



2024 Sustainability Report



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01 | About the Report



About the Report

Volt WEG Group presents its fourth Sustainability Report, prepared in accordance with the “**Core**” option of the **Global Reporting Initiative (GRI)** Standards and covering the period between 01.2024 and 11.2024.

It outlines the company’s sustainability practices, the solutions developed in response to material topics across its value chain, and its environmental and social performance during the reporting period.





Our Integration Into the Weg Group in 2024

The year 2024 represented a significant turning point for our company. **At the end of the year, we officially became part of the globally recognized WEG Group, marking a strategic step forward in realizing our international growth objectives.** This acquisition not only accelerated our commercial development, but also expanded our capacity to create broader impact in the field of sustainability.

The integration process with the WEG Group required us to reassess all operational processes through the lens of sustainability and to develop innovative solutions in alignment with this approach. This transition period served as a critical phase in which we reinforced our long-term sustainability goals by addressing our environmental, social, and economic responsibilities from a global perspective.

The alignment of our processes with WEG Group's global sustainability vision presents a valuable opportunity to reduce our environmental impact, improve resource efficiency, and enhance transparency across our supply chain. Adapting our operational model both locally and globally to this new framework has enabled us to take firm steps toward establishing sustainable business models and reducing our environmental footprint.



As of December 2024, all reporting processes within our company will be conducted under the umbrella of WEG Group's global sustainability framework. **Our sustainability performance and progress will be monitored and reported in accordance with the reporting standards defined by the WEG Group.**

This shift will allow us to approach our sustainability objectives with a more comprehensive and global perspective, while also fostering a more transparent and structured reporting mechanism.

We welcome your feedback and suggestions regarding our 2024 Sustainability Report at Guclu.Gelecek@voltmotor.com.tr.

You may access our Sustainability Reports, available in both Turkish and English, as well as our periodic practices related to sustainable development at: <https://voltmotor.com.tr/surdurulebilirlik/>



In Gratitude...

We remember with deep gratitude and longing our dear colleague **Aylin Tanrikulu Kılıç**, who passed away in December 2024.

Aylin laid the foundations of the sustainability approach within our company and wholeheartedly embodied this vision in every aspect of her life. Her legacy will continue to guide and inspire us on our journey.





A Journey full of Blessings

In 2024, we took a major step forward in line with our vision to develop sustainable and energy-efficient motor technologies. **As part of a strategic agreement with WEG S.A. — a globally recognized energy and automation company headquartered in Brazil — Volt Elektrik Motorları became a wholly owned subsidiary of WEG.**

This strategic partnership is of great significance not only in terms of our company's growth and global market integration, but also in strengthening the international reach of our sustainability vision.

Since 1987, Volt WEG Group has remained committed to producing high-efficiency products designed to reduce environmental impact. The IE3, IE4, and IE5 class motors developed in our R&D center offer energy-saving solutions that contribute to lowering carbon emissions. With the integrati-

on of WEG's extensive know-how and global expertise, this shared vision will further accelerate the deployment of sustainable technologies across a broader range of industries.

Due to its strategic geographical location, our İzmir-based production facility has become a logistics hub serving Europe, the Middle East, Central Asia, and North Africa. This merger has enabled us to extend our sustainable manufacturing approach from a regional scale to a global platform.

As we continue moving toward a cleaner, more efficient, and more innovative future, we remain steadfast in our responsibility to the environment, society, and our business partners. This important milestone marks a defining chapter in our path toward sustainable growth.



A 14-Year Strategic Partnership

As **Volt WEG Group**, we fully recognize the importance of our past and the collective value we have built over the years. **In this context, we would like to express our sincere gratitude to SAYA Holding, which led our company with dedication and vision from 2011 to 2024.**

Over the course of our 14-year journey under the umbrella of SAYA Holding, we not only expanded our production capacity, but also deepened our corporate values, our approach to sustainability, and our commitment to technology. Together, we took meaningful steps—from developing products that minimize environmental impact to adopting resource-efficient production models.

With SAYA Holding's forward-looking leadership, we established our R&D Center, strengthened our portfolio of international certifications, and delivered our high-efficiency motors to wider global markets. Today, if the Volt brand is recognized not only in Türkiye but also as a strong representative of sustainable technologies on a global scale, it is largely thanks to the trust and support we received throughout this period.

We extend our heartfelt thanks to the SAYA Holding family, who stood by us at every step, guided our progress, and never wavered in their belief in sustainable growth. As we embark on this new chapter, we carry their legacy with us—and with it, the responsibility to further advance the values we jointly upheld.



02 | Message From Management



Message From Management

Dear Stakeholders,

At Volt WEG Motor, sustainability is not merely about fulfilling our environmental responsibilities—it is a core approach that guides our strategic decision-making, transforms our organizational culture, and strengthens our human-centered management philosophy.

Our integration into WEG's global structure on December 1, 2024, has further reinforced our sustainability vision. This transition—despite the fluctuations and uncertainties that shaped the Turkish economy throughout 2024—was more than an operational adaptation. It provided us with an opportunity to consolidate our global sustainability strategies and align them with a more resilient economic foundation. Market volatility at the beginning of the year, including exchange rate fluctuations and rising inflation, prompted us to adopt more efficient and sustainable processes. During this period, we took strategic steps to reinforce not only our environmental performance, but also our economic sustainability.

Throughout the first eleven months of 2024, despite economic instability in Türkiye, we

undertook a robust restructuring of our corporate strategies in line with our sustainability goals. In adapting to this new phase, we implemented measures to enhance resource efficiency and streamline operations to improve cost-effectiveness. This allowed us to reduce our environmental impact while simultaneously safeguarding financial sustainability. The volatile economic climate also served as a catalyst for strengthening our supply chain management and operational resilience.

The pressures of currency fluctuations and inflation drove us to develop more agile and flexible business models. Even in these challenging conditions, we made significant progress in increasing employee engagement and driving internal process improvements in line with our sustainability commitments. As a result, we emerged not only with a reduced environmental footprint but also with enhanced long-term economic resilience.

Our ambition to reinforce global leadership in electrification, automation, and digitalization has driven us to rethink the way we operate—always taking into account our environmental and social impacts. The dynam-

ics of the Turkish economy have become an integral part of this transformation. The challenges we faced compelled us to build more adaptive and inclusive approaches, improve operational processes, and foster a more diverse workforce culture.

At the heart of this transformation lies our people.

As the People & Culture Directorate, we have carried out multifaceted efforts to embed sustainability not only into our environmental practices but into our corporate structure and culture. These efforts include:

- Encouraging active employee engagement in sustainability processes,
- Developing awareness-raising training and communication programs,
- Designing internal systems and practices that enhance social sustainability.

The transition period we experienced throughout 2024, shaped by both local and global economic factors, ensured that sustainability policies were embraced at all levels of the organization—not just at the executive level. Despite the pressure brought on



by economic uncertainty, we succeeded in further embedding a culture of sustainability among our employees and stakeholders. This process also contributed to enhanced workforce agility and organizational resilience.

Through inclusive human resources policies that promote diversity, we are building a more equitable organizational structure. At the same time, we are reinforcing our corporate responsibility through a leadership model rooted in ethical values and transparent governance.

We continuously improve our operations in line with the principles of **simplicity, efficiency, and innovation**—striving not only for environmental stewardship, but also for operational excellence. Sustainability is not limited to environmental awareness; it is a holistic approach that affects the entire value chain through its economic and social dimensions.

With this vision in mind:

- We are establishing production systems that prioritize energy efficiency,
- We are integrating circular economy models into our business processes,

- We are ensuring responsible resource use through ethical supply chain management.

We report all our efforts in alignment with the Global Reporting Initiative (GRI) Standards, as part of our commitment to transparency. We disclose not only our strengths, but also areas for improvement—placing accountability at the center of our relationship with stakeholders.

As the global importance of sustainability continues to grow, the reduction of carbon footprints, the promotion of inclusive organizational structures, and the adoption of circular economic models have become standard expectations within our sector. At Volt WEG Motor, we aim not only to be a part of this transformation—but to lead it.

This report is not just a performance summary; it is a strategic statement of who we aspire to be, the values we uphold, and the principles that will guide our journey into the future.

As we move forward toward a more livable world, we will continue to create, learn, and grow—together. We invite all our valued stakeholders to be a part of this shared



Elçin Başarkanoğlu
Director of People and Culture



Message from the Sustainability Committee

The year 2024 represented a strategic inflection point for our company. As of December, Volt Motor became part of the globally operating WEG Group, marking the beginning of a comprehensive transformation aligned with global sustainability goals. **This integration holds strategic significance not only from a financial and operational standpoint, but also in terms of redefining and reinforcing our long-term sustainability vision.**

As part of the integration with WEG, all operational structures and corporate processes are being reassessed and aligned with core sustainability principles. Key focus areas of this transformation include reducing environmental impact, promoting more efficient resource use, establishing transparent reporting systems, and creating long-term value in the field of social responsibility.

As the Sustainability Committee, we have identified critical priority areas that now form the backbone of our sustainability strategy. At the forefront is the implementation of green logistics practices, aimed at reducing the environmental footprint of our logistics operations. These efforts

include low-emission transportation models, energy-efficient warehouse management, and the deployment of digital tracking systems across the supply chain.

In line with our commitment to building a sustainable supply chain, we are redefining supplier evaluation criteria in accordance with environmental and social sustainability principles. By establishing mutual sustainability commitments with our suppliers, we are implementing integrated systems that ensure traceability, accountability, and performance monitoring throughout the supply network.

Our R&D processes are also being restructured to support innovation with a sustainability focus. Projects that reduce environmental impact and enhance energy and resource efficiency throughout the product lifecycle are being prioritized. Sustainability criteria are becoming an integral part of project approval mechanisms within our R&D units.

Cultural and human capital integration is also being approached through a sustainability lens. Training programs, internal communication strategies, and performance

and talent management practices are being implemented to increase awareness and participation across all levels of the organization. Through **employee engagement and inclusive workplace policies, we are deepening our impact in the area of social sustainability.**

In parallel, we are working on financial and structural mechanisms to promote green investments and environmentally friendly technologies. Internal incentive systems for sustainable projects, co-financing models with business partners, and sustainability-driven investment criteria are all being developed to expand our impact in this area.

