

SUSTAINABILITY REPORT **2025**

Steel Is Our Strength, the Future Is Our Direction

GAZİ METAL


Value from the
Past to the Future...

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Introduction



About the Report

The Gazi Metal 2025 Sustainability Report has been prepared to provide stakeholders with transparent, reliable, and comparable information on the sustainability initiatives undertaken by Gazi Metal Mamulleri Sanayi ve Ticaret A.Ş. (hereinafter referred to as "Gazi Metal" or the "Company") throughout 2025, as well as its environmental, social, and governance performance. In this context, the report provides a comprehensive overview of the Company's approach to sustainable growth, long-term value creation, and responsible business practices.

Operating in the cold rolling of hot-rolled flat steel products and steel service center services, Gazi Metal is recognized as one of the leading companies in its sector, supported by its advanced production infrastructure and customer-oriented solutions. Through its pickling, cold rolling, slitting, and cut-to-length lines, together with its technical expertise, the Company delivers high-quality products and services to various industries, including the automotive supply industry, home appliances, building and construction, energy, and machinery manufacturing.

The report evaluates the Company's sustainability performance for the period from 1 January 2025 to 31 December 2025. It covers climate change mitigation efforts, energy and natural resource management, practices aimed at reducing environmental impacts, occupational health and safety performance, human resources policies, training and employee development activities, corporate governance practices, the ethical management system, digitalization initiatives, product quality, customer satisfaction, and supply chain management practices, together with the associated performance indicators.

OUR SUSTAINABILITY APPROACH

In preparing the report, stakeholder expectations and feedback, national and international sustainability trends, and the Company's strategic priorities were taken into consideration. Gazi Metal's environmental and social performance, together with its practices aimed at creating sustainable value, is presented comprehensively throughout the report.

STANDARDS AND PRACTICES

The Global Reporting Initiative (GRI) Standards served as the basis for the reporting process. The Company's operations and sustainability practices were evaluated in relation to the United Nations Sustainable Development Goals (SDGs), highlighting its contribution to the global sustainability agenda.

CONTROL AND ASSURANCE

The report covers the operations of Gazi Metal's headquarters and production facilities under its operational control during the reporting period. All quantitative and qualitative data disclosed in the report were obtained from the relevant departments, subjected to accuracy and consistency checks, and consolidated in accordance with the Company's internal reporting processes.



Message from the Chair of the Board of Directors

"We believe that the statement 'Steel Is Our Strength, the Future Is Our Direction' most powerfully reflects Gazi Metal's long-standing industrial experience and determination to transform for the future. We aim to continue producing, adapt rapidly to innovation, use our resources more efficiently, and create lasting value together with our stakeholders."

Dear Stakeholders,

Throughout our industrial journey dating back to 1927, our fundamental principle at Gazi Metal has remained unchanged: to maintain reliable, high-quality, and value-added production while fulfilling our responsibilities to our country and stakeholders. Today, as we combine nearly a century of expertise with the needs of the future, we regard sustainability as an integral part of our business practices, risk management, and long-term growth strategy.

The world is undergoing a critical period of transformation, characterized by rapidly changing economic, geopolitical, and environmental dynamics. The accelerating energy transition, the widespread adoption of green industrial policies, the reshaping of production processes through digital technologies, and the transformation of supply chains are driving a shift toward a new competitive landscape for businesses. In this evolving environment, sustainability, efficiency, innovation, and corporate resilience are among the key factors determining the long-term success of companies.

The steel industry is at the center of this transformation. While climate policies are accelerating the sector's transition, global overcapacity, low-priced imports, rising energy and financing costs, and geopolitical uncertainties are intensifying competitive pressures. With the European Union's Carbon Border Adjustment Mechanism (CBAM) entering its definitive phase, the reliability of emissions data, product traceability, energy efficiency, and circularity are becoming essential criteria for market access and international competitiveness. Particularly within the flat steel value chain, customer expectations regarding quality, cost, and delivery are increasingly accompanied by requirements for low-carbon performance, transparency, and traceability.



Mustafa Gazioğlu
Chairman of the Board

"We are determined to develop a production model in which resources are used more efficiently, environmental impacts are measured and managed, and customer expectations are met through innovative solutions."

At Gazi Metal, while we recognize this transformation as a process to which we must adapt, we also view it as a strategic opportunity for development that will strengthen our future competitiveness and corporate resilience. We are continuously enhancing our production capabilities in Gebze and Karasu, with a focus on technology, efficiency, quality, and sustainability. We assess economic, environmental, and operational developments and integrate the risks we face and opportunities for improvement into our decision-making processes. We are determined to develop a production model in which resources are used more efficiently, environmental impacts are measured and managed, and customer expectations are met through innovative solutions.

While improving production efficiency, we continue to invest in reducing our environmental footprint. Increasing the use of renewable energy, improving energy and water efficiency, and implementing resource recovery practices are fundamental components of our approach to operational excellence. We aim to manage our carbon performance beyond our own operations by extending our approach across our supply chain, while further advancing our product-level emissions data, traceability infrastructure, and resource efficiency practices.

We believe that people are at the heart of sustainability. We prioritize the health and safety of our employees above all else and consider strengthening our occupational safety culture, supporting employee development, and fostering a participatory work environment among our fundamental responsibilities. By combining our investments in technology with the knowledge, experience, and competencies of our workforce, we believe that successful transformation can be achieved through collective effort.

The year 2025 marked significant progress in institutionalizing our sustainability management practices. By establishing our Sustainability Board, we laid the foundations of a governance structure that brings together different business units around shared objectives, enables regular monitoring of our performance, and supports our decision-making processes. Through our first comprehensive materiality assessment, we incorporated the perspectives of our employees, customers, suppliers, and business partners into our sustainability roadmap.

Through our first Sustainability Report, we share our approach, performance, and future objectives across environmental, social, and governance areas with our stakeholders, in line with the principles of transparency and accountability. We regard this report as an important management tool that demonstrates our current performance, identifies areas for improvement, and provides a tangible framework for our future commitments.

We believe that the statement "Steel Is Our Strength, the Future Is Our Direction" most powerfully reflects Gazi Metal's long-standing industrial experience and determination to transform for the future. We aim to continue producing, adapt rapidly to innovation, use our resources more efficiently, and create lasting value together with our stakeholders.

I would like to express my sincere gratitude to all our employees, customers, suppliers, business partners, and valued stakeholders for their contributions to our sustainability journey.

Together, we will continue moving forward toward a stronger, more efficient, and more sustainable industrial future.

Sincerely,

Mustafa Gazioğlu
Chairman of the Board

Message from the Vice Chair of the Board of Directors

"While transparently sharing our initiatives and performance across environmental, social, and governance areas with our stakeholders, we position sustainability as one of the fundamental pillars of our Company's long-term development."

Dear Stakeholders,

Gazi Metal's journey spanning nearly a century represents, to us, not only a long-standing industrial heritage but also the values, dedication, trust, and profound responsibility toward the future that have been preserved across generations. As a representative of the next generation of a well-established family business, I consider it one of our most important responsibilities to preserve this strong legacy passed down to us while further developing it in line with the evolving needs of the world.

Today, the conditions shaping the future of industry are changing rapidly. Climate change, the energy transition, resource efficiency, digitalization, and evolving stakeholder expectations are placing new responsibilities on companies while also presenting significant opportunities for transformation. At Gazi Metal, we closely monitor these developments and align our production capabilities, technological expertise, and extensive industrial experience with the requirements of the future.

At our Gebze Steel Service Center and Karasu Cold Rolling Mill, we meet our customers' expectations regarding quality, reliability, and continuity. By leveraging Industry 4.0 technologies, we continuously enhance our production infrastructure while focusing on maintaining product quality, improving operational efficiency, and reducing the environmental impacts of our processes. Our ISO 9001, ISO 14001, ISO 45001, ISO 50001, and ISO 27001 management systems, covering quality, environmental, occupational health and safety, energy, and information security management, provide the institutional framework for this approach.



Emir Gazioğlu
Vice Chairman of the Board of Directors

"Occupational health and safety, customer satisfaction, and product reliability and quality emerged as our highest-priority topics, while areas such as energy and water management, climate change mitigation, and the circular economy were also identified as key focus areas for our future initiatives."

We support our sustainability approach through concrete practices implemented across our production processes. Through our 5 MW solar power plant at our Karasu facility, we are increasing our use of renewable energy while promoting more efficient resource utilization. We implement process improvements aimed at reducing energy consumption and undertake initiatives to control production scrap, improve water efficiency, and minimize waste generation at source. The recovery of 86% of our waste generated in 2025 through energy recovery and the remaining 14% through recycling is a strong indication of our commitment to integrating circular economy principles into our operations.

In 2025, obtaining the right to use the Responsible® brand under the Responsible® Program further reinforced our commitment to supporting our green transition approach with measurable targets and a concrete roadmap.

Our first Sustainability Report represents an important milestone in our transformation journey. While transparently sharing our initiatives and performance across environmental, social, and governance areas with our stakeholders, we position sustainability as one of the fundamental pillars of our Company's long-term development.

As we shape our future initiatives, we place great importance on understanding stakeholder expectations and incorporating them into our decision-making processes. Our first materiality assessment, conducted this year, enabled us to identify our key sustainability priorities and establish a stronger foundation for our future roadmap. Occupational health and safety, customer satisfaction and trust, and product safety and quality emerged as our highest-priority topics, while areas such as energy and water management, climate change mitigation, and the circular economy were also identified as key focus areas for our future initiatives.

We believe that competitiveness in the industry of the future will be determined not only by production capacity but also by efficiency, technology, environmental performance, and a skilled workforce. While recognizing digital transformation and innovation as important enablers of operational development, we continue our efforts to improve energy and resource efficiency and reduce our environmental impacts. At the same time, we believe that fostering a safe and participatory work culture that supports employee development will form the foundation of our Company's future success.

I believe that the ability of a family business to thrive across generations depends on preserving the values of the past while adapting to the changes of the future. The responsibility entrusted to our generation is to carry Gazi Metal toward a more innovative, efficient, and sustainable future while upholding the strong values inherited from previous generations.

I would like to express my sincere gratitude to our customers, business partners, and suppliers for their continued trust, as well as to all our employees whose knowledge, experience, and dedication contribute to Gazi Metal's ongoing development.

Drawing strength from our heritage and guided by our responsibility toward the future, we will continue creating value together for Gazi Metal.

Sincerely,
Emir Gazioğlu
Vice Chairman of the Board of Directors



About the Gazi Metal

"Endless Cycle, Lasting Strength"

About the Gazi Metal

With a rich industrial heritage dating back to 1927, Gazi Metal Mamulleri Sanayi ve Ticaret A.Ş. is recognized as one of the well-established and pioneering industrial companies in Türkiye's flat steel industry. The extensive industry expertise gained by the Gazioğlu family following the commissioning of the first galvanizing line in Türkiye's private sector in 1967 evolved into an independent corporate structure with the establishment of Gazi Metal by Mustafa Gazioğlu in 1987. Building on nearly a century of accumulated knowledge and experience, the Company places quality, reliability, innovation, and sustainable production at the core of all its business processes.

