversity of governance bodies and employees	Page: 49-51-64			
	405-2	Ratio of basic salary and remuneration of women to men	Page: 51			

HIGH PRIORITY INDICATORS					
GENERAL DISCLOSURES	GRI STANDARDS	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.
BIODIVERSITY					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-42		
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page: 42		
GRI 304: BIODIVERSITY 2016	304-2	Significant impacts of activities, products and services on biodiversity	Page: 42		
	304-3	Habitats protected or restored	Page: 42		
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page: 42		
GLOBAL MARKETS					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25		
	203-1	Infrastructure investments and services supported	Page: 36-37-38		
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2	Significant indirect economic impacts	Page: 36-37-38		

HIGH PRIORITY INDICATORS					
GENERAL DISCLOSURES	GRI STANDARDS	DISCLOSURES	LOCATION	REQUIREMENT(S) OMITTED	GRI SECTOR STANDARD REF. NO.
HUMAN RESOURCES PRACTICES					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25		
	401-1	New employee hires and employee turnover	Page: 50-52-64		
GRI 401: EMPLOYMENT 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page: 50; 52		
	401-3	Parental leave	Page: 50		
GRI 406: NON-DISCRIMINATION 2016	406-1	Incidents of discrimination and corrective actions taken	There were no cases of discrimination during the reporting period		
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page: 50 There were no cases of forced or compulsory labor during the reporting period		
	404-1	Average hours of training per year per employee	Page: 50-63		
GRI 404: TRAINING AND EDUCATION 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Page: 51-64		
	404-3	Percentage of employees receiving regular performance and career development reviews	Page: 51-64		
SOCIAL POLICIES					
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 21-22-25		
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016	411-1	Incidents of violations involving rights of indigenous peoples	There were no cases during the reporting period.		
	413-1	Operations with local community engagement, impact assessments, and development programs	Page: 54-58-59		
GRI 413: LOCAL COMMUNITIES 2016	413-2	Operations with significant actual and potential negative impacts on local communities	There are no operations with negative impact during the reporting period.		



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