Collectively, these initiatives reflect our approach to sustainability—not as a matter of compliance, but as a fundamental driver of long-term value creation. In this transformation process, we invite all our stakeholders to engage, collaborate, and share in our responsibility. Every step we take today is a deliberate effort to secure not only the sustainability of the present, but also that of future generations.

Members of the Sustainability Committee



Messages from the Members



“We assess financial sustainability—one of the fundamental pillars of corporate sustainability—by monitoring healthy profitability ratios, cash flow performance, the share of sustainable investments within total capital expenditures, the utilization rate of green financing instruments, and the financial implications of environmental burdens such as carbon taxation.”

Kutlu CEBECI
Chief Financial Officer



“In our future operations, we aim to continuously reduce our environmental footprint by maximizing resource efficiency and adopting proactive strategies that minimize energy consumption and waste generation.”

Kadircan SEZER
Senior Maintenance Specialist



“We see sustainability not just as a goal but as a shared value. Our aim is to embed it into our daily business practices and foster an internalized culture where awareness is high, participation is voluntary, and behaviors are guided by responsibility—among all our employees and stakeholders.”

İrem UŞÜMEZ
Senior Specialist, Culture and Development



“For us, sustainability means meeting today’s energy needs with high-efficiency, long-life electric motors—without compromising the quality of life for future generations.”

M. Taha ÇETİNER
R&D Manager



“One of our most significant achievements in this reporting year has been joining the Horizon Europe Ibot4crm project, through which we are delivering game-changing solutions in electric vehicle motor technologies.”

N. Berkcan SARIEL
OEM and Sales Specialist



“As of 2024, we have strengthened our sustainable supply chain strategies by identifying critical raw material suppliers, conducting surveys to assess supplier performance and sustainability compliance, and carrying out on-site evaluations.”

Selen KORKMAZ
Procurement Specialist



“Our flagship project during the reporting year reduced copper wire waste in the coil winding process by 35%, resulting in 30% energy savings and the prevention of 11,458 tons of CO₂ emissions—serving as a strong example of our zero-waste and sustainable manufacturing vision.”

Şükran TÜTÜNCÜ
Method Specialist



“To achieve our sustainability goals, we offer our employees the opportunity to engage in the process—enabling them to embrace environmental, social, and economic responsibilities. In doing so, they become active stakeholders in the implementation of our strategies, which also contributes positively to their personal and professional development.”

Gülşah FALAY
Occupational Safety Specialist



03 | Volt at a Glance



Company Overview

Volt Elektrik Motor Sanayi ve Ticaret A.Ş. entered the electric motor manufacturing sector in 1987 with the production of **single-phase and three-phase motors**. Today, we continue our operations at our modern production facility spanning **70,000 m²** in the İzmir Kemalpaşa Organized Industrial Zone, supported by robust infrastructure and a highly experienced workforce.

Following our inclusion in **SAYA Holding** in 2011, we solidified our position in the sector, expanded our product portfolio, and established a strong presence in global markets. As of 2024, we export our products to **25 countries** and continue to invest in expanding our international footprint with a growing export volume each year.

During the reporting period, we maintained efficient operations with **over 650 employees** and **produced more than 500,000 electric motors** across our facilities—including laminating, winding, pressing, mold shop, injection, machining, assembly, cast iron, and foundry departments. In all our production processes, we prioritize not only product quality but also energy efficiency and

environmental sustainability, maintaining our commitment to manufacturing high-efficiency motors.

As of 2024, we have further advanced the energy efficiency classes of our motors, **reaching the IE5 level**. This achievement demonstrates our dedication to reducing environmental impact and electricity consumption. In parallel, through our in-house energy management system, we continue to optimize energy usage in compliance with **ISO 50001**, improve resource efficiency, and reduce energy costs through employee training programs focused on energy efficiency.

In both product design and production, we adopt sustainable practices that ensure efficient use of natural resources while minimizing pollution throughout our operations. With our environmentally focused production approach, we fulfill our social responsibilities while continuing to deliver safe and high-quality electric motors.

Under the guidance of the **Turquality Program**, we are committed to delivering customer satisfaction while strengthening our

global production capacity and advancing steadily toward our long-term sustainability goals. We aim to increase the number of countries we export to and become a globally recognized brand, particularly in the **European and Middle Eastern markets**.

While continuing our innovative efforts within the industry, we are taking major steps toward **becoming a global player as of 2024**. In line with our customers' needs, we manufacture motors for a diverse range of industries, including **machinery and equipment, mining, iron and steel, energy, marble, livestock, agriculture, and packaging**.

With consistent growth each year, we remain committed to our goal of sustainable success—shaping the sector through world-class products and services that meet international standards.



Volt WEG Group by the Numbers 2024

37	37 years of experience in the electric motor industry
650+	650+ employees
45.000 m²	45,000 m ² of production area
70.000 m²	Approximately 70,000 m ² of integrated facility space
%35	35% of the semi-finished goods facility's energy sourced from renewable energy via on-site solar power generation
500.000+	500,000+ equivalent electric motors produced
1	#1 most preferred brand in the single-phase motor category by both businesses and consumers
25	Exports to 25 countries
Turquality	The first and only brand in the sector with Turquality certification
200+	200+ new R&D and improvement projects
21.5	21.5 hours of training per employee on average



Driving Efficiency for Our Planet





Our Milestones

1966

Volt Bobinaj was founded.



1987

Began production of **single-phase electric motors**.

1995

General-purpose **three-phase electric motors** manufacturing started.

1996

Received **ISO 9001** and **CE** certifications.

2002

Relocated to its current **modern facility**.

2011

Volt Elektrik Motorları became part of **Saya Holding**.

2012

Initiated production of **IE2 efficiency class** electric motors.

2012

Production systems were upgraded in line with **global technological advancements** and standards.

2013

Launched **TURQUALITY** and **EFQM** programs.

2014

Commenced production of **IE3 efficiency class** electric motors.

2014

Began manufacturing synchronous reluctance motors.



2017

Launched production of VoltPro, the world's most efficient motor series.

2016

Merged with **Voltsan Kalip**.

2015

Opened an additional production facility.

2015

Expanded presence in global trade markets.



Our Milestones

- 2017**
Started manufacturing **IE4** and **IE5 efficiency class electric motors**.
- 2017**
Established **ISO 14001** Environmental Management System.
- 2019**
Recognized as a **TURQUALITY** brand.
- 2020**
Established **ISO 45001** Occupational Health and Safety Management System.
- 2021**
Began production of smoke extraction motors.

2021
R&D Center officially certified and commenced operations.

2021
Named a finalist in the **PERYÖN Employer Brand**, Engagement, and Organizational Culture category.

2022
Inaugurated **Logistics Center** and Foundry Operations Center.

2022
Commissioned the **Solar Power Plant (SPP)** project.

2022
Published its **first Sustainability Report**.

2023
Earned **ISO/IEC 17025** Laboratory Accreditation.

2023
Implemented **ISO 50001** Energy Management System.

2024
Established **Volt Service** to enhance customer solutions.

2024
Committed to the **Women's Empowerment Principles (WEPs)**.

2024
Volt Elektrik Motorları joined the **WEG Group**.





Vision, Mission, Values

MISSION

To contribute to the development of employment and exports through the production of **technological and environmentally friendly products**.

VISION

To enhance brand value through **digital and innovative solutions**.

VALUES

In every step we take-from our business processes to our stakeholder communications-**we emphasize our four core values**.

RELIABILITY

- In our business processes, ethical values take precedence over everything else.
- Honesty, transparency, and fairness are our foundation.
- Our reputation is our greatest asset; we protect it with great care.
- We build trust-based relationships and always honor our commitments.
- For success, hard work, humility, frugality, and discipline are essential.

RESPECT FOR PEOPLE AND MERIT

- People are our most valuable asset. Our relationship with our “companions on this journey” is based on trust, love, and respect; their presence and efforts are highly valued.
- Working with competent, honest, and principled individuals is a fundamental principle, and continuously improving their professional skills is an integral part of our work.
- In all people-related decisions, merit, respect for differences, and fairness are our guiding principles.
- We ensure these are based on principles, not individuals. The satisfaction of our employees is of utmost importance.
- We act accordingly.

BEING BENEFICIAL

- In our work, we create value and benefits for society and all our stakeholders.
- We meet our stakeholders’ expectations in proportion to their real needs.
- We focus on building a better future and act responsibly toward the environment and society.
- In line with the principle of corporate citizenship, we implement corporate social responsibility projects primarily in the areas of health, culture & arts, and education.

GLOBAL COMPETITIVENESS

- Our approach, respectful to people and nature, is both sustainable and global.
- We develop our business in the most efficient way through the triad of cost, quality, and time.
- Our business steps lead change in our sectors; we are open to innovative ideas and boldly support entrepreneurial initiatives.
- Clarity and simplicity dominate our information flow and practices.
- Our quality standards exceed national and international benchmarks.
- Rapid execution is our standard way of doing business. With a flexible structure, we act with business agility in our decision-making processes.



Integrated Management Systems

At Volt WEG Group, we embrace a culture of continuous institutional development within the framework of our corporate identity, supported by certified management systems, **compliance documents**, and internationally recognized accreditations.

We actively apply integrated management systems across all our operations—including production and supply processes—as part of our commitment to systematic governance. These systems contribute directly to our processes for data monitoring, risk management, target-setting, and strategic planning. In addition to our internal standards, we rigorously apply internationally recognized quality and operational management standards. We currently operate in alignment with the following certifications: **ISO 9001, ISO 14001, ISO 17025, ISO 45001, and ISO 50001.**





TURQUALITY® is the first and only state-sponsored branding program in the world, launched by the Republic of Türkiye's Ministry of Trade. It aims to transform high-potential companies into globally recognized players by supporting their corporate development-from production and marketing to sales and after-sales services-through enhanced management capacity and institutional structuring. **The program, often referred to as the “Champions League” of Turkish industry, brings together Türkiye's most prominent and export-oriented brands.**

Volt WEG Group was first accepted into the **TURQUALITY®** brand platform on July 1, 2013, and was later elevated to the full Turquality program on January 22, 2019. This achievement has positioned us as the first and only company in our sector to be included in the Turquality program-underscoring our leadership in brand development and international competitiveness.