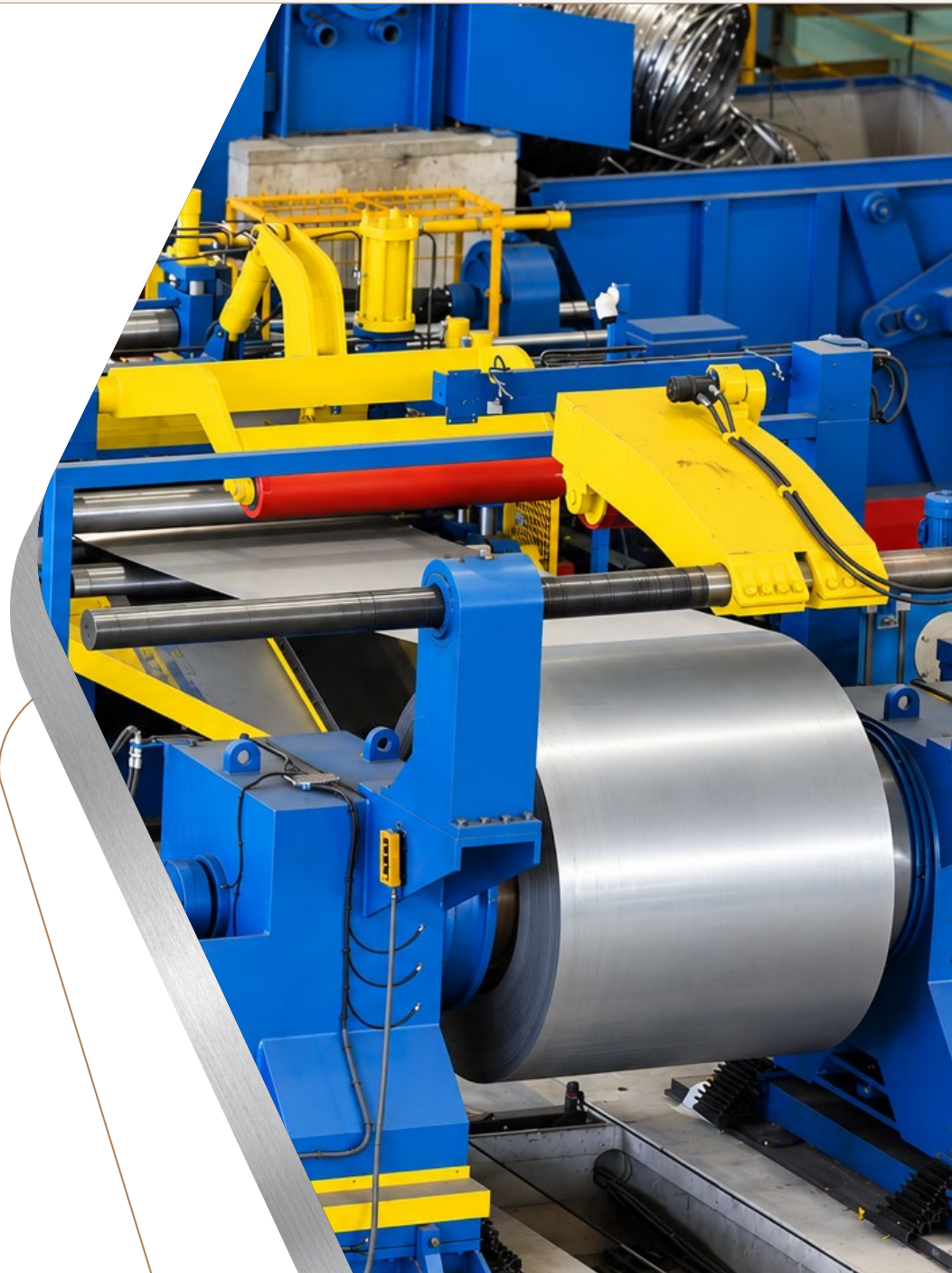
Since its establishment, Gazi Metal has continuously strengthened its production and processing infrastructure through strategic investments. With the commissioning of the Gebze Steel Service Center in 2000 and the Karasu Cold Rolling Mill in Sakarya in 2014, the Company established an integrated production and steel service center structure. In 2022, the commissioning of the Karasu Solar Power Plant and the second Acid Regeneration Plant, followed by additional Steel Service Center lines in 2023, further enhanced its operational capacity and sustainable production infrastructure.

Today, Gazi Metal operates through its Headquarters and Steel Service Center in Gebze, Kocaeli, and its technologically advanced Cold Rolling Mill and Steel Service Center in Karasu, Sakarya. While the Gebze facility provides customers with fast and flexible services through its flat steel processing capabilities and robust logistics infrastructure, the Karasu facility has an annual production capacity of 700,000 tonnes, supported by a fully automated production infrastructure designed in compliance with Industry 4.0 principles, advanced process control systems, and modern quality management practices, ensuring production in accordance with international standards.

SINCE
1927
A Long-Standing Industrial Heritage

700 THOUSAND TONNES
Annual Production Capacity

FULLY AUTOMATED PRODUCTION INFRASTRUCTURE ALIGNED WITH INDUSTRY
4.0
PRINCIPLES





Corporate Values

Gazi Metal's corporate culture is built on the principles of ethical values, trust, quality, a people-oriented approach, and continuous improvement. By combining its long-standing industrial experience with the production practices of the future, the Company aims to strengthen its competitiveness and enhance the long-term value it creates for its stakeholders.

VISION

To be amongst the companies in the global flat steel industry that are preferred for their commitment to quality, reliability and sustainable growth, and which add value to the sector.

MISSION

Aiming to meet customer expectations with quality, precision and innovative solutions through our reliable measurement and accurate weighing systems in our processes and thereby creating sustainable value for our employees, customers and all our stakeholders.

- Customer Orientation and Satisfaction
- Ethical and Honest Business Practices
- Commitment to Precision Measurement, Accurate Weighing, and Absolute Accuracy
- Commitment to Fair Competition
- Knowledge-Based and Modern Corporate Management Approach
- Professional, Well-Trained, Experienced and Engaged Employees
- Culture of Innovation and Continuous Development
- Focus on Quality and Continuous Improvement
- Commitment to Occupational Health and Safety
- Environmental and Sustainability Awareness
- Respect for Information Security and Confidentiality

From A Rich Heritage to a Sustainable Future

1927

The Origins of an Industrial Legacy and Pioneering Leadership

The Gazioğlu family took its first steps in a long-standing journey in the iron and steel industry by carrying out Türkiye's first flat steel imports, laying the foundations of its extensive industrial and commercial heritage.

1967

Industrial Leadership and Domestic Production

The Gazioğlu family made a pioneering investment in the flat steel industry by establishing Türkiye's first private-sector galvanizing line in Gebze/Çayırova.

1987

The Independent Establishment of Gazi Metal

Building on 60 years of accumulated industry knowledge and experience, Mustafa Gazioğlu officially established Gazi Metal Mamulleri Sanayi ve Ticaret A.Ş., bringing steel trading and industrial operations together under an independent corporate structure.

2000

Advanced Processing Capacity and Value Chain

With the commissioning of the Gebze Steel Service Center, the Company significantly enhanced its processing capacity, product diversity, and ability to deliver customer-oriented services.

2014

Advancements in Production Technologies

The Karasu Cold Rolling Mill, Türkiye's fifth cold rolling facility, was commissioned, marking the production of its first cold-rolled steel coil.

2016

Operational Efficiency and Full-Capacity Production

The Karasu facility achieved full production capacity through a three-shift operating system, improving operational efficiency and increasing its market share.

2017

Environmental Award

The Company received the Metal Sector Environmental Award in the Large-Scale Enterprise Category at the Şahabettin Bilgisu Environmental Awards organized by the Kocaeli Chamber of Industry.



2018

Global Competitiveness and Export Leadership

According to data from the Turkish Exporters Assembly (TİM), the Company ranked second in Türkiye in cold-rolled product exports, further strengthening its position in international markets.

2022

Green Transition, Renewable Energy, and the Circular Economy

The commissioning of a Solar Power Plant with an installed capacity of 5,805 kWp and the second Acid Regeneration Plant at the Karasu facility further strengthened the Company's investments in renewable energy utilization, energy efficiency, and chemical recovery.

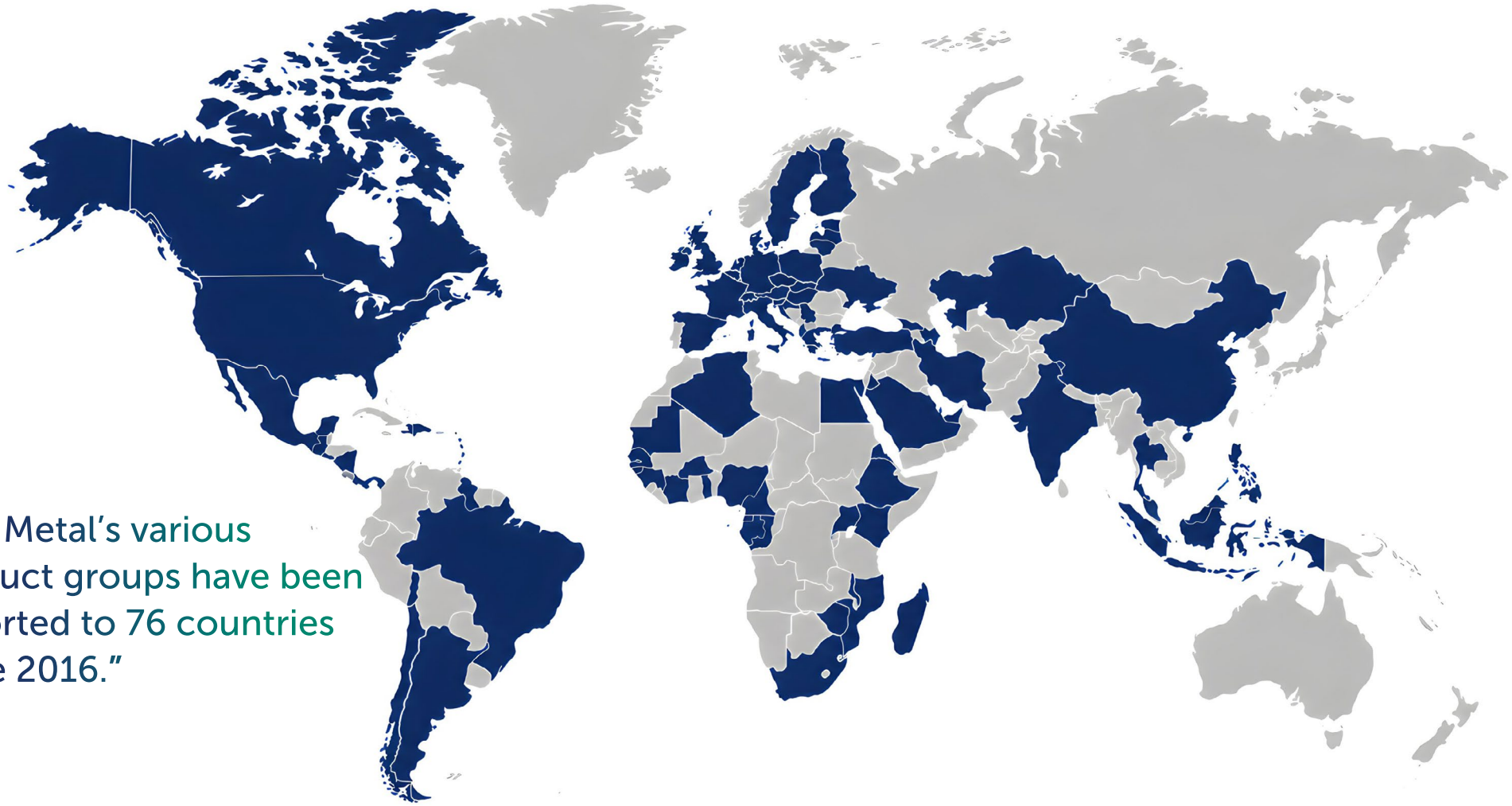
2025

Responsible Production, Industry Achievements, and Global Recognition

By advancing its sustainability and green transition initiatives under the Responsible® Program, the Company earned the right to use the Responsible® brand.

Gazi Metal also ranked 267th among Türkiye's Top 500 Industrial Enterprises.

Today, Gazi Metal continues its operations as one of Türkiye's leading steel producers, supported by advanced production technologies, digital transformation initiatives, sustainability-oriented investments, and a commitment to continuous improvement.



"Gazi Metal's various product groups have been exported to 76 countries since 2016."