Business Ethics And Compliance

At Volt WEG Group, we uphold a strong set of Ethical Principles shaped by the values of Saya Holding and grounded in the principle of responsible conduct. These principles guide the way we do business and serve as a framework for transparent, respectful, and ethical communication with all internal and external stakeholders.

Our core Ethical Principles are:

1. Acting with integrity and honesty
2. Protecting the company's reputation
3. Avoiding conflicts of interest
4. Safeguarding confidential information
5. Being accountable to our stakeholders

These principles are fundamental to building a values-based culture and apply to every aspect of our operations. Knowing and upholding them is a primary responsibility for all employees.

As part of our onboarding process, all new employees receive Ethics Training, which consists of a two-hour session delivered by certified internal trainers.

Our Code of Ethics, which reflects our adopted principles, is publicly accessible at:

<https://sayaholding.com/hakkimizda/etik-ilkeler-ve-etik-bildirimi>





Our Ethical Principles

Our ethical standards govern our relationships with employees, customers, shareholders, suppliers, competitors, and society at large. These principles serve as a foundation for every business objective and operational decision we make.

They are deeply rooted in what we refer to as our “Beyond Capital Values”: Human-Centered Approach, Innovation, Diversity, and Benefit—all of which form an essential part of our corporate culture and our commitment to ethics. Our Ethical Principles are designed to build trust and transparency in all stakeholder interactions, and it is every employee’s responsibility to understand and follow them.

Employees are expected to report any ethical violations first to their direct manager. If the situation involves their manager, it should be reported to the Company Ethics Representative, the Ethics Hotline, or the General Manager. If no action is taken, the issue must be escalated directly to the Ethics Committee.

The Ethics Form, available on the corporate websites of Saya Holding and its affiliated companies, allows not only employees but

also external stakeholders to report concerns. The Ethics Hotline is overseen by our Internal Audit Manager, who handles each report with strict confidentiality.

Responsibilities of Our Employees

- Always act in compliance with laws and regulations
- Read and fully understand the Code of Ethics, internalize its values, and act accordingly
- Be familiar with and follow company-wide and role-specific policies, procedures, and guidelines
- Demonstrate sound judgment and avoid misconduct from the outset
- Report any violations of laws, company policies, or ethical standards without hesitation
- Cooperate in ethics investigations and maintain confidentiality regarding related information

Responsibilities of Our Managers

- Managers are expected to serve as role models and promote a culture of ethics by:
- Fostering an organizational culture that supports ethical behavior
- Leading by example in applying the Ethical Principles
- Providing training and guidance on ethical conduct to their teams
- Creating a safe environment where employees feel empowered to voice concerns
- Offering support and clear direction when consulted, and forwarding reports to the Ethics Committee as necessary
- Structuring processes in a way that prevents ethical dilemmas
- Taking immediate action in the case of violations of company values, Ethical Principles, or laws, and notifying the Ethics Committee without delay



Anti-Bribery and Anti-Corruption

We maintain a strict zero-tolerance policy against bribery, corruption, abuse of authority, favoritism, or any actions driven by material or personal gain—whether by our employees or business partners. In such cases, we act in full accordance with our Conflict of Interest Policy and Anti-Bribery Policy. These policies outline our principles on gift-giving and receiving, hospitality, political engagement, and charitable contributions.

At Volt WEG Group, we are committed to conducting all business activities with the

highest ethical standards, in alignment with our core value of Integrity. As a signatory to the United Nations Global Compact, we uphold all of its principles—including Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our approach is grounded in the following key principles:

- **Zero Tolerance:** We strictly apply a zero-tolerance policy toward all forms of bribery.

- **Compliance:** All employees are required to comply with applicable anti-bribery and anti-corruption laws.
- **Transparency:** All transactions must be transparent and subject to audit.
- **Ethical Conduct:** We uphold the highest ethical standards in all our business relationships.





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04

Sustainability Management



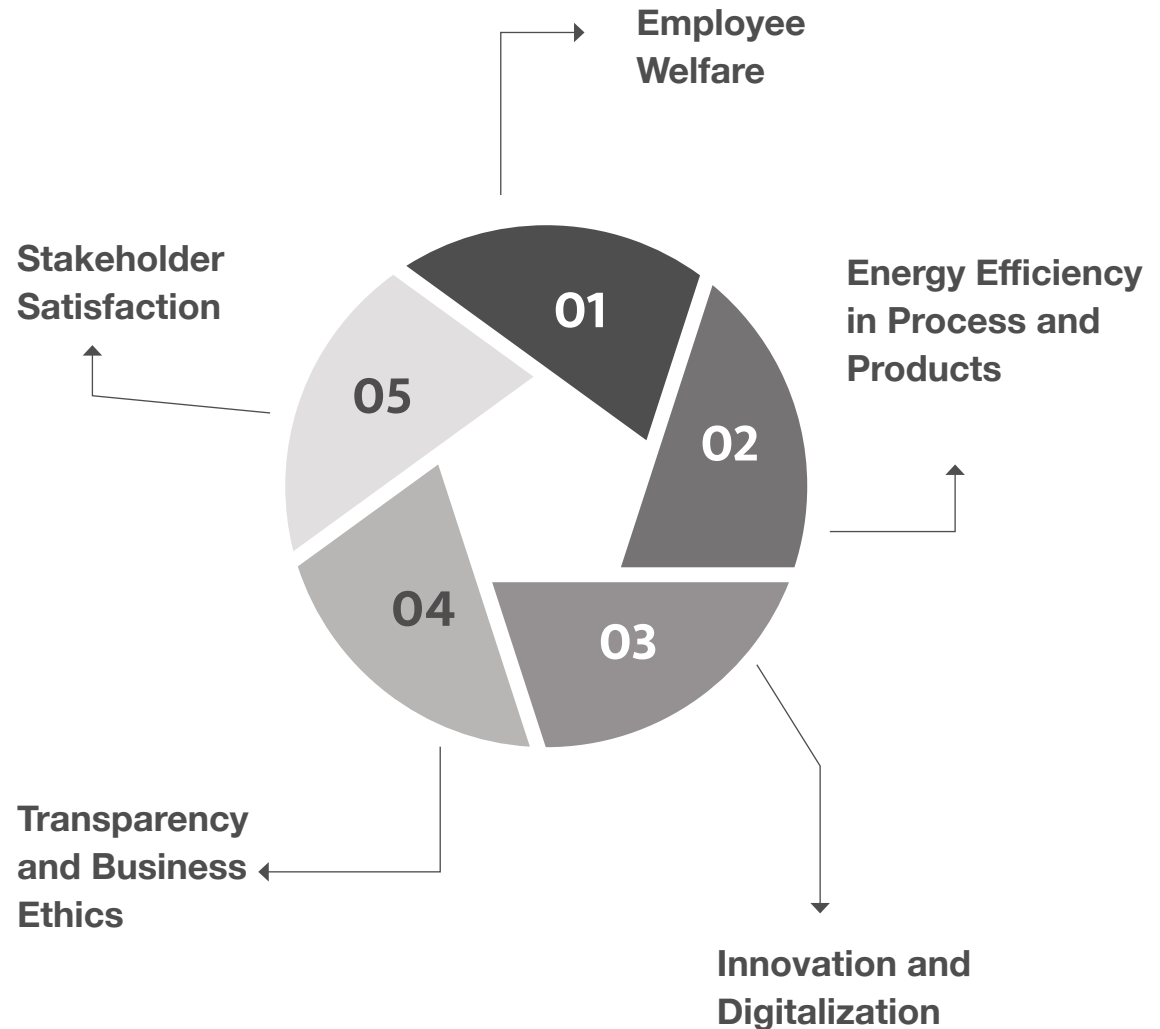
Sustainability Management

As a core component of our corporate strategy, we set long-, medium-, and short-term targets by taking into account our **sustainability-related environmental, social, and financial** risks and priorities. To achieve these targets, we establish annual action plans and review our progress on a quarterly basis.

We manage all of our processes in alignment with five strategic priorities that have been defined based on our vision, industry dynamics, and operational capacity. These five interconnected pillars each play an equally important and valuable role in shaping our business model.

Our Sustainability Vision

In line with our commitment to ensuring long-term business continuity without compromising the resources of future generations, we conduct our operations within the framework of the United Nations Global Compact and in alignment with the 17 Sustainable Development Goals (SDGs). Accordingly, we commit to:





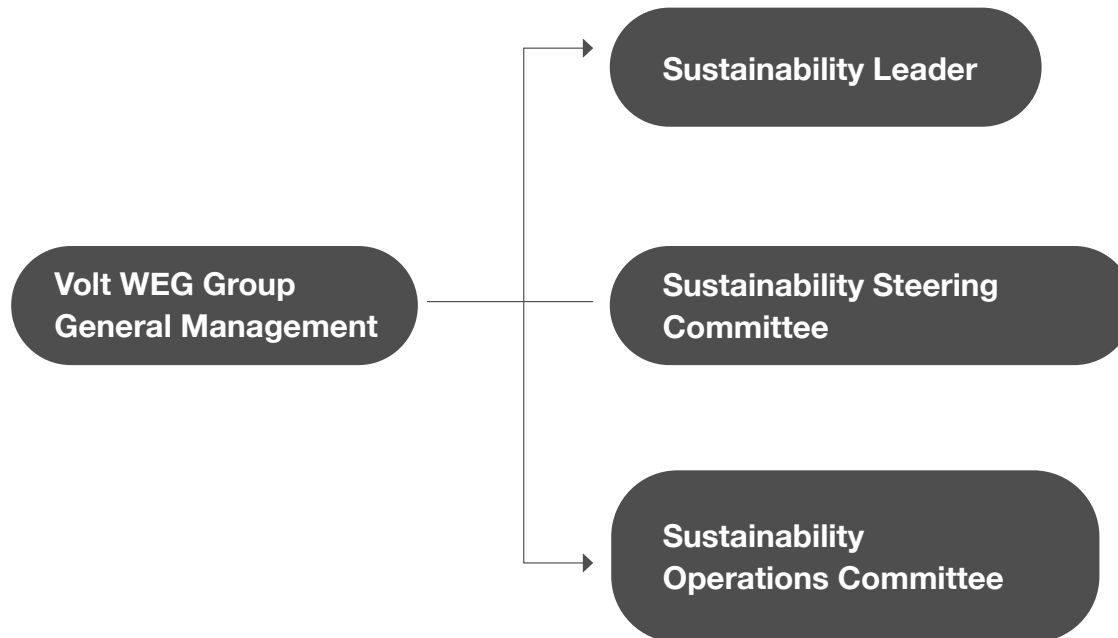
- Fully implementing all national and international rules and principles to which we are signatories in support of sustainable development,
- Embracing sustainability as an evolving business model that permeates all of our operations over time,
- Advancing and fulfilling our commitments under the UN Global Compact,
- Developing short-, medium-, and long-term plans focused on SDGs that we directly or indirectly impact through our activities and value chain,
- Promoting energy efficiency and investing in alternative renewable energy sources to support climate resilience,
- Adopting Green Transformation principles, and integrating circular economy, recovery, and recycling practices across all operational and managerial processes,