EUROPE	ASIA	AFRICA	NORTH AMERICA	SOUTH AMERICA
27 COUNTRY	**16** COUNTRY	**21** COUNTRY	**7** COUNTRY	**5** COUNTRY

Products, Services, and Operational Capabilities

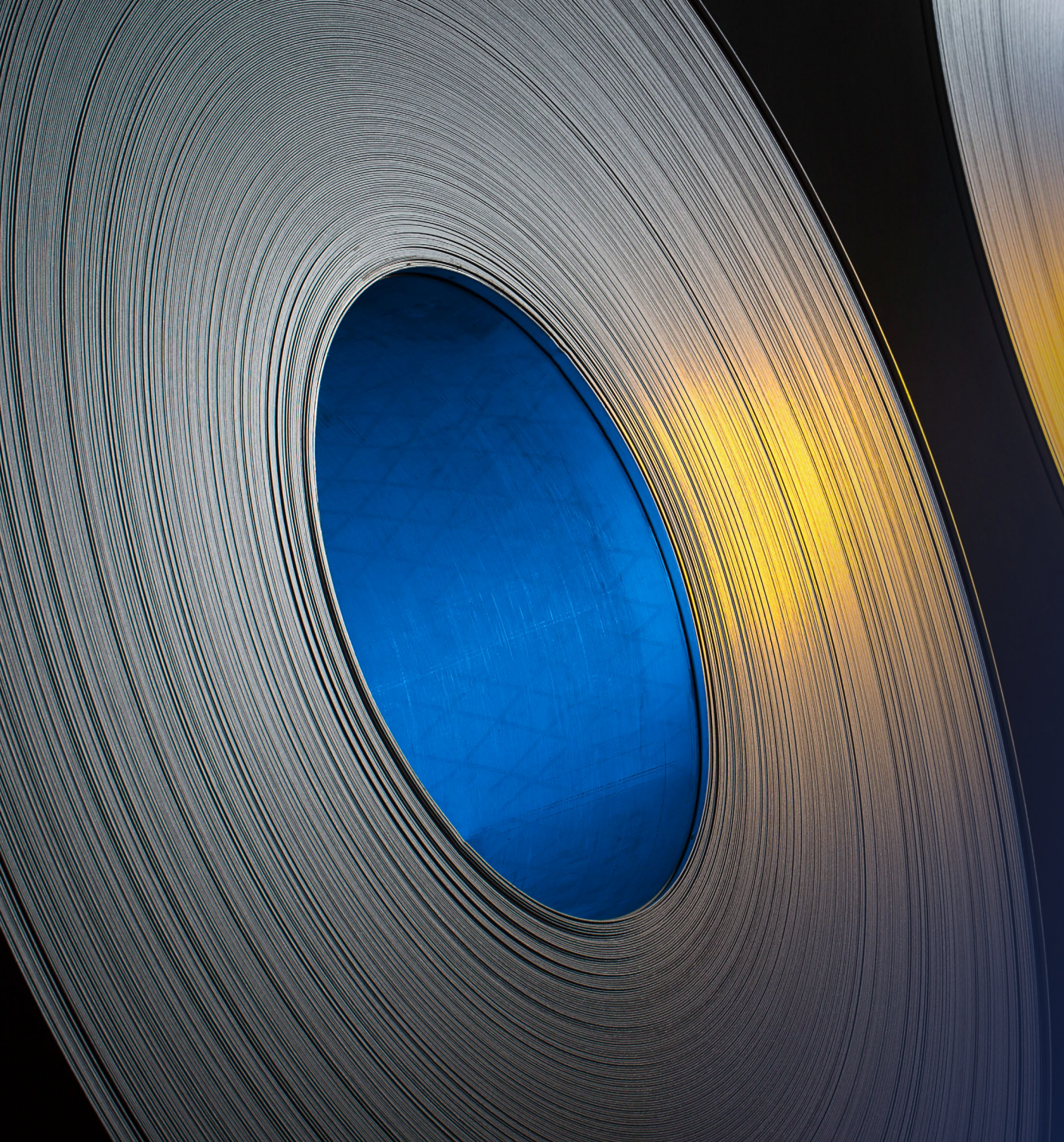
Gazi Metal provides its customers with high-value-added products and services in the field of flat steel processing through its integrated production infrastructure and advanced process technologies. The Company's operational structure is built on a robust production and logistics network connecting its Steel Service Center in Gebze with its fully integrated Cold Rolling Mill in Karasu. This structure ensures high efficiency, quality, and operational flexibility across all processes, from production to shipment.

The Gebze Steel Service Center carries out cutting, slitting, and packaging operations. Strategically located at the junction of the D-100 and TEM highways and in close proximity to major ports, the facility provides customers with fast delivery and effective supply chain management through its well-established logistics infrastructure.

The Cold Rolling Mill and Steel Service Center, located in the Karasu Organized Industrial Zone, operate on a total site area of 181,179 m^2, including 60,806 m^2 of enclosed production space. The fully automated production system, designed in accordance with Industry 4.0 principles, supports operational excellence through advanced process control, high traceability, and modern quality control practices. Following the completion of trial production, the facility commenced full-capacity production under a three-shift operating system in 2016. Today, it ranks among Türkiye's leading cold rolling facilities in terms of operational efficiency and technological capabilities.

The Company's core business involves processing hot-rolled flat steel products through cold rolling operations to produce steel products with tighter thickness tolerances, superior surface quality, and improved mechanical properties. Slitting operations are performed to produce steel coils in various widths according to customer specifications, while cut-to-length operations are carried out to process steel coils into sheets of specified dimensions for different applications. Through its integrated production structure encompassing pickling, cold rolling, annealing, temper rolling, slitting, and cut-to-length processes, the Company offers a diverse product portfolio that meets the technical requirements of various industries.





Product Portfolio

Gazi Metal manufactures high-quality pickled and cold-rolled flat steel products designed to meet the technical and performance requirements of various industries. The Company's product portfolio serves a wide range of applications, primarily including the automotive supply industry, home appliances, pipes and profiles, construction, machinery manufacturing, ventilation systems, radiators, LPG cylinders, shipbuilding, and general industrial applications.

Throughout its production processes, quality control procedures are implemented in accordance with national and international standards. The Company offers a diverse range of products tailored to meet customers' specific requirements regarding mechanical properties, surface quality, and formability.

The Company's product portfolio comprises the following main product groups:

1

Pickled Hot-Rolled Steels



1.50–6.00 mm
High Surface Quality

These products are obtained by removing the oxide layer from the surface of hot-rolled flat steel through the pickling process and are produced in thicknesses ranging from 1.50 to 6.00 mm. Owing to their superior surface quality and processability, they are widely preferred for general industrial applications.

2

Cold-Rolled Low-Carbon Steels



0.25–3.00 mm
Tight Dimensional Tolerances

Produced by cold rolling pickled hot-rolled steel, these products are available in thicknesses ranging from 0.25 to 2.50 mm. They are used in applications requiring high formability, superior surface quality, and tight dimensional tolerances, and are widely preferred in the automotive supply industry and the manufacturing of home appliances, radiators, and ventilation equipment.

3

Structural Steels

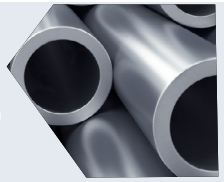


Strength
Weldability

Developed to meet the requirements of the general construction industry, these products are used in various load-bearing structures and steel construction applications, offering suitable strength, weldability, and formability properties.

4

High-Strength Low-Alloy (HSLA) Steels



High Strength
Low Weight

Offering higher strength and impact resistance compared to low-carbon steels, these products are primarily used in the manufacture of structural reinforcement and connecting components in the automotive industry. Their high strength-to-weight ratio can enable the use of thinner cross-sections, depending on design requirements, providing advantages in terms of vehicle lightweighting and material efficiency.

5

Enameling Steels



Deep Drawability
Suitability for Enamel Coating

Featuring excellent deep drawability, these products are manufactured to be suitable for single-or double-coat enamel application and subsequent firing processes following rolling. They are primarily used in the home appliances industry and other applications requiring enamel coating.

6

Cylinder Steels



High Pressure
Resistance

Owing to their high formability, weldability, and toughness, these products are preferred for applications requiring high pressure resistance, particularly in the manufacture of LPG cylinders.

7

High-Strength Steels



Impact Resistance
Fatigue Resistance

Developed for applications requiring impact resistance and fatigue resistance, these products are used in the automotive industry for the manufacture of wheel rims, discs, pulleys, and chassis components.

Products can be supplied in the form of coils, slit coils, and cut-to-length sheets, with trimmed or untrimmed edges, and in annealed, full-hard, or skin-passed conditions, depending on customer requirements. Various surface roughness options are available, providing surface characteristics suitable for different metallic and organic coating processes.

As part of its quality management approach, the surface characteristics and mechanical performance of products are inspected in accordance with relevant international standards, with EN 10130 applied to cold-rolled products and EN 10163-2 to hot-rolled products. Product weldability, suitability for surface coating, and corrosion resistance are also optimized according to their intended applications, while appropriate surface protection measures are implemented to maintain product quality during shipment and storage.

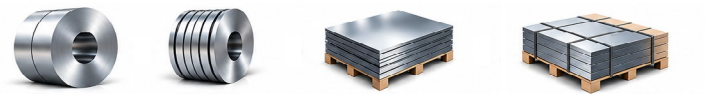
With its extensive product portfolio, technical expertise, and customer-oriented production approach, Gazi Metal continues to provide solutions that meet the evolving needs of various industries, maintaining its commitment to high quality, reliability, and sustainable production.

ASSURANCE OF PRODUCT PROPERTIES

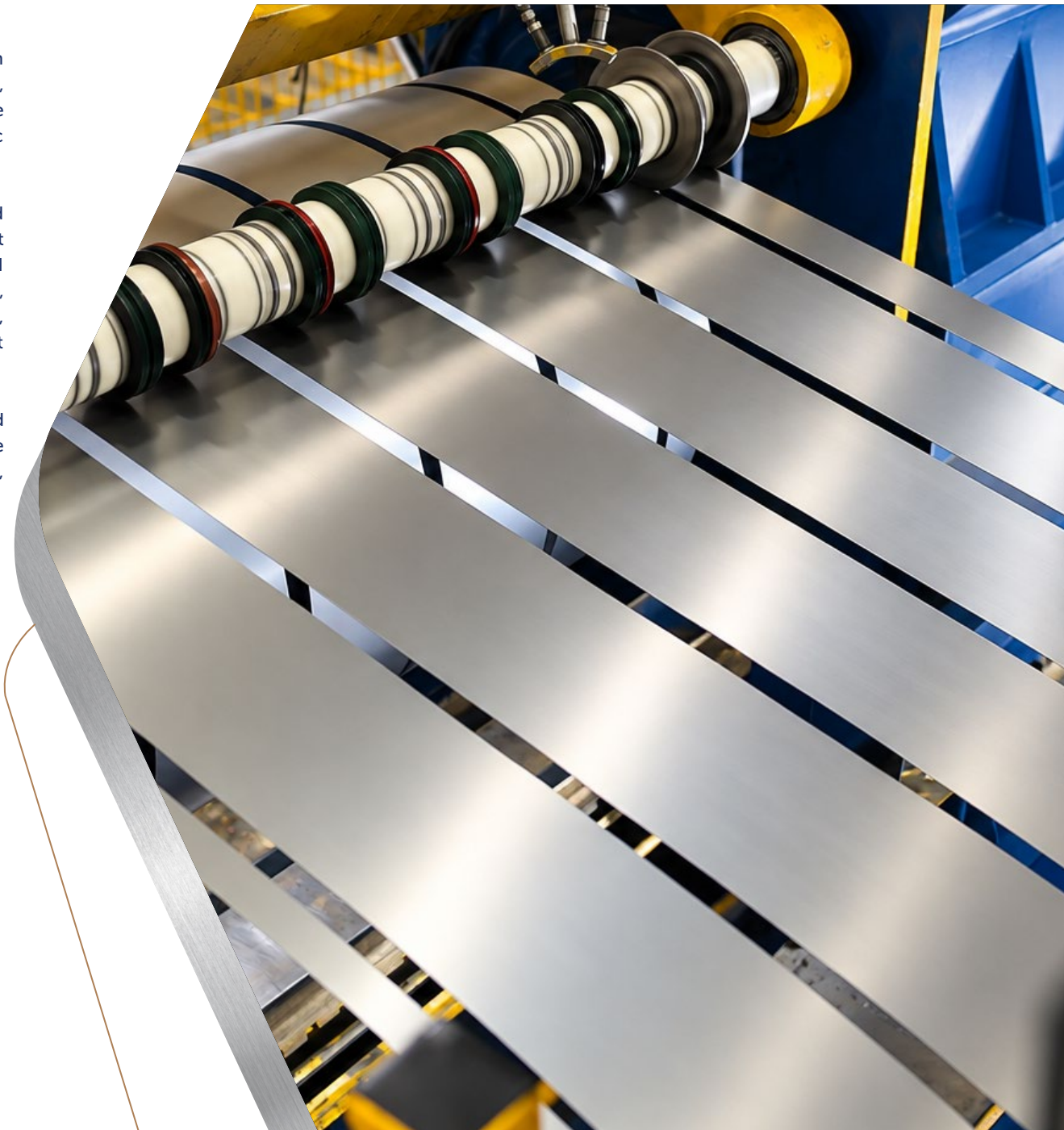


Surface Characteristics | Mechanical Performance | Weldability | Corrosion Resistance

FLEXIBLE PRODUCT FORMATS AND PROCESSING OPTIONS



Coils | Slit Coils | Cut-to-Length Sheets | Shipment



Corporate Governance

"Creating Value for the Future Through Steel"



Corporate Governance

Gazi Metal's governance model is based on a clear separation of roles and responsibilities between strategic oversight and operational management. The Company's long-term strategic direction, growth and investment decisions, financial performance, risk management, sustainability approach, and corporate governance practices are determined and overseen by the Board of Directors. The Executive Board is responsible for implementing the strategic priorities established by the Board of Directors, coordinating company-wide operations, and regularly monitoring corporate performance.

Operations at Gazi Metal's Karasu production facility and Gebze Steel Service Center are carried out through the coordinated efforts of the production, quality, environment, energy, occupational health and safety, human resources, procurement, finance, information technology, and sales departments. Each department monitors the objectives and performance indicators relevant to its areas of responsibility and ensures compliance with applicable regulations and Company policies.

Production activities are carried out by specialized operational units responsible for pickling, cold rolling, annealing, temper rolling, and steel service center operations, as well as electrical and automation maintenance, mechanical maintenance, process and quality control, energy facilities, and water treatment facilities. Coordination among these units supports the consistent achievement of quality, efficiency, business continuity, and customer satisfaction throughout production processes.

Gazi Metal shapes its corporate governance approach around ethical principles, integrated management systems, and a culture of continuous improvement. Quality, environmental performance, energy efficiency, occupational health and safety, information security, and regulatory compliance are collectively considered in decision-making processes, with priority given to practices that support the Company's long-term competitiveness and sustainable growth.

Policies

- Quality Policy
- Occupational Health and Safety (OHS) Policy
- Environmental Policy
- Energy Policy
- Information Security Policy
- Water Policy
- Human Rights Policy
- Personal Data Protection and Processing Policy
- Sustainability Policy
- Ethical Values
- Supplier Code of Conduct
- Ethics and Compliance Management Procedure

Business Ethics and Compliance

Gazi Metal conducts its operations based on the belief that commitment to ethical values, transparency, integrity, and regulatory compliance forms the foundation of sustainable corporate success. Accordingly, the Company aims to conduct all its activities in accordance with applicable national and international laws and regulations, adopt a trust-based management approach in its business relationships, and establish long-term partnerships with all stakeholders based on ethical principles.

The Company's fundamental approach to business ethics is defined in its Ethical Values Document. Within this framework, employees are expected to perform their duties in accordance with the principles of integrity, honesty, impartiality, and fairness; provide accurate and transparent information regarding products and services; and comply with applicable laws, regulations, and internal Company policies and procedures. Monitoring developments in legislation, regulatory requirements, and relevant standards is also among the fundamental principles of Gazi Metal's compliance approach.

Anti-Bribery and Anti-Corruption

Gazi Metal adopts a zero-tolerance approach to bribery and corruption, strictly prohibiting employees and business partners from obtaining, offering, or accepting any form of improper benefit. Employees are prohibited from accepting gifts or personal benefits from suppliers, customers, or third parties that could influence their independent decision-making. Procedures have also been established to document potential ethical violations and conduct the necessary assessments.

Respect for Human Rights

Respect for human rights is one of the fundamental principles underpinning Gazi Metal's corporate governance approach and ethical values. The Company strictly prohibits child labor, forced labor, and all forms of discrimination and is committed to providing all employees with a safe, healthy, and inclusive working environment. Fair working conditions, protection of employees' personal data, equal opportunities, and the promotion of work-life balance are among the key components of the Company's people-oriented management approach.

The same commitment is expected throughout the supply chain, with suppliers and subcontractors required to comply with equivalent ethical standards regarding the prevention of child labor, forced labor, and human rights violations.

To embed ethical values and a culture of compliance within its corporate structure, Gazi Metal carries out awareness-raising and information-sharing activities for employees and communicates its approach to environmental management, occupational health and safety, and human rights to all stakeholders.

By conducting its operations in accordance with an ethical management approach, Gazi Metal aims to create sustainable value through reliable, accountable, and responsible business practices.



Integrated Management Systems

Gazi Metal structures its management approach to quality, environmental management, energy management, occupational health and safety, and information security in accordance with international standards. Through its Integrated Management Systems, the Company incorporates the principles of risk-based thinking, performance monitoring, and continuous improvement into its production and business processes.

The Integrated Management Systems provide a systematic management framework for meeting quality requirements, managing environmental impacts, improving energy performance, promoting healthy and safe working conditions for employees, and protecting information assets.

Gazi Metal's Integrated Management System is established in accordance with ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Health and Safety Management System, ISO 50001:2018 Energy Management System, and ISO 27001 Information Security Management System standards and is implemented across all production processes in an integrated manner. Process performance is regularly monitored, the effectiveness of management systems is evaluated through internal and external audits, and continuous improvement activities are carried out based on the results obtained.

Within the scope of quality management, the Company aims to fully meet customer expectations, enhance process efficiency, and continuously improve product quality. Environmental management practices focus on the efficient use of natural resources, reducing waste generation, expanding recycling practices, and minimizing environmental impacts. Energy management practices support the continuous improvement of energy performance, investments in energy-efficient technologies, and increased employee awareness of energy efficiency. Within the scope of occupational health and safety management, preventive measures are implemented to strengthen the occupational safety culture, reduce occupational risks, and achieve the goal of zero occupational accidents. Information security management supports the protection of the confidentiality, integrity, and availability of corporate information assets. By managing information security risks and preventing unauthorized access and data loss, the Company aims to ensure business continuity. Through the implementation of technological and organizational security measures, Gazi Metal seeks to increase employee awareness of information security and continuously improve its information security performance.

Gazi Metal also extends its Integrated Management System approach across its supply chain, expecting suppliers and business partners to comply with applicable laws and regulations, environmental requirements, occupational health and safety standards, and ethical principles. The Company considers sustainable supply chain management an integral part of its corporate governance approach. Through the continuous improvement of its performance in quality, environmental management, energy management, occupational health and safety, and information security, Gazi Metal aims to create long-term value for all stakeholders.



Sustainability Approach

"Strong Steel, Clean Future"



Sustainability Approach

Gazi Metal approaches sustainability with a commitment to reducing the environmental impacts of its production activities, providing a safe and development-oriented working environment for its employees, using resources efficiently, and creating long-term value for its stakeholders. The Company integrates this approach into its strategic planning, investment decisions, and day-to-day business processes.



Environmentally Responsible and Resource-Efficient Production

Gazi Metal prioritizes the effective management of energy, water, raw materials, and chemical consumption across its cold rolling and steel service center operations. The Company supports efforts to reduce production losses, prevent waste generation at source, and enhance opportunities for reuse and recovery. Gazi Metal evaluates its maintenance activities, process improvements, and technology investments with a focus on enhancing environmental performance alongside product quality and operational efficiency.

Energy Efficiency and Climate Change Mitigation

Recognizing its responsibilities associated with energy consumption, Gazi Metal considers improving energy performance and reducing greenhouse gas emissions among its key priorities. The Company aims to enhance the traceability of energy consumption and emissions data, identify and capitalize on energy-saving opportunities, and integrate solutions that support the transition to low-carbon production into its business plans.

People-Oriented Work Culture

Gazi Metal considers the health and safety of its employees among its primary responsibilities. The Company places importance on preventing occupational risks, encouraging employee participation in improvement initiatives through their opinions and suggestions, and enhancing their professional competencies. Gazi Metal adopts a work culture based on respect for human rights, the prevention of discrimination, equal opportunities, and ethical conduct.

Responsible Sourcing and Customer Orientation

Gazi Metal regards sustainability as a responsibility that extends across its entire value chain. In its supplier relationships, the Company considers environmental and social responsibilities alongside quality, cost, and delivery performance. Gazi Metal aims to provide reliable and traceable products that meet customer expectations and contribute to its customers' efficiency and sustainability objectives through product and process improvement initiatives.

Ethical Management, Innovation, and Continuous Improvement

Gazi Metal upholds regulatory compliance, business ethics, transparency, and accountability as fundamental principles across its operations. The Company places importance on assessing sustainability-related risks and opportunities through relevant departments and governance bodies, integrating these assessments into management decisions, and monitoring progress through measurable performance indicators.

As Gazi Metal strengthens its competitiveness and economic resilience, it aims to create long-term value by adopting a holistic approach to its responsibilities toward the environment, employees, society, and future generations.

Sustainability Governance Structure

Gazi Metal adopts a sustainability governance model structured under the oversight of the Board of Directors to ensure the effective implementation of its sustainability strategy. Sustainability management is carried out through the Sustainability Board, which operates under the oversight and guidance of the Executive Board, with cross-functional collaboration, transparency, and accountability serving as fundamental principles in decision-making processes.

The Sustainability Board ensures that sustainability objectives are managed in an integrated manner with the Company's corporate strategies and business processes, while supporting the clear definition of roles and responsibilities, regular performance monitoring, and continuous improvement. Sustainability is embraced at all levels of the organization, with environmental, social, and governance-related risks, opportunities, and developments regularly assessed to ensure the timely implementation of necessary actions.

The Sustainability Board addresses the Company's sustainability priorities under three key pillars: Environmental, Social, and Governance (ESG). Within the scope of its activities, the Board evaluates key sustainability topics, including climate change, energy and resource efficiency, waste management, employee rights and development, occupational health and safety, human rights, ethical management, regulatory compliance, corporate governance, and stakeholder relations. Performance against established objectives is regularly monitored, and improvement initiatives are coordinated accordingly.

ENVIRONMENTAL RESPONSIBILITY

SOCIAL IMPACT

CORPORATE GOVERNANCE





Governance

- Reviewing and updating sustainability strategies and objectives
- Integrating ESG objectives into financial plans
- Overseeing performance related to climate- and sustainability-related risks and opportunities
- Establishing sustainability Key Performance Indicators (KPIs) and monitoring performance
- Evaluating financing instruments such as sustainability-linked loans and ESG-related funds
- Monitoring ESG data through digital internal control mechanisms and ensuring standardized data collection
- Ensuring full compliance with applicable laws, regulations, and industry standards in the regions of operation



Environment

- Corporate Carbon Footprint Calculations (ISO 14064 & GHG Protocol)
- Water Footprint Calculations (ISO 14046) and Water Efficiency Projects
- Energy Efficiency Projects and ISO 50001 Integration
- Assessment of Climate-Related Risks and Opportunities (TCFD Alignment)
- EU Green Deal Compliance Process
- Zero Waste and Circular Economy Projects
- Biodiversity
- Integration of ESG Criteria into Supplier Selection, Evaluation, and Contracting Processes



Social

- Conducting Stakeholder Analysis, Developing Stakeholder Engagement Mechanisms, and Integrating Effective Stakeholder Communication and Transparent Reporting Processes
- Employee Satisfaction and Engagement Programs
- Employee Competency Development and Career Planning Systems
- Management and Impact Assessment of Social Responsibility, Community Contribution, and Volunteering Projects
- Development of Policies on Human Rights and Ethical Issues
- Diversity, Equity, and Inclusion Strategies
- Occupational Health and Safety (OHS) Performance Management and Employee Health Programs
- Collection of Social Data for Sustainability-Related Reporting

The Sustainability Board comprises managers from departments that play critical roles in the Company's strategic and operational activities, primarily including Environment, Energy, Quality, Occupational Health and Safety, Human Resources, Procurement, Finance, Information Technology, and Sales.

Stakeholder Engagement

Gazi Metal fosters sustainable, transparent, and trust-based relationships with all its stakeholders. The Company engages with its employees, customers, suppliers, contractors/subcontractors, public institutions, local authorities, financial institutions, and other relevant stakeholders through regular communication and engagement mechanisms.

Gazi Metal's stakeholder engagement approach is guided by the principles of transparency, accountability, accessibility, mutual collaboration, and continuous improvement. Through regular stakeholder communication, the Company monitors expectations regarding environmental, social, and governance (ESG) matters and continuously enhances its strategies and practices in response to evolving stakeholder needs.

Stakeholder opinions and feedback are considered valuable inputs for enhancing product and service quality, strengthening customer satisfaction, improving operational processes, enhancing employee experience, improving supply chain performance, and supporting the achievement of sustainability objectives.

Gazi Metal maintains stakeholder engagement through its corporate website, customer satisfaction surveys, supplier evaluation processes, employee communication platforms, training and information-sharing activities, audits, surveys, meetings, and digital communication channels. All communication processes are guided by ethical principles, regulatory compliance, data confidentiality, and mutual trust.

Stakeholder Groups:

Employees	International Organizations
Customers	Academic Institutions
Suppliers	Financial Stakeholders
Contractors/Subcontractors	Civil Society Organizations / Industry Associations
Public Institutions and Organizations	Media and the General Public