- Taking concrete action to reduce our carbon footprint and generate a positive impact throughout the value chain,
- Ensuring good practices that prioritize gender equality, inclusion, employee safety, and overall well-being,
- Conducting all activities with integrity, transparency, and ethical responsibility across the entire value chain,
- Creating an inclusive working environment that offers equal opportunities for all employees and job candidates.

Our sustainability policy, shaped around these priorities, serves as a guiding framework that enables us to fulfill our global social and environmental responsibilities and play an active role in building a more sustainable future.



Our Board Structure



At our company, sustainability strategies are defined, implemented, and monitored through a dedicated Sustainability Committee. The committee comprises representatives from various departments as well as senior executives. Through regular meetings, the committee sets sustainability targets, tracks progress, and reviews strategic priorities.

We also establish partnerships through active engagement with external stakeholders to enhance our sustainability performance.

During the reporting year, we revised our sustainability governance structure to ensure a more effective and integrated approach. Recognizing the critical role of committee efficiency in driving sustainability, we initiated a restructuring process. After reviewing various committee models and assessing their alignment with our internal operations, we established a new governance framework.

Under this revised structure, a Sustainability Leader—directly reporting to the General Manager—oversees all sustainability-related processes in coordination with



two governance bodies: the Executive Committee and the Operational Committee.

The Operational Committee meets monthly and includes colleagues from diverse areas of expertise who report on progress in the following focus areas:

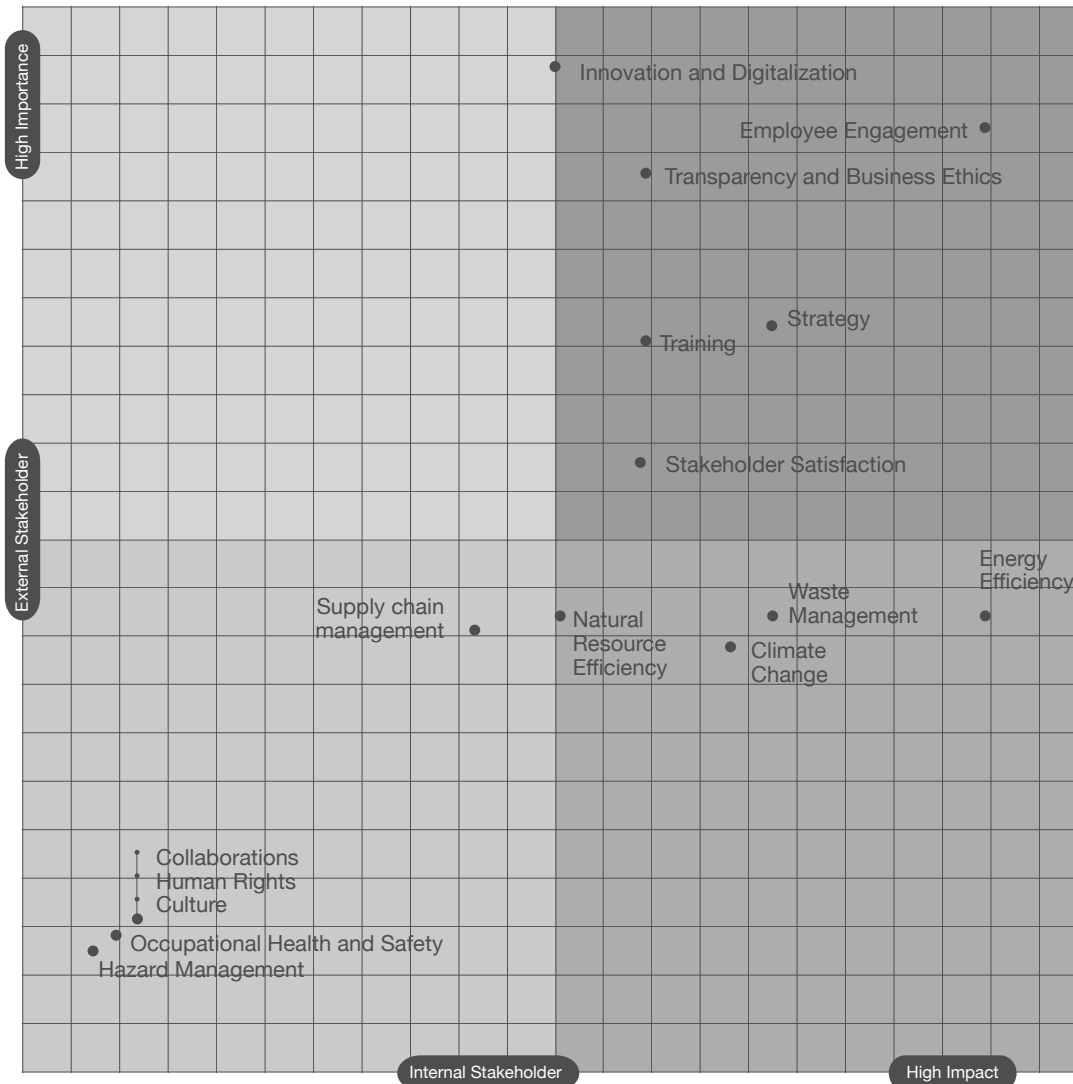
- Diversity, Equity, Inclusion, and Social Impact
- Energy and Environment
- Sustainable Procurement
- Sustainable R&D
- Compliance with Regulations and Other Requirements
- Sustainable Finance
- The Executive Committee convenes quarterly to support the Operational Committee and accelerate overall progress.

In the reporting year, the Sustainability Committee held six meetings. A total of 22 decisions and actions were taken and successfully implemented by the end of the year.





Materiality Analysis



As part of our stakeholder analysis conducted in 2023, we assessed the key risks and opportunities facing our company in comparison with the sustainability focus areas of other industry players. The findings of this analysis were reviewed in detail by Senior Management and the Sustainability Committee.

Based on these findings, we developed a set of survey questions to inform our materiality matrix. The survey consisted of 120 questions designed to clarify our company's current sustainability priorities. Participants were asked to rate each item on a scale of 1 to 5, with 5 indicating highest priority and 1 indicating lowest relevance. A total of 103 internal and external stakeholders participated in the survey. This process was conducted in line with the Stakeholder Inclusiveness Principle.

Guided by the results and our sustainability strategy, we identified 16 core sustainability focus areas. In developing our materiality matrix, we also considered the relevance of the United Nations Sustainable Development Goals (SDGs) to our business.

We review these topics annually through both qualitative and quantitative analyses, and we update our materiality assessment every two years.

As an outcome of the analysis, we consolidated our key priorities into six main categories, and identified three topics within the High Impact segment as our top material issues.



OUR SUSTAINABILITY MATERIALITIES

Very High Priority Topics	High Priority Topics
Employee Engagement	Transparency and Business Ethics
Energy Efficiency	Stakeholder Satisfaction
Innovation and Digitalization	Training





Our Contributions To Sustainable Development Goals

Priority	Sustainability Focus	Achievements in 2024	2025 Targets	2030 Targets
Very High	Employee Engagement	Collaborations were established with employee experience experts and various NGOs. - Progress was made in the Cultural Transformation Project; however, implementation was postponed due to transition-year dynamics.	Establish topic-based working groups under the Cultural Transformation Project to develop action plans in response to stakeholder input.	Become an ' Employer Brand ' in our region and nationally. - Fully implement our Employee Experience model.
	Energy Efficiency	Projects targeting energy savings at various scales were implemented. - First audit conducted under ISO 50001 Energy Management System. - Awareness-raising activities and training programs on energy efficiency were held.	-Complete planned ground-mounted solar power plant (SPP) projects. - Review and prioritize motor inventory for renewal based on efficiency class.	-Achieve 100% renewable energy supply through completion of ground-mounted SPP projects. - Obtain I-REC certification.



Priority	Sustainability Focus	Achievements in 2024	2025 Targets	2030 Targets
Very High	Innovation and Digitalization	<p>Quality control processes were systematically applied across all product groups; updates in legal and industry regulations were proactively integrated. - Digital platforms were introduced for demand management to enhance response speed and effectiveness, reducing customer feedback cycles.</p> <p>- AI-based forecasting systems and RPA tools improved operational efficiency and cost savings in budgeting, procurement, and production. - QR code systems were implemented in HR and administrative processes for faster and more traceable management.</p>	<p>-Maintain 100% compliance with domestic and international product standards. - -Enhance responsiveness to customers through digital solutions.</p> <p>- -Achieve measurable digital gains in budgeting, procurement, and production.</p>	<p>-Maintain 100% compliance with product standards.</p> <p>- --Achieve at least 50% efficiency gain across all processes through digital transformation.</p>



Priority	Sustainability Focus	Achievements in 2024	2025 Targets	2030 Targets
High	Transparency and Business Ethics	An EcoVadis questionnaire was completed and action items were identified based on the overall score. Action plans will be formalized in 2025.	Undergo third-party assessment in the EcoVadis process.	-Ensure feedback is provided to all notifications received. -Improve overall EcoVadis score by at least 5%.
High	Stakeholder Satisfaction	-After-sales services were restructured under 'Volt Servis' with an expanded professional team of 7 staff members. -Customer satisfaction improved with quicker, more effective response to requests.	-Maintain Volt Servis structure and conduct periodic surveys with employees, customers, and suppliers.	-Increase satisfaction levels of customers, employees, and suppliers by at least 50%.
High	Training	-Average of 21.5 hours of training per employee delivered in 2024, covering both technical skills and general awareness.	-Increase university and high school partnerships by at least 50%.	- Sustain a 50% increase in educational collaborations with universities and high schools.



Stakeholder Engagement

In all our stakeholder communication processes, we are guided by the principles of transparency, honesty, and openness. For each stakeholder group, we implement tailored and consistent communication methods that reflect their specific needs and expectations. We actively listen to their views and suggestions and integrate them into our decision-making processes.

Stakeholder input plays a key role in shaping our sustainability priorities, developing our policies and procedures, guiding our strategic decisions, and implementing new projects. We place great value on these contributions as we continue to move forward on our sustainability journey.

Impact	Stakeholder Group	Engagement Tools	Engagement Frequency
Primary Economic Impact	Employees	Live online broadcasts, web-based seminars, e-mails, on-site notice boards, sustainability reports	Ongoing
	Suppliers	E-mails, site visits, meetings, corporate website, social media, sustainability reports	Ongoing
	Customers	E-mails, site visits, meetings, corporate website, social media, sustainability reports	Ongoing
	Holding Company	E-mails, site visits, meetings, corporate website, social media, sustainability reports	Ongoing
Secondary Economic Impact	Distributors and Dealers	E-mails, site visits, meetings, corporate website, social media, sustainability reports	As needed
	Public Authorities (Governments, Local Entities, Regulators, International Bodies)	Official correspondence, audits, meetings, sustainability reports	As needed
	NGOs and Civil Society Organizations	E-mails, newsletters, meetings, working groups, sustainability reports	As needed
Developmental Impact	Universities	E-mails, meetings, phone calls, site visits, event sponsorships, written statements and disclosures, reports	As needed
	Consultants	E-mails, meetings, phone calls, written statements and disclosures, sustainability reports	As needed
	Industry Platforms & Associations	E-mails, newsletters, meetings, working groups, sustainability reports	As needed



05 | Innovation and Digitalization



Innovation

Innovation lies at the heart of our sustainability strategy. To **reduce environmental impact, enhance resource efficiency, and ensure economic sustainability**, we continuously develop a range of incentive programs. These programs aim to add value to the sector by offering innovative solutions that support the optimization of industrial processes and the improvement of environmental performance.

To achieve our sustainability goals, we implement innovation-based incentive mechanisms across various functions—from engineering and

production to supply chain operations. These mechanisms drive measurable improvements in areas such as material efficiency, energy consumption reduction, waste management, and carbon emission mitigation. In addition, our programs promote sustainable design principles and raise environmental standards through ongoing training and collaboration opportunities for employees and suppliers.

These incentive systems not only help reduce environmental impact but also contribute to lowering operational costs, accelerating production processes, and optimizing resource utilization. In this context, we focus on developing systematic innovation approaches that support sustainable growth and offer solutions to increase industrial efficiency in alignment with our environmental and economic targets.





Innovation Projects

iBot4CRM Project

In this project, which includes 18 partners from 8 different countries, our objective is to test the long-term viability of using recyclable magnets in electric motor applications.

Magnet-Free Motor Project

In collaboration with 11 partners from 5 different countries, this project aims to eliminate the use of rare earth elements by developing motors that do not rely on magnets. The key goals are to reduce environmental impact, lower production costs compared to traditional motors, and file patent applications for various stages of the project.

La RAMBLA Project

This project is focused on developing an automated, process- and data-driven risk management platform to address electromagnetic compatibility (EMC) challenges. Our goal is to manufacture energy-efficient, reliable motors that comply with EMC requirements. Through this initiative, we aim to strengthen our long-term leadership in sustainable and energy-efficient motor solu-

tions and contribute to Türkiye's national energy efficiency targets.

Sustainable Excellence in After-Sales Services

At Volt WEG Group, we are committed not only to delivering high-quality products but also to creating long-term value for our customers. In line with this vision, our after-sales services represent a key pillar of our sustainable business model. Our repair and maintenance services play a vital role in ensuring product performance and enhancing operational efficiency for our customers.

We manage our after-sales processes through a holistic approach centered on customer satisfaction. Our goal is to maximize the performance of our products not only during delivery but throughout their entire lifecycle. To that end, our expert technical teams provide proactive, fast, and uninterrupted support.

To ensure long-lasting, efficient, and sustainable product performance, we offer comprehensive maintenance and repair services. We regularly inspect motor bearings, insulation systems, and lubri-

cation points to increase energy efficiency and ensure mechanical reliability—allowing us to detect and resolve potential failures before they occur. Sustainability principles guide all of our maintenance processes, and we prioritize the use of original spare parts made from recyclable materials. Thanks to our extensive service network, we provide rapid response in the event of malfunctions and maintain business continuity with minimal disruption.

Our maintenance solutions are designed to be environmentally conscious, helping reduce natural resource consumption. We select materials based on their recyclability and employ advanced technologies to extend motor lifespan while improving energy efficiency. This enables us to both reduce our carbon footprint and help customers lower their energy costs.

We maintain constant communication with our customers through multi-channel support systems, offering assistance via phone, online platforms, and on-site visits to deliver fast and accurate technical solutions. Product installations are also handled by our specialized teams, minimizing the risk of operational errors.



Our customer training programs empower users to operate motors more efficiently and recognize maintenance needs in a timely manner. We offer continuous knowledge-sharing through online training modules, manuals, and regular seminars.

At **Volt Elektrik Motorları**, after-sales services go beyond technical support—they form the foundation of our long-term, trust-based relationships with customers. We act **with transparency, speed, and reliability** at every stage, providing tailored solutions that address each customer's operational needs.

Our after-sales service model is a strong embodiment of Volt WEG Group's sustainability vision. Through this initiative, we:

- **Extend product lifespan,**
- **Improve energy efficiency,**
- **Strengthen customer satisfaction and loyalty,**
- **Minimize environmental impact.**

With our sustainability-driven business approach, we continue to distinguish ourselves within the industry. This flagship project in the after-sales domain stands as a compelling example of sustainable success.





Digitalization

As part of our **digital transformation journey**, we focus on several critical objectives: adopting transparent and standardized business processes, enhancing operational excellence, and **ensuring customer satisfaction**. This transformation represents a major step toward managing both internal workflows and outward-facing services more effectively and efficiently.

By digitizing our internal operations, we aim to increase transparency across all processes and accelerate access to information for our employees. This allows us to foster more open communication and strengthen collaboration among all stakeholders.

Operational excellence, in our view, is not only about speed and efficiency—it requires a mind-set of continuous improvement. We regularly analyze our operational processes, conduct performance assessments, and implement improvements based on data-driven insights.





These efforts help us utilize our resources more effectively, reduce costs, and improve overall performance and competitiveness. As a result, we observe clear enhancements in both internal efficiency and the quality of our external services.

Customer satisfaction is a central focus of our digital transformation efforts. We are committed to continuously improving the quality of our products and services in order to better meet customer expectations. We place strong emphasis on customer feedback and integrate it systematically into our service improvement processes. Our customer-centric approach goes beyond product or service delivery—we aim to build long-term relationships and ensure sustained customer satisfaction.

To continually enhance the customer experience, we have established a feedback-driven loop at every stage of interaction. This system enables us to quickly identify potential issues and develop effective solutions. We prioritize resolving customer complaints and inquiries in a timely manner, ensuring high levels of satisfaction. This not only strengthens customer loyalty but also contributes to the long-term, sustainable growth of our company.

Ultimately, the strategies we have implemented throughout our digital transformation process are designed to enhance internal efficiency while enabling us to deliver better services to our customers. The transparency, efficiency, and customer focus brought by digitalization are fundamental to securing our company's long-term success.

In the reporting year, we also managed infrastructure alignment and preparation processes necessitated by our integration with the WEG Group.



06 | Environment



Environment



With our commitment to responsible production, we adopt an environmentally conscious approach and continuously develop new projects to improve our environmental performance while minimizing the environmental impacts arising from our operations.

We consider the potential environmental consequences of every investment decision we make. Aware of our environmental responsibility, we actively work in key areas such as greenhouse gas emissions management, energy efficiency, efficient water use, waste reduction, circular economy practices, proper chemical management, and biodiversity protection—while also raising awareness among our employees on these issues.

Our operations are monitored under the **ISO 14001:2015** Environmental Management System framework, and we undergo regular certification audits as part of this process. In 2021, we carried out a large-scale internal audit focused on management systems. Based on the findings, we collaborated with both production and manage-

ment units to monitor and implement short- and long-term action plans. Additionally, our facilities underwent environmental compliance inspections conducted by the Provincial Directorate of Environment, Urbanization and Climate Change throughout the year.

In our ongoing efforts to enhance and strengthen our environmental performance, we implement both internally funded and nationally or internationally supported projects focused on environmental sustainability and climate action.

Our key sustainability goals include ensuring sustainable production through the use of low ecological footprint technologies, increasing energy efficiency, expanding the use of renewable energy sources, and promoting electrification practices across our operations. At the same time, we prioritize accelerating the transition toward a circular economy. These focus areas are central to our efforts to build a more resilient and environmentally responsible business model.



6S and KAIZEN Practices

Through standardized and disciplined approaches, we minimize errors in our work processes while maximizing productivity and quality. As one of the foundational elements of our sustainable work culture, the implementation of 6S practices plays a key role in reducing environmental impact and supporting long-term success.