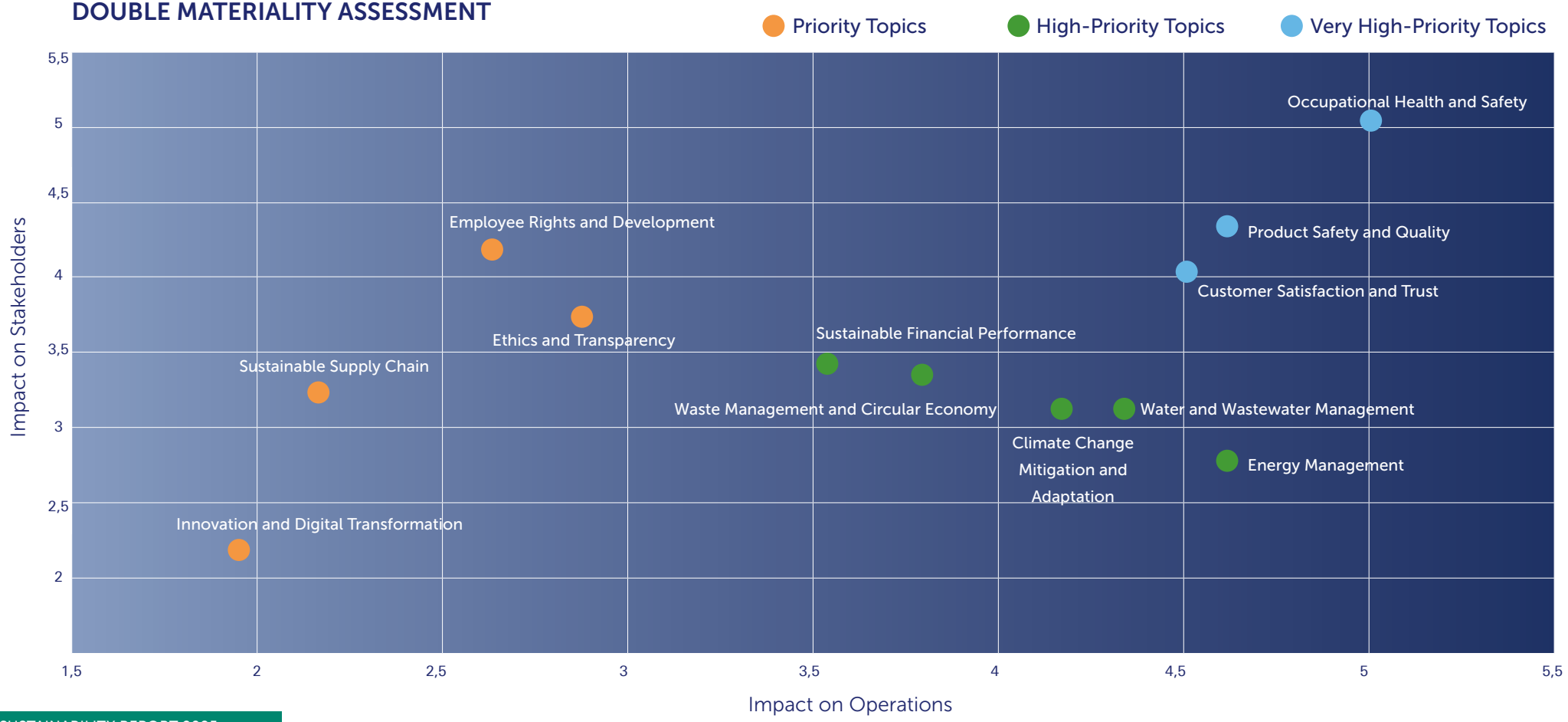


Materiality Assessment

In 2025, Gazi Metal conducted its first comprehensive assessment of sustainability priorities, taking into account current stakeholder expectations, its business strategy, and the economic, environmental, and social impacts of its operations. Surveys were conducted with the participation of internal stakeholders, including members of the Board of Directors and Executive Board, as well as white-collar and blue-collar employees, and external stakeholders, including customers, suppliers, and contractors/subcontractors. The opinions and feedback gathered through these assessments served as key inputs in determining the Company's sustainability priorities.

The Materiality Matrix developed as a result of the assessment process classifies sustainability topics according to both their impact on Gazi Metal's operations and their level of importance to stakeholders. The findings and outcomes of these assessments provide a fundamental basis for shaping the Company's sustainability strategy, objectives, and performance management practices.

DOUBLE MATERIALITY ASSESSMENT



Contribution to the Sustainable Development Goals

PRIORITY TOPICS	DIRECT CONTRIBUTIONS TO THE SDGS	INDIRECT CONTRIBUTIONS TO THE SDGS
Occupational Health and Safety	3 Good Health and Well-being; 8 Decent Work and Economic Growth	10 Reduced Inequalities
Customer Satisfaction and Trust	12 Responsible Consumption and Production	9 Industry, Innovation and Infrastructure
Product Safety and Quality	3 Good Health and Well-being; 12 Responsible Consumption and Production	9 Industry, Innovation and Infrastructure
Energy Management	7 Affordable and Clean Energy; 13 Climate Action	9 Industry, Innovation and Infrastructure
Water and Wastewater Management	6 Clean Water and Sanitation	12 Responsible Consumption and Production; 14 Life Below Water
Climate Change Mitigation and Adaptation	13 Climate Action	7 Affordable and Clean Energy; 9 Industry, Innovation and Infrastructure

Contribution to the Sustainable Development Goals

PRIORITY TOPICS	DIRECT CONTRIBUTIONS TO THE SDGS	INDIRECT CONTRIBUTIONS TO THE SDGS
Waste Management and Circular Economy	12 Responsible Consumption and Production	9 Industry, Innovation and Infrastructure; 13 Climate Action
Sustainable Financial Performance	8 Decent Work and Economic Growth	9 Industry, Innovation and Infrastructure; 16 Peace, Justice and Strong Institutions
Ethics and Transparency	16 Peace, Justice and Strong Institutions	17 Partnerships for the Goals
Employee Rights and Development	4 Quality Education; 5 Gender Equality; 8 Decent Work and Economic Growth	10 Reduced Inequalities
Sustainable Supply Chain	8 Decent Work and Economic Growth; 12 Responsible Consumption and Production	16 Peace, Justice and Strong Institutions; 17 Partnerships for the Goals
Innovation and Digital Transformation	9 Industry, Innovation and Infrastructure	8 Decent Work and Economic Growth; 12 Responsible Consumption and Production

Strategic Objectives

STRATEGIC AREA — PRODUCTION CAPACITY AND CONTINUITY

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Achieve Target Production Tonnage by Ensuring Production Continuity	• Sustainable Financial Performance • Innovation and Digital Transformation		**Target:** Achieve planned annual production targets across all production lines and improve production continuity and operational efficiency. **KPIs:** Production plan achievement rate (%); Overall Equipment Effectiveness (OEE) (%); unplanned downtime (hours and hours/tonne); capacity utilization rate (%).	Monitor production targets daily; reduce unplanned downtime through root cause analyses; ensure effective implementation of planned maintenance activities.

STRATEGIC AREA — OPERATIONAL EXCELLENCE

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Improve Process Efficiency	• Product Safety and Quality • Waste Management and Circular Economy • Sustainable Financial Performance		**Target:** Optimize process performance to improve quality and reduce resource losses and production scrap. **KPIs:** First-pass yield (%); non-conforming product/scrap intensity (kg/tonne); process capability indicator; cost of poor quality.	Monitor quality and process performance; conduct data-driven root cause analyses; strengthen maintenance of critical equipment; optimize processes.
Ensure Production Continuity by Improving Equipment Reliability	• Sustainable Financial Performance • Innovation and Digital Transformation		**Target:** Reduce equipment-related failures and downtime; improve planned maintenance performance and equipment service life. **KPIs:** Mean Time Between Failures (MTBF); Mean Time to Repair (MTTR); planned maintenance compliance rate (%); maintenance-related unplanned downtime (hours); critical spare parts availability (%).	Improve equipment reliability through root cause analyses, planned and predictive maintenance, and effective critical spare parts management.

STRATEGIC AREA

OPERATIONAL EXCELLENCE

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Ensure Continuous Improvement	• Innovation and Digital Transformation • Sustainable Financial Performance		**Target:** Support operational excellence through continuous improvement, digital transformation, and effective management systems. **KPIs:**Completed Kaizen/digitalization projects (number); verified benefits/savings; improvement action closure rate (%); proportion of digitalized processes (%).	Implement data-driven projects; expand Kaizen and process revision initiatives; enhance competencies and digital applications; monitor system effectiveness.
Improve Supply Chain Performance and Reliability	• Sustainable Supply Chain		**Target:**Expand sustainable sourcing practices by improving supplier performance, collaboration, and risk management. **KPIs:**Critical supplier evaluation coverage (%); on-time delivery rate (%); sustainability assessment coverage (%); high-risk action closure rate (%).	Monitor supplier performance; implement improvement actions; integrate sustainability criteria into procurement and contracting processes.
Strengthen Operational Planning Effectiveness by Improving Inventory Accuracy	• Innovation and Digital Transformation • Sustainable Financial Performance		**Target:**Strengthen operational planning by improving spare parts inventory accuracy and inventory traceability. **KPIs:** Inventory accuracy rate (%); proportion of inventory movements recorded through the system (%); critical requests affected by stockouts (%); inventory count discrepancy value.	Manage all inventory receipt and issue processes through the system; maintain up-to-date records; verify warehouse storage locations; conduct periodic inventory counts.
Enhance Customer Satisfaction	• Customer Satisfaction and Trust • Product Safety and Quality		**Target:** Improve product and service quality to reduce customer complaints, shipment errors, and raw material receiving errors. **KPIs:**Customer complaints (number per 1,000 tonnes or per order); average complaint resolution time; on-time and error-free delivery rate (%); acceptance/ rejection error rate (%).	Evaluate complaints through root cause analyses; implement improvements; verify consistency among products, orders, labels, and documentation; provide employee training.

STRATEGIC AREA

CORPORATE GOVERNANCE AND COMPLIANCE

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Ensure Compliance with Legal and Regulatory Requirements	• Water and Wastewater Management • Ethics and Transparency		**Target:** Maintain wastewater discharge quality within legal limits and ensure full compliance with environmental regulations. **KPIs:**Discharge compliance rate (%); number of exceedances of regulatory limits; COD/ BOD/TSS values (mg/L); environmental non-compliance incidents and administrative penalties (number/amount).	Conduct regular wastewater analyses; monitor wastewater treatment plant performance; implement process optimization and planned maintenance activities; resolve identified non-conformities.

STRATEGIC AREA

OCCUPATIONAL HEALTH AND SAFETY

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Establish a Safe Working Culture	• Occupational Health and Safety		**Target:** Reduce occupational accidents and lost workdays while strengthening the occupational safety culture. **KPIs:** Lost Time Injury Frequency Rate (LTIFR); Total Recordable Incident Rate (TRIR); lost workdays (number); near-miss reporting frequency; workplace inspection and corrective action closure rate (%).	Update risk assessments; implement corrective and preventive actions (CAPA) based on accident root cause analyses; increase workplace inspections and training activities; strengthen PPE compliance and the near-miss reporting culture.
Reduce Occupational Health and Safety Risks	• Occupational Health and Safety		**Target:** Effectively manage occupational health and safety risks, strengthen the safe working environment, and prevent occupational diseases. **KPIs:** High-risk finding closure rate (%); overdue actions (number); periodic inspection completion rate (%); occupational disease cases; contractor OHS audit score.	Review risk assessments; address high-risk non-conformities; conduct periodic inspections and occupational health surveillance; monitor contractor and supplier OHS practices.
Enhance Employee OHS Awareness and Competencies	• Occupational Health and Safety • Employee Rights and Development		**Target:**Strengthen the occupational safety culture by enhancing employees' OHS knowledge, awareness, and competencies. **KPIs:**Mandatory OHS training completion rate (%); assessment success score; overdue/make-up training (number/%); qualified trainer rate (%).	Provide training to all employees in accordance with the annual training plan; monitor participation and assessment results; conduct make-up training sessions; improve training content and trainer competencies.

STRATEGIC AREA

ENVIRONMENT AND SUSTAINABILITY

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Reduce Waste Generation	• Waste Management and Circular Economy	12	**Target:** Reduce waste generation in production processes while improving resource efficiency and circular economy performance. **KPIs:** Total waste intensity (kg/tonne); hazardous waste intensity (kg/tonne); waste diversion/recovery rate (%); waste management costs.	Optimize production processes and maintenance activities; address the root causes of waste generation; improve equipment efficiency and chemical use efficiency; enhance employee awareness.
Increase Recycling	• Waste Management and Circular Economy	12	**Target:** Increase the use of recyclable packaging materials and packaging materials containing recycled content. **KPIs:** Recyclable packaging rate (%); recycled content rate (%); amount of packaging waste recovered (tonnes); compliant supplier rate (%).	Evaluate alternative packaging materials; prioritize suitable suppliers and materials; expand the use of packaging containing recycled content.
Improve Chemical Use Efficiency	• Product Safety and Quality • Water and Wastewater Management • Waste Management and Circular Economy	6 12	**Target:** Optimize chemical consumption to improve process efficiency while reducing material losses and environmental risks. **KPIs:** Chemical consumption intensity (kg/tonne); hazardous chemical substitution rate (%); chemical spills/losses (number or kg); chemical-related non-compliance incidents (number).	Optimize chemical dosin and process parameters; monitor chemical inventory and compliance with Safety Data Sheet (SDS) requirements; evaluate chemical substitution opportunities; strengthen spill prevention controls.

STRATEGIC AREA

ENVIRONMENT AND SUSTAINABILITY

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Improve Resource Efficiency	• Water and Wastewater Management		**Target:** Reduce water consumption intensity in production processes and manage water resources sustainably. **KPIs:** Water withdrawal/consumption (m^3); water intensity (m^3/tonne); water reuse rate (%); water loss and leakage volume (m^3).	Monitor water consumption; ensure efficient operation of facilities and equipment; eliminate water losses and leaks; optimize processes and enhance employee awareness.
Ensure Compliance with Legal and Regulatory Requirements	• Climate Change Mitigation and Adaptation • Ethics and Transparency		**Target:** Reduce greenhouse gas emissions and ensure full compliance with environmental legal requirements. **KPIs:** Scope 1 and Scope 2 emissions (tCO_2e); emissions intensity (tCO_2e/tonne); regulatory non-compliance incidents and penalties (number and amount); on-time regulatory reporting rate (%).	Monitor greenhouse gas emissions and environmental performance indicators; improve energy and process efficiency; implement emission control measures; send waste to licensed waste management facilities; ensure timely regulatory reporting.
Ensure Sustainable Sourcing	• Sustainable Supply Chain		**Target:** Strengthen collaboration with suppliers demonstrating high environmental and social performance. **KPIs:** Critical suppliers with environmental management system certification (%); ESG assessment coverage (%); high-risk suppliers (number/%); corrective action closure rate (%).	Encourage critical suppliers to improve their management system practices; integrate sustainability criteria into supplier selection, evaluation, and contracting processes.
Enhance Environmental Awareness	• Employee Rights and Development • Waste Management and Circular Economy • Climate Change Mitigation and Adaptation		**Target:** Enhance employees' knowledge and awareness of environmental management, waste management, and sustainability. **KPIs:** Training coverage (%); training hours per employee; assessment success score; make-up training completion rate (%); employee environmental improvement suggestions (number).	Conduct regular training sessions; monitor participation and assessment results; provide make-up training based on assessment outcomes; continuously improve environmental awareness initiatives.