Thanks to weekly and monthly field/office audits, employee engagement and awareness levels have improved significantly. **While the average factory score at the beginning of 2024 was 65.46, this figure increased to 87.75 by the end of the year.**

In 2024, we expanded our 6S framework by integrating Health, Safety, and Environment (HSE) dimensions into the core 5S elements. Our aim is to foster a continuous culture of safety and efficiency by establishing a different thematic focus for each quarter. To align awareness across all teams, we organized biweekly Friday morning walkthroughs led by department heads and managers, centered around key themes for each quarter:

- Safe Work,
- Standardized Work,
- Abnormal Conditions,
- Environment & Energy

These themes were strategically selected to help embed the principles of continuous improvement into our company culture. We also developed targeted strategies and delivered training programs to encourage greater employee participation and engagement throughout the process.





Projects

Efficiency in Coil Winding Process

In line with our goal to reduce environmental impact and use our resources more efficiently, we launched a **scrap reduction project** in 2024 focused on **minimizing copper wire waste** generated during the coil winding process.

Our company is among the leading manufacturers of single-phase and three-phase asynchronous electric motors, which together account for approximately 98% of our total production. Winding operations are performed using automatic and semi-automatic machines, as well as partially through manual winding. In this process, wire deformation is a key environmental issue we sought to address.

The project identified that motors with a high number of parallel wires experienced scrap rates exceeding target thresholds due to wire deformation. A detailed root cause analysis revealed that structural limitations at the wire reel exits, inability to predict wire depletion, and lack of protective equipment were the primary causes. Based on these findings, we implemented several structural and operational improvements across both our internal production processes and supplier chain.

Through technical collaboration with our suppliers, reel outlet diameters were enlarged, and new designs were introduced to prevent wire abrasion. We transitioned to wire types with improved enamel protection and restructured quality control protocols within the supply chain. Additionally, wire-end sensors were installed to detect reel





exhaustion, effectively preventing unplanned stoppages and associated scrap generation. To address operator-related deviations, we introduced single-point training programs for winding personnel and ensured process standardization.

The project also delivered significant energy efficiency gains. With SCADA-based remote monitoring systems implemented in the coil winding operations, the process was optimized and energy consumption reduced by 30%, from 12.8 kWh to 8.9 kWh. Scrap rates dropped from 1.44% to 0.93%. In motors with high parallel wire counts, de-

formation-related scrap previously accounted for 35% of total waste—this figure was meaningfully reduced. Furthermore, by preventing 10% of unplanned setups, production capacity was increased and operational efficiency improved.

The environmental benefits of this project are particularly noteworthy. Copper wire waste was reduced by 35%, contributing to substantial savings in raw material use and helping **prevent approximately 11,458 tons of CO₂ equivalent greenhouse gas emissions**. In addition, improvements in workforce planning enhanced labor efficien-

cy and helped balance workloads among blue-collar staff.

Our scrap reduction initiative is a tangible reflection of our zero-waste vision. This strategic approach, aimed at minimizing waste at its source, reinforces our dual focus on economic efficiency and environmental sustainability. Moving forward, we will continue to implement similar initiatives to further reduce our environmental footprint and embed sustainable production practices across all of our operations.

Category	Previous Status	After Project	Improvement Rate
Waste Rate	1,44%	0,93%	35% ↓
Energy Consumption (kWh)	12,8	8,9	30% ↓
Unplanned Setup Duration	High	Reduced by 10%	Improved
CO ₂ Emissions Reduction (tons)	-	11,458	-
Copper Wire Scrap	High	Reduced by 35%	-



Horizon Project IBOT4CRM – Pilot Implementation of Electric Motor Development Using Recycled Magnets

In line with our vision of leading innovative technologies focused on sustainability and the circular economy, we are proud to serve as Pilot Implementation Manager in the **IBOT4CRM** (Innovative Business Optimization Technologies for Critical Raw Materials) project, conducted under the European Union's Horizon Program. This project marks a global first in the field of sustainable automotive technologies: **the development of an electric motor produced using recycled magnets, followed by its integration into real vehicles and extensive field testing.**

The initiative aims to contribute to the future of eco-friendly mobility by optimizing the performance of magnets recovered from critical raw materials and demonstrating

their usability in next-generation electric motors. This represents a significant step forward in reducing natural resource consumption and decreasing dependency on rare earth elements.

Our company's technical leadership in this transformative R&D process reflects not only a strategic responsibility, but also a tangible expression of our commitment to **sustainable production, resource efficiency, and innovation.**

The **IBOT4CRM project** supports the circular use of critical raw materials and delivers strong value to the automotive sector by enabling high-performance motor technologies that help reduce environmental impact.





Greenhouse Gas Emissions Management

In 2021, we initiated our corporate greenhouse gas (GHG) inventory efforts to establish a clear roadmap focused on net emissions reduction. During the reporting year, we continued to develop our inventory in alignment with internationally recognized protocols.

Our GHG accounting methodology is based on globally accepted standards and frameworks, including the Intergovernmental Panel on Climate Change (IPCC) guidelines, the Greenhouse Gas Protocol (GHG Protocol), and ISO 14064-1:2018.

Greenhouse Gas Emissions (TonCO ₂ e)	2024		2023		2022		2021	
Scope 1	2.877,95	%2,6	3.341,08	%2,9	2.377,62	%2,16	2.629,20	%2,87
Scope 2	4.025,54	%3,6	3.988,79	%2,16	3.058,66	%2,79	3.437,79	%3,75
Scope 3	103.554,83	%93,8	105.385,98	%93,5	104.375,58	%95,05	85.487,93	%93,37
Total	110.458,32		112.715,85		109.811,85		91.554,92	

Energy Management

One of the cornerstones of our sustainability strategy is the efficient management of energy consumption and the minimization of environmental impacts. Over the past three years, our energy consumption analyses have clearly demonstrated the progress we have made and the concrete steps we have taken toward our energy-related targets. Through investments aimed at increasing energy efficiency, the adoption of innovative technologies, and a shift toward sustainable energy sources, we strive to reduce the environmental footprint of our operations. Our goal has been to ensure more efficient energy use—both economically and environmentally. Significant improvements in our natural gas and electricity consumption have been achieved over the last three years, driven by the implementation of our Energy Management System and the successful execution of multiple energy efficiency projects.

Energy Consumption (Tj)	2024	Percent (%)	2023	Percent (%)	2022	Percent (%)
Natural Gas	133,11	85,63	147,54	86,54	146,96	85,3
Purchased Electricity	19,09	12,28	19,47	11,42	22,75	13,2
Renewable Energy Sources (Electricity) (Solar)	3,23	2,09	3,48	2,04	2,58	1,5
Total	155,43	100	170,49	100	172,29	100



Water and Wastewater Management

We manage water consumption across our operations with a strong focus on efficiency. As we operate in a region experiencing water scarcity, water management is a critical component of our sustainability strategy. To this end, we aim to protect and use water resources efficiently by adopting water-saving technologies and recycling methods. This approach enables us to increase operational efficiency while minimizing environmental impact.

We source groundwater to meet the facility's water needs, including employee usage. Industrial wastewater is generated exclusively from our Machining and Injection Molding production areas. This wastewater undergoes preliminary treatment at our conventional-type wastewater treatment facility with a daily capacity of 10 m³, which performs secondary treatment. The treated wastewater is brought in line with the discharge limits defined in the "KOSBİ Wastewater Standards for Discharge to Wastewater Infrastructure Facilities."

Once compliance with these standards is ensured, the treated industrial wastewater is discharged into the Organized Industrial Zone (OSB) wastewater infrastructure through the KOSBİ system.

To monitor water consumption across the company, digital water meters have been installed at key consumption points. Our water reduction targets will be defined based on consumption data collected through these meters.



Water Use per Product (m ³ /product)	2024	Water Consumption	Wastewater	2023	Water Consumption	Wastewater	2022	Water Consumption	Wastewater
		0,105	0,033		0,106	0,038		0,104	0,037



Raw Materials, Natural Resources, and Waste Management

In line with our sustainability principles, our company places strong emphasis on the efficient use of natural resources and the reduction of waste. We closely monitor our supply chain to minimize environmental impact during the raw material procurement process, giving priority to sourcing from sustainable and responsible origins. In our production processes, we implement various conservation measures to ensure the efficient use of natural resources.

We also adopt a comprehensive approach to waste management. Our goal is to minimize waste generated during production, increase recycling rates, and reduce the environmental impact of all waste streams. To achieve this, we continue to develop and implement targeted projects. Below, we share data related to our raw material usage, natural resource consumption, and waste management processes-presenting our performance in this area with full transparency.

Natural Resources (tons)	2024	2023	2022
Total Raw Material Consumption (tons)*		1.172.606,18	1.132.298,54
<i>Renewable Materials (tons)</i>			
Paper and Cardboard (tons)		269.672,80	249.172,50
Plastic (tons)		136.460	132.434
Metal (tons)		41.325,70	40.354,49
<i>Non-Renewable Materials (tons)</i>			
Minerals (tons)		1.335,68	1.326,55
Varnish (tons)		329.120	325.450
Dye (tons)		182.232	178.099
Lubricants (tons)		212.460	205.462
* Total Raw Material Consumption = Renewable Materials + Non-Renewable Materials			

Waste Generated per Unit (kg/unit)	2024	Hazardous Waste	Non-Hazardous Waste	2023	Hazardous Waste	Non-Hazardous Waste	2022	Hazardous Waste	Non-Hazardous Waste
		0,87	3,99		1,03	4,9		0,85	7,06



06 | People and Society



People and Society

As part of our 2025 vision, we aim to become one of the most respected employer brands in our industry by continuously advancing our **“Employee Experience Model”** and successfully managing our organizational transformation from a cultural perspective. With a long-term commitment to attracting and retaining qualified talent in the sector, we continue to work toward being a model employer. **As of the reporting period, our workforce consists of 15% women and 85% men.**

Our Approach to Equal Opportunity, Inclusion, and Diversity

We are committed to fostering and maintaining a positive and inclusive work environment. The responsibilities of both employees and managers in this regard are clearly defined under the General Principles of SAYA Holding and detailed in our Code of Ethics. Any behavior that violates the personal dignity or rights of employees, as outlined in the Code of Ethics, is not tolerated under any circumstances.