STRATEGIC AREA

ENERGY AND RESOURCE EFFICIENCY

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Improve Energy Efficiency	• Energy Management • Climate Change Mitigation and Adaptation		**Target:** Reduce specific energy consumption in production and auxiliary facilities and continuously improve energy performance. **KPIs:**Total energy consumption (MWh); energy intensity (kWh/tonne); verified energy savings (MWh and %); energy efficiency projects (number).	Monitor and analyze energy consumption; improve process and equipment efficiency; implement energy efficiency projects; optimize auxiliary facilities; encourage employee participation.
Enhance Energy Consumption Traceability	• Energy Management • Innovation and Digital Transformation		**Target:**Enhance energy consumption traceability and establish a data-driven approach to energy management. **KPIs:**Significant energy uses monitored through submetering (%); data completeness rate (%); meter availability rate (%); consumption points with automated reporting (number).	Expand energy monitoring infrastructure; integrate significant energy users into measurement systems; ensure data quality; utilize performance analyses to drive improvements.
Enhance Employee Awareness of Energy Consumption	• Energy Management • Employee Rights and Development		**Target:**Enhance employees' knowledge and awareness of energy efficiency to contribute to improved energy performance. **KPIs:**: Training coverage (%); training assessment success score; make-up training completion rate (%); employee energy efficiency suggestions and implemented suggestions (number).	Provide energy efficiency training to all employees; monitor training participation and assessment results; conduct improvement and make-up training sessions; encourage employee suggestions.

STRATEGIC AREA

HUMAN RESOURCES AND COMPETENCIES

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Strengthen Emergency Preparedness	• Occupational Health and Safety • Climate Change Mitigation and Adaptation		**Target:** Strengthen emergency preparedness capacity and employees' emergency response competencies. **KPIs:**Planned/completed emergency drills (number/%); emergency response team participation rate (%); emergency response time; on-time closure rate of corrective actions identified during emergency drills (%).	Conduct OHS and environmental emergency drills in accordance with the annual plan; ensure team participation; implement realistic emergency scenarios; complete improvement actions based on drill results.
Establish an Organizational Competency Framework	• Employee Rights and Development • Innovation and Digital Transformation		**Target:**Systematically define employee competencies and strengthen competency-based human resources management. **KPIs:**Positions/employees with up-to-date competency profiles (%); completed competency assessments (%); competency gap closure rate (%).	Develop competency profiles based on job descriptions, process analyses, and job evaluations; update them regularly; integrate competency profiles into recruitment, performance evaluation, and employee development processes.
Establish a Performance-Oriented Management Culture	• Employee Rights and Development • Ethics and Transparency		**Target:**Expand corporate performance management across the organization and foster a fair and transparent performance culture. **KPIs:** Employees covered by the performance management system (%); on-time performance evaluation completion rate (%); development plan creation/completion rate (%); appeal/calibration closure rate (%).	Establish a competency-based performance management system; align evaluation criteria with job roles and responsibilities; include employees in the system; utilize assessment results in employee development processes.
Enhance Employee Participation and Foster a Culture of Continuous Improvement	• Employee Rights and Development • Innovation and Digital Transformation		**Target:** Institutionalize the employee suggestion system to enhance employee participation and strengthen the culture of continuous improvement. **KPIs:**Employees submitting suggestions (%); suggestions per employee; suggestion evaluation time; implementation rate (%); verified benefits/savings.	Establish a digital idea management system; ensure accessibility and effective governance mechanisms; provide training; evaluate suggestions in a timely manner; recognize and encourage successful suggestions.

STRATEGIC AREA

HUMAN RESOURCES AND COMPETENCIES

STRATEGIC OBJECTIVE	PRIORITY TOPICS	RELEVANT SDGS	TARGETS AND PERFORMANCE INDICATORS (KPIS)	ACTION PLAN
Strengthen the Culture of Corporate Ethics and Transparency	• Ethics and Transparency		**Target:** Strengthen ethical management mechanisms and promote transparent, accountable, and trust-based governance. **KPIs:**Ethics training coverage (%); reported concerns (number); average investigation and closure time; on-time report closure rate (%); retaliation incidents (number).	Conduct regular employee satisfaction surveys; evaluate feedback; monitor improvements in dining facilities, employee transportation services, and the working environment.
Foster a Motivating Work Environment	• Employee Rights and Development		**Target:**Enhance employee satisfaction and improve the quality of employee welfare services. **KPIs:** Employee satisfaction/engagement score; employee welfare services satisfaction rate (%); employee turnover rate (%); survey action closure rate (%).	Conduct regular employee satisfaction surveys; evaluate feedback; monitor improvements in dining facilities, employee transportation services, and the working environment.
Strengthen Workforce Capabilities by Fostering a Culture of Continuous Learning	• Employee Rights and Development		**Target:**Promote an organizational learning culture by enhancing employees' knowledge, skills, and competencies. **KPIs:** Training hours per employee; training plan completion rate (%); technical/vocational training coverage (%); internal trainer rate (%); competency gap closure rate (%).	Implement the annual training plan; expand technical and vocational training programs; establish an internal trainer pool; enhance trainer competencies and employee learning programs.



Value Chain Management

"The Strength of Steel, the Assurance of Tomorrow"

Value Chain Management

Gazi Metal manages its entire value chain, from raw material sourcing to production, logistics, and delivery to customers, in accordance with the principles of quality, efficiency, and sustainability. Steel sourced from reliable suppliers is processed using advanced production technologies and transformed into value-added products tailored to the needs of various industries.

The Company considers quality, delivery performance, and regulatory compliance as key criteria in supplier selection, while conducting quality control procedures in accordance with international standards throughout its production processes. Customer feedback is integrated into product and process improvement initiatives to ensure sustained customer satisfaction.

Across all stages of its value chain, Gazi Metal adopts an approach centered on resource efficiency, product quality, occupational health and safety, and responsible sourcing, aiming to create long-term, sustainable value.



Sustainable Supply Chain

Gazi Metal recognizes that sustainable value creation extends beyond its own operations and can only be achieved through the adoption of environmental, social, and governance principles across the entire supply chain. Accordingly, the Company manages its procurement and sourcing processes in accordance with the principles of transparency, ethical business practices, regulatory compliance, environmental responsibility, and respect for human rights. Through its digital procurement infrastructure, all procurement requests are systematically recorded and tracked, ensuring traceability while supporting process transparency and operational efficiency.





Supplier Code of Conduct and Compliance Framework

Sustainable supply chain management is supported by the Supplier Code of Conduct, which covers direct and indirect suppliers, subcontractors, and service providers. The Code defines fundamental principles regarding ethical business practices, human rights, working conditions, occupational health and safety, environmental protection, information security, and regulatory compliance.

The Company is committed to complying with national legislation and internationally recognized standards, including the principles of the International Labour Organization (ILO) and the OECD Due Diligence Guidance for Responsible Supply Chains, and expects the same approach to be adopted throughout its supply chain.

Supplier Selection and Evaluation Criteria

In supplier selection and evaluation processes, environmental and social criteria are considered alongside technical competence, quality performance, and price competitiveness. ISO 9001 Quality Management System, ISO 14001 Environmental Management System, and occupational health and safety practices are among the key evaluation criteria.

The Company adopts a zero-tolerance approach to child labor, forced labor, discrimination, and all forms of harassment, while respect for employee rights, fair working conditions, and a safe working environment are fundamental requirements expected of all business partners. In the sourcing of conflict minerals (3TG), responsible sourcing practices are adopted in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains.

Within this evaluation system, which is based on the reliability, continuity, and traceability of procurement processes, suppliers' adoption of environmentally responsible production practices and their ability to manage environmental impacts are assessed based on the effectiveness of their environmental management practices, compliance of waste management processes with applicable regulations, and concrete measures implemented to continuously improve environmental performance.

From a social perspective, the effectiveness of occupational health and safety practices, as well as the existence and implementation of policies concerning employee rights and social responsibility, are evaluated. The date of the most recent inspection conducted by the Ministry of Labour and Social Security and whether any non-conformities were identified during the inspection are also included among the key indicators considered in the evaluation process.



Environmental Performance Assessments

Gazi Metal encourages its suppliers to use natural resources efficiently, improve waste management practices, enhance energy efficiency, and increase the use of renewable energy. Suppliers are expected to measure and report their greenhouse gas emissions and establish targets to reduce their carbon footprints. In accordance with the requirements of the European Union's Carbon Border Adjustment Mechanism (CBAM) and ISO 14064 Corporate Carbon Footprint assessments, Scope 1 and Scope 2 emissions data are requested from key suppliers. These data are used to calculate the Company's Scope 3 emissions and report embedded carbon emissions. Although Scope 3 emissions data are not yet requested from suppliers, their carbon management maturity is monitored, and they are encouraged to prepare for future reporting requirements.

The Company regularly assesses existing and potential environmental impacts across its supply chain. Greenhouse gas emissions arising from raw material sourcing and logistics processes are among the primary existing environmental impacts, while potential leakage and spillage risks associated with the transportation and storage of chemicals are monitored as potential environmental impacts. Safety Data Sheets (SDS), legally required permits, safe storage practices, and emergency response procedures are utilized to manage these risks.

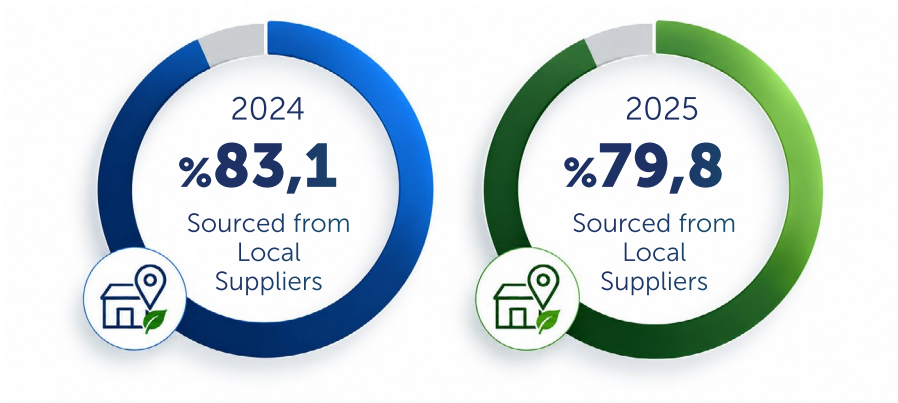
During the reporting period, no supplier relationships were terminated due to non-compliance with environmental regulations. However, corrective action procedures are implemented when potential environmental violations are identified, and sanctions, including termination of business relationships where necessary, may be applied.

As part of its initiatives in 2025, Gazi Metal continued its efforts to enhance the supplier evaluation system by incorporating environmental and social criteria more comprehensively, with the aim of monitoring and improving suppliers' sustainability performance.



Local Sourcing

Supporting the local economy is considered an important component of Gazi Metal's sustainable supply chain approach. Within the framework of its local sourcing policy, the Company aims to reduce carbon emissions associated with logistics and contribute to regional economic development. In 2024, 83.1% of procurement requests were fulfilled by local suppliers, compared to 79.1% in 2025.



Product Safety and Quality

Gazi Metal considers product safety and quality to be among the fundamental pillars of operational excellence and sustainable growth. The cold-rolled flat steel products manufactured by the Company are not supplied directly to end users but are used as raw materials in the production processes of customers operating in the home appliances, automotive supply, pipes and profiles, construction materials, and other industrial sectors. Maintaining consistent technical specifications, ensuring safe use, and complying with relevant standards are among the key priorities of the Company's quality management approach.

Product safety and quality management are carried out in accordance with the policies, objectives, and processes established under the ISO 9001 Quality Management System. The Company is committed to ensuring that its products and services comply with relevant technical specifications, national and international standards, and applicable legal requirements. Quality performance is monitored through measurable objectives, while processes are continuously improved through a risk- and opportunity-based approach to support operational excellence.

Production activities are carried out within an integrated structure encompassing pickling, cold rolling, annealing, temper rolling, slitting, and cut-to-length processes. At the Karasu Cold Rolling Mill, designed in accordance with Industry 4.0 principles, the fully automated production infrastructure, advanced process control systems, and modern quality control practices enable the dimensional accuracy, surface quality, and mechanical properties of products to be regularly monitored and verified at every stage of production. Through these practices, the Company delivers high-precision, reliable products that meet customers' process requirements.