Training, Talent Management, and Career Development

We believe that one of the most critical drivers of sustainable success is continuous learning. Each year, we develop training plans tailored to the evolving needs of our employees, aiming to support their professional, managerial, and personal development while contributing to their long-term career progression. We actively encourage participation in these programs to foster a culture of growth and development throughout the organization.

Trainings	2024	2023	2022
Average Training Hours per Employee	21,5	30	19,6
Total Training Hours (person × hour)	14695	27263	15537



Training, Development, and Talent Management

In the reporting year, we delivered a total of 14,695 hours of training across 245 distinct subject areas, covering a wide range of topics designed to enhance the knowledge and skills of our employees. The breakdown of our training programs is as follows:

Technical & Vocational Training: 175 subjects focused on building technical competence and field expertise.

Personal Development: 24 topics aimed at strengthening individual capabilities and general development.

Occupational Health & Safety: 15 sessions to raise awareness on workplace safety and well-being.

Environment, Energy & Sustainability: 5 trainings to instill environmental consciousness and sustainable thinking.

Digitalization: 6 topics supporting digital adaptation and upskilling in emerging technologies.

Orientation: 20 sessions to facilitate the integration of new hires and introduce our corporate culture.

These programs are critical to equipping our employees with the competencies required for long-term sustainable success.

Established in 2021, Volt Academy serves as our centralized training platform for managing all technical and professional development initiatives. **Operated by our Operational Excellence Department in collaboration with HR and qualified in-house trainers, Volt Academy provides onboarding, upskilling, and development programs aligned with our business processes and production standards.**

We also deliver interactive training experiences enhanced by Virtual Reality (VR) for new employees and visitors. Through our custom-designed VR application, participants can virtually experience the end-to-end production cycle of an electric motor—interacting with workstations, equipment, and assembly steps. This innovative approach combines theory with practice and enables highly immersive learning.

At the heart of our approach lies the belief that "everyone holds potential." Our development system is designed to unlock that potential, offering every employee opportu-

nities to grow. Through structured talent and career planning, we aim to secure both individual and organizational progress.

Career Management and Performance Systems

Our career management framework—**Volt Career**—consists of 6 career bands, 13 career levels, and 16 distinct job titles. Positions are designed according to dimensions such as responsibility, technical requirements, decision-making scope, budget ownership, time management, leadership accountability, and individual contribution. Titles are assigned to ensure consistency and alignment with each career stage.

We implement a three-phase performance management cycle for both blue-collar and white-collar employees: target setting, mid-term review, and year-end evaluation. This system is applied consistently across all levels.

In terms of compensation and benefits, we work with global methodology partners Korn Ferry (Job Mapping) and Mercer (Job Evaluation). Job sizes across the organization are reviewed annually, and we benchmark salaries using national market data, prioritizing comparisons within the general market,



metals sector, and electrical-electronics industry. While we currently base our market comparisons on the median, our 2027 vision targets a shift toward positioning within the third quartile to enhance competitiveness.

Our “Volt Compensation Procedure” ensures that wages and benefits are managed fairly, transparently, and systematically. There are no pay gaps between male and female employees, and we uphold a strict zero-tolerance policy against any form of discrimination. Decisions regarding training, assignments, and promotions are based solely on objective criteria and merit.

Occupational Health and Safety

Occupational Health and Safety (OHS) is one of the core pillars of our sustainability strategy. We manage this area systematically in accordance with the ISO 45001:2018 Standard and relevant legal regulations. Ultimate responsibility for occupational health and safety rests with our Deputy General Manager of Technical and Operations, who reports directly to the General Manager regarding OHS performance.

Our operations are guided by effective management systems developed to achieve a

zero-accident target and to prevent occupational diseases.

Our Occupational Health and Safety Committee meets monthly, bringing together our General Manager, Deputy General Managers, department heads, field leaders, and employee representatives. During these meetings, we conduct comprehensive analyses of incidents from the previous month, including near misses, close calls, and workplace accidents. Each case is examined in detail to determine root causes and consequences, and responsibilities and action plans are assigned accordingly. We establish clear deadlines for each action and assess the effectiveness of corrective measures to ensure continuous improvement.

An analysis of workplace accidents that occurred in 2024 reveals that 18% were behavior-related, 66% were condition-related, and 16% involved a combination of both factors. Importantly, no fatal accidents occurred within our company during the reporting year.

Emergency, Disaster Management and Resilience Practices

To safeguard the health and safety of our employees, ensure business continuity in

our production operations, and minimize environmental impact in the event of extraordinary situations or natural disasters in our region, we maintain a proactive approach based on risk assessments and pre-established action plans. In accordance with our Emergency Response Procedure, we have developed a detailed action framework to enable swift and effective decision-making by our management during emergencies. All employees receive training aligned with this procedure.

We also assess potential disruptions in our supply chain as part of our comprehensive risk management framework, evaluating each component individually. Risks are prioritized based on their likelihood, potential impact, and implications for our operations. Accordingly, we develop and regularly update strategic response plans.

Within this scope, we have established alternative sourcing strategies and defined crisis management protocols for critical risk scenarios to ensure business resilience and operational agility in the face of unforeseen events.



Memberships



United Nations
Global Compact

Global Compact Türkiye
(UN Global Compact Local Network)



skd Türkiye

BCSD Türkiye
(Business Council for
Sustainable Development)



EMOSAD
(Association of Electric Motor
Manufacturers)



EGE BÖLGESİ SANAYİ ODASI
AEGEAN REGION CHAMBER OF INDUSTRY

EBSO
(Aegean Region Chamber of
Industry)



EIB
(Aegean Exporters' Associations)



KESİAD
(Kemalpaşa Industrialists and
Businesspeople Association)



Our Events

Energy Week – “Let’s Keep Our Energy High, but Efficient!”

We celebrated Energy Efficiency Week with all our employees through fun activities and interactive competitions. To raise awareness around energy efficiency, we rewarded colleagues who answered quiz questions correctly with surprise gifts that promote energy-saving practices.



Kaizen Appreciation

We expressed our gratitude to employees who contributed valuable suggestions under our Kaizen improvement initiatives by presenting them with personalized thank-you letters and small tokens of appreciation.

School-Industry Collaborations

We launched a new partnership project with the Private KOSBİ Zülfü Mevlüt Çelik Vocational and Technical High School, delivering a teamwork training session for their FRC robotics team to enhance their collaborative skills.

We also provided students with a seminar on our production processes and career opportunities, including a mock interview to offer hands-on experience.

In addition, we proudly participated as main sponsor of the Green Summit organized by the Environmental Society of İzmir Institute of Technology, where we presented our sustainability journey and shared career opportunities with young participants.

We hosted EMO-GENÇ, the student commission of the İzmir Chamber of Electrical

Engineers, at our factory for a site visit and knowledge-sharing session.

Robotics and Coding Workshops for Children

We organized a two-day robotics and coding workshop for our employees’ children,





aiming to spark their interest in technology and foster creativity.

Volt Academy Awards 2023

We successfully held our Volt Academy 2023 Awards Ceremony with the participation of our internal trainers and management team, celebrating outstanding learning achievements across the organization.

International Zero Waste Day

We marked the day with educational and enjoyable activities designed to reinforce zero-waste awareness and recycling habits. Through hands-on learning, we refreshed our collective environmental knowledge while spending quality time together.

“Cities of the Future: 2050” Drawing Competition



We organized a themed drawing contest for our employees' children and delivered their awards to our young artists to honor their creativity and vision for a sustainable future.

Environment and Occupational Safety Day – “Safety Starts With You!”

We hosted a company-wide event featuring knowledge competitions and team games, reinforcing environmental and workplace safety awareness while fostering employee engagement in a lively and inclusive environment.

Kaizen Convention Participation

We participated in the 10th Kaizen Convention organized by the Union of Chambers of Turkish Engineers and Architects (TMMOB) with nine impactful projects. We also contributed to the panel discussion titled “Supporting Circular Economy through Kaizen from the Employee’s Perspective.”

Healthy Living and Activity Club

Our internal Wellness and Activities Club organizes a range of initiatives to promote healthy living and social responsibility, including bike tours, game tournaments, shelter visits, and other community-focused activities.

Through concerts, sporting events, and social gatherings, we aim to foster stronger social bonds and support a sustainable, balanced work culture for all employees.





08 | Appendix



ENVIRONMENTAL PERFORMANCE INDICATORS

Environmental Performance Indicators

Greenhouse Gas Emissions (TonCO ₂ eq)			2024
Scope 1	2.877,95	%2,6	
Scope 2	4.025,54	%3,6	
Scope 3	103.554,83	%93,8	
Total	110.458,32		

Energy Consumption (Tj)	2024	Percent (%)
Natural Gas	133,11	85,63
Purchased Electricity	19,09	12,28
Renewable Energy Sources (Electricity) (Solar)	3,23	2,09
Total	155,43	100

**WATER AND WASTEWATER METRICS (GRI 300s)**

Water Withdrawal by Source (m3)	2024
Municipal Water	-
Groundwater	72850
Surface Water	-
Other (Rainwater etc.)	-
Reclaimed Water	-
Total	
Municipal Water (%)	-
Groundwater (%)	100
Surface Water (%)	-
Reclaimed Water (%)	-
Other (%)	-



Amount of Waste Water (m3)	2024
Receiving Environment After In-Plant Treatment	-
Municipal Treatment Plant Discharge	-
OIZ Treatment Plant Discharge	26570
Sewerage Network (Waste Water Channel) Direct Discharge	-
Discharge to Natural Resources such as Sea/Lake/Stream etc.	-
Other	-
Total	26570

Water (m3) Rate per Product (pcs) //// (m3/ pcs)	2024
Water Used	0,105
Waste Water	0,033



WASTE DATA (GRI 300s)

Amount of Waste by Type (Tons)	2024
Hazardous	497.533
Non-Hazardous	2.527.917

Waste Amount by Type (Tons)	2024		
	Amount of Generated Waste	Amount of Prevented Waste Disposal	Amount of Waste Disposed
Packaging Waste	248.588	248.588	0
Non-Packaging Waste	2.776.862	2.279.329	497.533
Total	3.025.450	2.527.917	497.533