Within the scope of product safety, raw materials and production processes are monitored in accordance with relevant technical standards, and product compliance with customer technical specifications, particularly TS EN 10111 and TS EN 10130 standards, is verified. Regarding the management of chemical substances, compliance with REACH regulations is ensured, and the necessary declarations of conformity are prepared and shared with customers. These practices contribute to the safe use of products in terms of human health and the environment.

To embed a culture of quality as an integral part of its corporate structure, Gazi Metal conducts training activities aimed at enhancing employees' professional knowledge and competencies. Process performance is regularly evaluated, and continuous improvement initiatives are supported. Compliance with quality standards, regulatory requirements, and product safety criteria are also among the key considerations in relationships with suppliers and business partners. Accordingly, product safety and quality performance are managed sustainably not only within the Company's operations but also across its entire value chain.

During the reporting period, no incidents of non-compliance with applicable regulations or voluntary standards concerning the health and safety impacts of products and services were recorded.





Customer Satisfaction and Trust

Gazi Metal's approach to customer satisfaction is based on delivering high-quality and reliable products, meeting customer expectations in a timely manner, ensuring full compliance with applicable laws, regulations, and technical standards, and considering customer feedback as a key input for continuous improvement. Ensuring product compliance with relevant standards, enabling the safe use of products in customers' production processes, and safeguarding the confidentiality of customer information are among the Company's fundamental principles.

The Company is committed to:

	Regularly monitoring customer needs and expectations,
	Maintaining product quality and safety in accordance with national and international standards,
	Ensuring compliance with applicable regulatory requirements, particularly REACH,
	Evaluating customer complaints promptly and impartially and implementing necessary corrective actions,
	Enhancing customer experience through a commitment to continuous improvement.

Annual customer satisfaction surveys are conducted to enhance customer satisfaction, and established performance targets are regularly monitored. Customer satisfaction surveys are made available through the Company's corporate website and are also distributed to customers via email on an annual basis. Feedback submitted through the website throughout the year is recorded within the same system and incorporated into the evaluation process.

The collected survey results are analyzed and reported through the Customer Survey Analysis Form. The analyses assess key performance indicators, including customer satisfaction levels, product quality, delivery performance, technical support, after-sales services, communication effectiveness, and overall customer experience. Based on the survey findings, areas for improvement are identified, and annual targets are established to reduce customer complaints and enhance service quality. The results are reviewed during Management Review Meetings, where necessary actions are planned.

Customer satisfaction and trust-related processes are managed through coordination among the Sales and Marketing, Quality Control, Production, Management Systems, and relevant technical departments. Customer complaints received via email or telephone are initially recorded by the Sales and Marketing Department and forwarded to the Process and Quality Control Department, depending on their nature. Customer complaints undergo technical investigation and root cause analysis. Based on the technical assessment, complaints are either rejected with supporting justifications or accepted. In cases where complaints are accepted, the products concerned are evaluated according to established quality classification criteria. Depending on the customer's intended use of the products, appropriate solutions are implemented, including product returns, replacements, or other measures deemed suitable.

Where non-conformities attributable to Gazi Metal are identified, a corrective action process is initiated, and the results are recorded in the digital portal. All customer complaints are centrally documented and reported electronically, with automated notifications sent to the relevant managers. The collected data are periodically analyzed and evaluated in relation to quality performance, customer expectations, and continuous improvement initiatives. These findings are used to enhance product quality, increase customer satisfaction, and continuously improve process performance.





Environmental Performance

"Steel Remains, the Footprint Decreases"

Environmental Management

Gazi Metal considers the effective management of environmental impacts arising from its operations to be one of its fundamental corporate responsibilities. The Company's environmental management approach is built on the principles of pollution prevention at source, full compliance with legal and other compliance obligations, efficient use of natural resources, and continuous improvement of environmental performance.

The Environmental Management System is integrated into all operational processes, enabling the regular assessment of environmental impacts arising from the Company's activities. Initiatives are implemented to reduce waste generation at source, increase recovery rates, and promote the efficient use of natural resources. In addition, annual objectives are established for regulatory compliance, environmental training, and environmental management standards. Performance indicators associated with these objectives are regularly monitored, and the results of periodic assessments conducted throughout the year and year-end evaluations are analyzed to plan continuous improvement initiatives.

Gazi Metal regularly assesses environmental risks arising from its operations, particularly those related to climate change and greenhouse gas emissions. The Company implements necessary preventive and response measures to ensure preparedness for environmental emergencies and minimize potential impacts.

Gazi Metal extends its environmental management approach beyond internal operations by implementing initiatives that promote environmental awareness among employees, suppliers, and other stakeholders. In 2025, 293 employees received training on environmental management, waste management, and climate change across 35 different training sessions. In addition, 21 newly recruited employees received environmental training as part of the orientation program. To enhance preparedness for environmental emergencies, an environmental emergency drill based on a chemical spill scenario was conducted at the Temper Rolling Line.

ENVIRONMENTAL TRAINING INDICATORS	2025
Number of Employees Receiving Training	293
Total Environmental Training Hours (person-hours)	310.58
Average Training Hours per Employee (hours)	1.06

During 2025, Gazi Metal made various expenditures and investments in environmental initiatives and improvement activities to enhance its environmental management performance and strengthen the sustainability of its operations.

ENVIRONMENTAL MANAGEMENT EXPENDITURES	UNIT	AMOUNT
Environmental Management Measurement and Analysis Costs	TRY	1,013,604
Total Waste Management Costs	TRY	1,780,910
Environmental Management Chemical Expenses	TRY	1,208,500
Environmental Management Certification and Permit Expenses	TRY	151,253
Environmental Management Consultancy Expenses	TRY	573,500
Process Improvement Initiatives for Treatment Sludge Reduction	TRY	360,000



Energy Management

Given the energy-intensive nature of steel production, energy management is one of Gazi Metal's key sustainability priorities. The Company considers the efficient use of energy and the continuous improvement of energy performance to be fundamental components of its corporate responsibilities. Its energy management approach is based on reducing energy consumption, improving energy efficiency, increasing the use of renewable energy sources, and limiting energy-related greenhouse gas emissions.

Gazi Metal, which holds ISO 50001 Energy Management System certification, manages its energy-related activities in accordance with its Energy Policy. The Company's Energy Policy is based on compliance with applicable legislation and other compliance obligations, the establishment of energy objectives and targets, and the regular monitoring and continuous improvement of energy performance. The Policy includes commitments to providing the information and resources necessary to achieve established objectives and targets, procuring energy-efficient products, equipment, systems, and services, incorporating energy performance criteria into the design of new investments and processes, and enhancing employee awareness of energy efficiency through training.

Energy consumption is monitored and recorded in real time through automation and Supervisory Control and Data Acquisition (SCADA) systems installed across the production lines. The collected data are analyzed and reported on a daily, monthly, and annual basis to monitor consumption trends, investigate deviations from established targets, and identify areas for improvement. Assessments conducted using Energy Performance Indicators (EnPIs) and Energy Baselines (EnBs) provide inputs for the planning, implementation, monitoring, and continuous improvement processes of the ISO 50001 Energy Management System.

Energy consumption data are also used in greenhouse gas emissions calculations conducted using internationally recognized calculation methodologies. The integrated monitoring of energy performance and energy-related emissions supports the identification of emissions reduction potential, the prioritization of investments, and the measurement of environmental benefits arising from implemented initiatives.

Gazi Metal prioritizes energy efficiency projects and renewable energy investments to reduce energy-related greenhouse gas emissions. Through its rooftop solar power plant investments undertaken in 2023 and 2024, the Company achieved a total installed capacity of 5.8 MW.

Over the past three years;

3,491,175
USD
Invested, generating annual savings

15,887,771
kWh
Total Energy Savings

%17
The Company's annual electricity consumption is met through renewable energy sources.

One of the most significant energy efficiency initiatives implemented in 2025 was the conversion of lighting systems throughout the facility to LED technology.

16,376
USD
Invested, generating annual savings

231,828
kWh
Annual energy savings achieved

The energy savings achieved contributed to reducing energy consumption and operating costs, as well as lowering greenhouse gas emissions.

Within the framework of its short-, medium-, and long-term energy targets, the Company plans to invest in an additional solar power plant with an installed capacity of 1.5 MW during the 2026–2027 period. Through this planned investment, the Company aims to increase the amount of electricity supplied from renewable energy sources, reduce electricity purchased from the grid, and lower energy-related greenhouse gas emissions. Identifying and capitalizing on energy efficiency opportunities across production processes and expanding renewable energy capacity remain among the Company's key priorities.

In accordance with its Energy Policy and ISO 50001 Energy Management System, Gazi Metal is committed to regularly monitoring its energy performance, evaluating progress toward established targets, and continuously improving the effectiveness of its energy management system.

Emissions Management

Gazi Metal considers the effective management of air emissions arising from its operations, the protection of air quality, the reduction of greenhouse gas emissions, and full compliance with applicable legal requirements to be fundamental responsibilities. Stack emissions and greenhouse gas emissions are regularly monitored, while carbon footprint calculations are conducted and assessed through performance indicators.

Maintaining stack emissions generated by the Company's operations below the emission limit values specified in the Regulation on the Control of Industrial Air Pollution is among its key environmental performance objectives. All stack emission measurements conducted during the reporting period remained below the applicable regulatory limits, ensuring legal compliance, with the results approved by the Ministry of Environment, Urbanization and Climate Change.

As part of its climate change mitigation efforts, Gazi Metal established its data collection infrastructure for monitoring greenhouse gas emissions in 2023 and prepared its first greenhouse gas inventory. Greenhouse gas emissions arising from the Company's direct activities (Scope 1) and energy-related indirect activities (Scope 2) are calculated regularly in accordance with the TS EN ISO 14064-1:2019 Standard and the GHG Protocol. The results are disclosed in the annual Corporate Carbon Footprint Report and serve as a primary data source for monitoring emissions performance.

As a company operating in the steel industry, Gazi Metal falls within the sectors covered by the Carbon Border Adjustment Mechanism (CBAM), introduced under the European Green Deal. To fulfill its CBAM obligations associated with exports to the European Union, the Company regularly calculates and reports product-level embedded greenhouse gas emissions. The calculations conducted under CBAM also serve as an important decision-support mechanism for monitoring carbon performance, developing low-carbon production strategies, and effectively managing supply chain-related emissions.

Total Carbon Footprint Sources



While continuing its efforts to effectively manage emissions from its facilities, Gazi Metal aims to expand practices that contribute to reducing carbon emissions across its entire value chain, strengthen collaboration with its suppliers, and continuously enhance its compliance with evolving international climate regulations, particularly the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM).



GREENHOUSE GAS EMISSIONS	2025
Scope 1 Emissions	13,394.24 tCO_2e
Scope 2 Emissions	14,598.22 tCO_2e
Scope 3 Emissions	801,581.11 tCO_2e
Total Emissions	829,573.57 tCO_2e

Water and Wastewater Management

Gazi Metal considers the protection of water resources, their efficient utilization, and sustainable water management to be among its fundamental environmental responsibilities. The Company's Water Policy is based on compliance with water-related legislation and other applicable compliance obligations, reducing water consumption, improving water efficiency, preventing water pollution, and promoting water recovery and reuse. Raising awareness of water management among employees and other stakeholders is also among the key priorities of the Policy.

Water management processes are carried out in an integrated manner with the ISO 14001 Environmental Management System. Water consumption is monitored according to its areas of use and evaluated through performance indicators linked to production volumes. Performance is regularly monitored against established annual targets, and improvement initiatives are planned to enhance water efficiency.

The primary water sources used in the Company's production processes are well water and rainwater. Water obtained from these sources undergoes the necessary treatment processes through ultrafiltration (UF) and reverse osmosis (RO) systems installed at the Water Treatment Facility, ensuring that it meets the required process water quality standards before being utilized in production activities.

A significant portion of water consumption in production processes results from evaporation losses in cooling towers operating within open-circuit cooling systems. Water used to cool process equipment is cooled in the cooling towers and subsequently recirculated into the system. This process enables higher cycles of concentration and prolonged water recirculation, thereby reducing the amount of makeup water required and, consequently, overall water consumption.

Various water reuse practices are implemented to reduce water consumption and increase water recovery rates. Backwash water from the ultrafiltration (UF) system is collected in a primary sedimentation basin and returned to the system, while reject water from the RO2 system is directed to the raw water reservoir for reuse. Project development activities are also underway to collect reject water from the RO1 system in a separate tank and reuse it through the facility's general service water distribution network. In addition, the installation of water meters on the relevant pipelines is planned to monitor the effectiveness of water recovery practices.

Municipal water supply is used exclusively to meet employees' drinking water, domestic water, and other welfare-related needs and is not utilized in production processes.