**FOR HAZARDOUS WASTE**
Amount of Waste Prevented from Disposal through Recycling (Tons)**2024**

Reuse or Preparation for Reuse

-

Waste Recovered for Energy

-

Recycled Waste

532.686

Recovery by Other Methods

-

Total

532.686

FOR NON-HAZARDOUS WASTE
Amount of Waste Prevented from Disposal through Recycling (Tons)**2024**

Reuse or Preparation for Reuse

128.400

Waste Recovered for Energy

-

Recycled Waste

2.399.517

Recovery by Other Methods

-

Total

2.527.917

**FOR HAZARDOUS WASTE**
Amount of Waste Disposed by Disposal Type (Tons)**2024**

Waste Incineration without Energy Recovery

-

Waste to Landfill

-

Disposal by Other Methods

497.533

Total

497.533

FOR NON-HAZARDOUS WASTE
Amount of Waste Disposed by Disposal Type (Tons)**2024**

Waste Incineration without Energy Recovery

-

Waste to Landfill

10.27

Disposal by Other Methods

20

Total

30.27

2024**Amount of Waste Going to Landfill (Percent, Tons)**

-

Packaging Waste / All Waste (Percent, Tons)

8,1%

Recycled Waste (Percent, Tons)

95,00%

Recycled Packaging Waste (Percent, Tons)

100%

**Natural Resources (tons)****2024**

Total Raw Material Consumption (tons)*	1.168.965,29
<i>Renewable Materials (tons)</i>	
Paper and Cardboard (tons)	271.288,70
Plastic (tons)	138.330
Metal (tons)	40.243,69
<i>Non-Renewable Materials (tons)</i>	
Minerals (tons)	1.335,90
Varnish (tons)	327.560
Dye (tons)	182.232
Lubricants (tons)	207.975

* Total Raw Material Consumption = Renewable Materials + Non-Renewable Materials

Waste Generated per Unit (kg/unit)**2024**

Hazardous Waste	0,87
Non-Hazardous Waste	3,99



Social Performance Indicators

Employees by Gender	2024	
	Female	Male
Number of Employees	15%	85%

Volt Motor Trainings		2024
Average Training Hours per Employee		21,5
Total Training Hours (person x hours)		14695



GRI Content Index

STATEMENT OF USE		For the period 01.01.2024-31.12.2024, reporting was made in accordance with GRI Standards.		
GRI 1		GRI 1: Foundation 2021		
GRI STANDARD				
	GRI STANDARDS	DISCLOSURES	LOCATION	OMISSION
GENERAL DISCLOSURES				
GRI 2: GENERAL DISCLOSURES 2021	2-1	Organizational details	Page: 4,5,6,11,12,16,17,18,19,20	
	2-2	Entities included in the organization's sustainability reporting	-	
	2-3	Reporting period, frequency and contact point	Page: 4,6	
	2-4	Restatements of information	Page: 4,6	
	2-5	External assurance	External audit services were not received for the sustainability report.	



	2-6	Activities, value chain and other business relationships	Page: 16,17	
	2-7	Employees	Page: 54,55	
	2-8	Workers who are not employees	-	
	2-9	Governance structure and composition	11,12,13	
	2-10	Nomination and selection of the highest governance body		Information is not shared for confidentiality reasons.
	2-11	Chair of the highest governance body	Page: 11,12,13	
	2-12	Role of the highest governance body in overseeing the management of impacts	Page: 11,12,13	
	2-13	Delegation of responsibility for managing impacts	Page: 11,12,13	
	2-14	Role of the highest governance body in sustainability reporting	Page: 11,12,13	
	2-15	Conflicts of interest	Page: 24,25,26	
	2-16	Communication of critical concerns	Page: 24,25,26	



	2-17	Collective knowledge of the highest governance body	Page: 26	
	2-18	Evaluation of the performance of the highest governance body		Information is not shared for confidentiality reasons.
	2-19	Remuneration policies	Page: 56	
	2-20	Process to determine remuneration	Page: 56	
	2-21	Annual total compensation ratio		Not implemented.
	2-22	Statement on sustainable development strategy	Page: 28,29	
	2-23	Policy commitments	Page: 28,29	
	2-24	Embedding policy commitments	Page: 28,29,30	
	2-25	Processes to remediate negative impacts	Page: 34,35,36	
	2-26	Mechanisms for seeking advice and raising concerns	Page: 34,35,36	
	2-27	Compliance with laws and regulations	Page: 24	
	2-28	Membership associations	Page: 58	



	2-29	Approach to stakeholder engagement	Page: 37	
	2-30	Collective bargaining agreements		Not implemented.
GRI 3: MATERIAL TOPICS 2021	3-1	Guidance to determine material topics	Page: 32	
	3-2	Disclosures on material topics	Page: 33	
VERY HIGH PRIORITY INDICATORS				
EMPLOYEE ENGAGEMENT				
Occupational Health and Safety				
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1	Occupational health and safety management system	Page: 57	
	403-2	Hazard identification, risk assessment, and incident investigation	Page: 57	
	403-3	Occupational health services	Page: 57	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page: 57	
	403-5	Worker training on occupational health and safety	Page: 57	
	403-6	Promotion of worker health	Page: 57	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 57	
	403-8	Workers covered by an occupational health and safety management system	Page: 57	
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Energy Management				
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	302-2	Energy consumption outside of the organization		
	302-3	Energy intensity	Page: 50	
	302-4	Reduction of energy consumption	Page: 50	
	302-5	Reductions in energy requirements of products and services	Page: 50	
Water and Effluents				
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	303-4	Water discharge	Page: 51,64	
	303-5	Water consumption	Page: 51,64	
Waste				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 31,32,33	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Page: 52	
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	306-3	Waste generated	Page: 65	
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Training and Education				
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	404-2	Programs for upgrading employee skills and transition assistance programs	Page: 55	
	404-3	Percentage of employees receiving regular performance and career development reviews	Page: 55	
Anti-competitive Behavior				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 31,32,33	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page: 24,25,26	



Employment				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 31,32,33	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page: 54	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Page: 54	
	401-3	Parental leave	Page: 54	
Diversity and Equal Opportunity				
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GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page: 55	
	405-2	Ratio of basic salary and remuneration of women to men		Information is not shared for confidentiality reasons.



Non-discrimination				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 31,32,33	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page: 25	
Freedom of Association and Collective Bargaining				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics		Not implemented.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Not implemented.
ENERGY EFFICIENCY				
Energy				
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Water and Effluents				
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Emissions				
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GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page: 50	
	305-2	Energy indirect (Scope 2) GHG emissions	Page: 50	
	305-3	Other indirect (Scope 3) GHG emissions	Page: 50	
	305-4	GHG emissions intensity	Page: 50	
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	305-6	Emissions of ozone-depleting substances (ODS)	Page: 50	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page: 50	



Waste				
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GRI 301: Materials 2016	301-1	Materials used by weight or volume	Page: 52	
	301-2	Recycled input materials used	Page: 52	
	301-3	Reclaimed products and their packaging materials	Page: 52	



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GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Page: 48	
	308-2	Negative environmental impacts in the supply chain and actions taken	Page: 48	
INNOVATION AND DIGITALIZATION				
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GRI 301: Materials 2016	301-1	Materials used by weight or volume	Page: 52	
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Energy				
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Emissions				
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Indirect Economic Impacts				
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GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Page: 35,39	
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Procurement Practices				
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GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	Page: 35,39	
Customer Health and Safety				
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GRI 416: Customer Health and Safety (2016)	416-1	Assessment of the health and safety impacts of product and service categories	Page: 35,39	
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GRI 417: Marketing and Labeling (2016)	417-1	Requirements for product and service information and labeling	Page: 16	
	417-2	Incidents of non-compliance concerning product and service information and labeling	Page: 16	
	417-3	Incidents of non-compliance concerning marketing communications	Page: 16	
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Transparency and Business Ethics				
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GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page: 26	
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	205-3	Confirmed incidents of corruption and actions taken	Page: 26	
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GRI 418: Customer Privacy (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page: 41	
Anti-competitive Behavior				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 31,32,33	
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GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page: 35,39	
	414-2	Negative social impacts in the supply chain and actions taken	Page: 35,39	
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GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Page: 59,60	
	413-2	Operations with significant actual and potential negative impacts on local communities	Page: 59,60	



Employment				
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GRI 401: Employment 2016	401-1	New employee hires and employee turnover	Page: 54	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees	Page: 54	
	401-3	Parental leave	Page: 54	
Diversity and Equal Opportunity				
GRI 3: MATERIAL TOPICS 2021	3-3	Management of material topics	Page: 31,32,33	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Page: 55	
	405-2	Ratio of basic salary and remuneration of women to men	Page:	Information is not shared for confidentiality reasons.



Non-discrimination				
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GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Page: 16	
Freedom of Association and Collective Bargaining				
GRI 3: MATERIAL TOPICS 2021	3–3	Management of material topics		Not implemented.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Not implemented.
Forced or Compulsory Labor				
GRI 3: MATERIAL TOPICS 2021	3–3	Management of material topics		Not implemented.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Not implemented.



STAKEHOLDER SATISFACTION				
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Energy intensity

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Reduction of energy consumption

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Training and Education				
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	404-3	Percentage of employees receiving regular performance and career development reviews	Page: 55	
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GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Page: 59,60	
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GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Page: 24,25,26	




Indirect Economic Impacts				
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GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Page: 35,39	
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-				



Biodiversity				
EDUCATION				
Training and Education				
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 Kazım Karabekir Cad. No:84 Kemalpaşa 35735 İZMİR / TÜRKİYE

 +90 (232) 877 10 60 (pbx)


 +90 (232) 877 10 59

 bilgi@voltmotor.com.tr


 **voltmotor.com.tr**

Greenix

DESIGN CONSULTANCY

 **İstanbul Office:** Cemal Ulusoy Caddesi No:57 A Plaza Bahçelievler / İstanbul / Türkiye

 info@greenix.com.tr

 www.greenix.com.tr