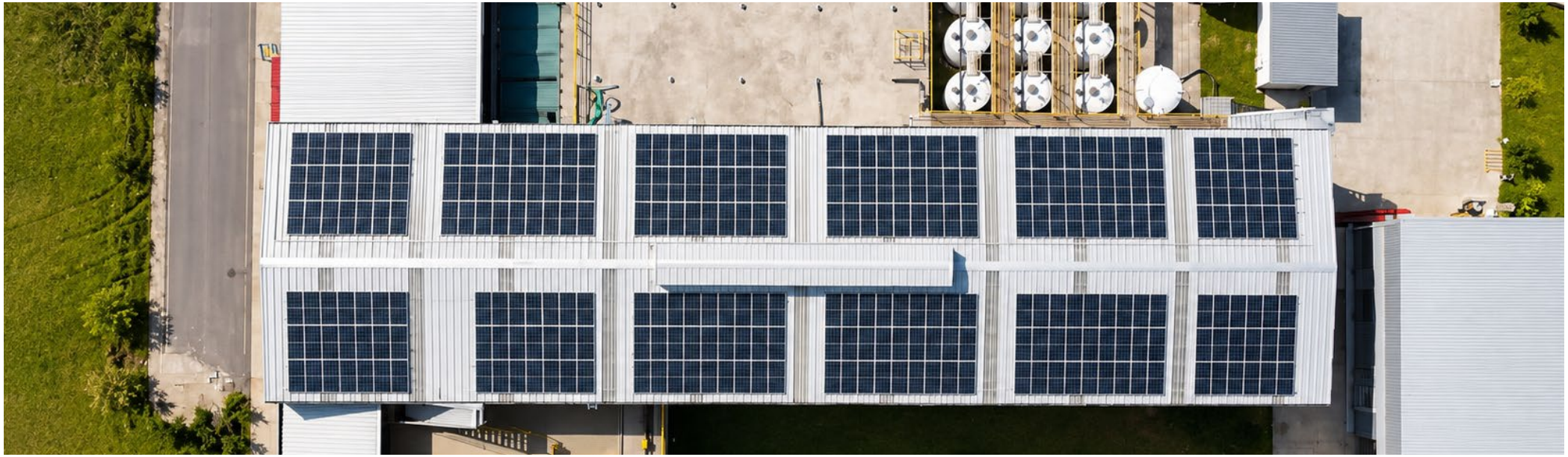
Within the scope of wastewater management, wastewater generated from production processes is treated at Gazi Metal's on-site Wastewater Treatment Plant and discharged in accordance with applicable environmental requirements. The performance of the Wastewater Treatment Plant is monitored through regular measurements, analyses, and sampling activities, and compliance of the treated wastewater with regulatory discharge limits is verified prior to discharge. In 2025, all wastewater samples collected during eight inspections conducted by the Provincial Directorate of Environment, Urbanization and Climate Change were found to comply with the limit values specified in the relevant legislation.

Chemicals used in wastewater treatment processes and process performance are regularly monitored, while improvement initiatives are undertaken to enhance treatment efficiency and reduce the generation of treatment sludge. As a result of process improvements implemented at the Wastewater Treatment Plant and Acid Regeneration Plant, the amount of treatment sludge was reduced to 157.68 tonnes in 2025, reaching its lowest level in the past five years.

Gazi Metal is currently undertaking the certification process for the Blue Water Efficiency Certificate under the Water Efficiency Regulation. In 2025, preparatory infrastructure activities for certification were initiated, and initiatives were implemented to raise awareness of water efficiency throughout the facility. Water efficiency awareness posters were prepared, and water efficiency training programs were planned for employees.

WATER CONSUMPTION	UNIT	2025
Groundwater	m^3	137,554.00
Rainwater	m^3	11,050.00
Municipal Water Supply	m^3	17,158.00
Water Consumed	m^3	85,246.15
Water Discharged	m^3	69,465.85

WATER FOOTPRINT	UNIT	2025
Blue Water Footprint	m^3	154,712.00
Domestic Grey Water Footprint	m^3	15,442.20
Industrial Grey Water Footprint	m^3	20,997.19



Waste Management and Circular Economy

Gazi Metal aims to improve resource efficiency, reduce waste generation at source, and maximize waste recovery by integrating circular economy principles into its production processes. In line with the Zero Waste principle, the Company implements practices focused on waste prevention, reuse, recycling, and energy recovery. Waste management performance is regularly monitored, annual reduction targets are established for each priority waste type, and the effectiveness of implemented process improvements is assessed through performance indicators.

During the reporting period, a total of 23 different waste types were managed, comprising 18 hazardous and 5 non-hazardous waste types. Waste treatment and disposal methods are determined according to the characteristics of each waste type.



In 2025, a total of 305 tonnes of waste was generated as a result of the Company's operations.

86% Energy Recovery

14% Recycling

Treatment sludge, biological treatment sludge, contaminated waste, and composite packaging waste are utilized as alternative fuels in cement plants for energy recovery. Rolling mill sludge recovered from the magnetic separator and grinding swarf are utilized in energy generation facilities for electricity production.

ENERGY RECOVERY METHOD	WASTE TYPE	WASTE AMOUNT (KG)	SHARE (%)
Use as Alternative Fuel	Treatment Sludge, Biological Treatment Sludge, Contaminated Waste, Composite Packaging Waste	210,090	80%
Use as Alternative Fuel	Rolling Mill Sludge (Recovered from the Magnetic Separator), Grinding Swarf	52,680	20%

Circular Economy Practices

While focusing on the recovery of waste generated through its operations, Gazi Metal also aims to implement process improvements to reduce waste generation at source. Contaminated waste, rolling mill sludge, grinding swarf, treatment sludge, and metal scrap have been identified as priority areas for waste reduction, with specific performance targets established for each waste type.



Contaminated Waste Reduction

Following the commissioning of the slitting line in 2023, the amount of contaminated waste generated increased. As a result of process assessments conducted by the Steel Service Center (SSC) Management and engineering teams, the process was improved through the introduction of new felt materials, significantly reducing contaminated waste generation.

In 2025, the Company achieved a contaminated waste generation rate of 64.5 kg per 1,000 tonnes of product, outperforming the established target of 85 kg per 1,000 tonnes of product. By continuing this practice, Gazi Metal aims to further reduce contaminated waste generation in the coming years.

Target
kg/1,000 tonnes
85

Actual
kg/1,000 tonnes
64.5

Rolling Mill Sludge Reduction

Following process analyses conducted by rolling mill engineers, the operating parameters of the magnetic separator were optimized. In addition, controlled drainage of water from magnetic sludge stored in Intermediate Bulk Containers (IBCs) at the waste storage area was implemented to reduce the moisture content of the waste prior to disposal.

These improvements contributed to reducing the total amount of waste sent for disposal while enhancing resource efficiency. In 2025, rolling mill sludge generation was recorded at 115.2 kg per 1,000 tonnes of product, significantly outperforming the established target of 157 kg per 1,000 tonnes of product.

Target
kg/1,000 tonnes
157

Actual
kg/1,000 tonnes
115.2

Grinding Swarf Reduction

Process improvements implemented in the Cold Rolling and Temper Rolling Lines extended the service life of the rolls, reducing grinding frequency and, consequently, grinding swarf generation.

Drainage improvements made to the collection container for grinding swarf enabled the removal of free water from the swarf, thereby reducing the weight of waste sent for disposal.

As a result of these initiatives, the Company exceeded its 2025 reduction target of 69 kg per 1,000 tonnes of product, achieving a grinding swarf generation rate of 60.7 kg per 1,000 tonnes of product.

Target
kg/1,000 tonnes
69

Actual
kg/1,000 tonnes
60.7

Treatment Sludge Reduction

Significant reductions in treatment sludge generation have been achieved through process improvements implemented at the Wastewater Treatment Plant and the Acid Regeneration Plant (ARP), where the largest amount of treatment sludge is generated. Treatment sludge generation has shown a consistent downward trend in recent years, reaching 157.7 tonnes in 2025, its lowest level in the past five years.

Gazi Metal regards waste not as an environmental burden but as a resource that contributes to the circular economy. The Company continuously improves its environmental performance through practices aimed at reducing waste generation, increasing recovery rates, and minimizing natural resource consumption.

2025 year
(tonnes)
157.7

Metal Scrap and By-Products

In 2025, the Company aimed to maintain its total production scrap rate, including miscellaneous sheet metal scrap, pup coils, packaging sheets, and iron oxide, below 5.17%. By year-end, the scrap rate was recorded at 5.15%, successfully achieving the established target.

All scrap materials and by-products generated during the reporting period were sent to licensed recovery companies, enabling their reintroduction into the economy as raw materials.

Target (%)
5.17%

Actual (%)
5.15%



Social Performance

"Producing Steel for the Future"

Human Resources Approach

Gazi Metal adopts respect for human rights as one of the fundamental principles of its human resources approach. The Company prioritizes compliance with national legislation in its operations and is guided by the United Nations Universal Declaration of Human Rights and the International Labour Organization's (ILO) Fundamental Principles and Rights at Work.

The Company adopts an approach based on job-related competencies, merit, objective assessment, and equal opportunities in its recruitment, remuneration, training, performance evaluation, and career development processes. Discrimination based on race, color, language, nationality, ethnic origin, gender, age, religion, religious denomination, political opinion, disability status, marital status, or any other characteristic protected by applicable legislation is not tolerated.

Gazi Metal considers providing a safe, healthy, and dignified working environment and opposing child labor and forced labor to be among its fundamental responsibilities. Compliance with applicable legislation forms the basis of its practices regarding working hours, overtime, rest periods, and remuneration.

The Company aims to foster a communication environment based on mutual trust, where employees can freely express their opinions and suggestions. It also seeks to extend its commitment to respect for human rights to its relationships with suppliers and business partners across its operations and business activities.

Human Resources, Diversity, and Inclusion

Gazi Metal's workforce structure is shaped by the technical expertise, operational experience, and organizational competencies required for cold rolling operations. Through the contributions of both blue-collar and white-collar employees, the Company aims to maintain a working environment that supports production continuity, safety, quality, and organizational development.

Human resources planning takes into account operational needs, shift arrangements, and long-term competency requirements. The onboarding of new employees, professional development of existing employees, and transfer of technical knowledge and expertise are among the Company's priority development areas. Its training and development approach takes into consideration the working conditions of operational employees and their access to training opportunities.

The Company's diversity and inclusion approach aims to promote the participation of employees from different age groups, professional backgrounds, and educational experiences in the workplace through fair and equal opportunities. Increasing the representation of women, particularly in production and technical roles, is recognized as an area for improvement. The Company aims to advance its approach in this area by considering job requirements, safe working conditions, and equal access to opportunities.

In promoting the employment of persons with disabilities, Gazi Metal considers accessibility, workplace conditions, and job adaptation needs alongside the requirements of individual roles. The Company aims to support its commitment to diversity and equal opportunities through verifiable workforce data and concrete improvement initiatives.



Employee Rights and Development

Gazi Metal believes that sustainable success is built on a safe, fair, and inclusive working environment that respects employee rights. Through its Workplace Rights and Responsibilities Procedure, the Company aims to protect employees' fundamental rights and freedoms, ensure compliance with legal obligations related to working life, and promote an ethical work culture throughout the organization.

The Company conducts all employment processes in accordance with applicable labor legislation and international labor principles. Employment is based on employees' free will, and no form of forced or compulsory labor is permitted. Employees are informed of their working conditions before commencing employment and have the freedom to terminate their employment relationships in accordance with their legal rights. Reports of potential rights violations and non-conformities are assessed by authorized departments in accordance with the principles of confidentiality and impartiality.

The Company aims to foster a respectful working environment that safeguards the physical and psychological well-being of its employees. No form of psychological pressure, workplace bullying (mobbing), mistreatment, harassment, or violence is tolerated, and all employees are expected to treat one another with respect, ethical conduct, and professionalism.

Equality and equal opportunities form the foundation of Gazi Metal's human resources practices. All employees are treated equally throughout employment processes, including recruitment, assignment of responsibilities, remuneration, performance evaluation, career development, and termination of employment. Discrimination based on gender, age, race, language, religion, ethnic origin, disability status, political opinion, marital status, or similar characteristics is strictly prohibited. All practices are conducted based on objective criteria and merit.

Employee remuneration and fringe benefits are provided in accordance with applicable legislation, employment contracts, and Company practices, within established payment periods and based on employees' entitlements. Working hours, overtime arrangements, rest periods, weekly rest days, and public holidays are planned in compliance with applicable legislation. Overtime work is carried out within legal limits and in accordance with relevant remuneration requirements. In addition, annual paid leave and other statutory leave entitlements are granted in accordance with applicable legislation and eligibility requirements.

To support the development of employees' professional knowledge and competencies, the Company identifies and plans training and development needs based on the knowledge and skills required for their respective roles. By fostering a culture of continuous learning, Gazi Metal contributes to the personal and professional development of its employees.

TRAINING	UNIT	2023	2024	2025
Professional Development	Hours	19.29	19.54	38.24



Employee Satisfaction and Engagement

Gazi Metal considers employee well-being to be one of the fundamental pillars of its sustainable human resources approach. Upholding respect for employees' legal rights, the Company aims to promote employee satisfaction, organizational commitment, and quality of working life through fringe benefits and social support practices.

In addition to employee transportation and meal services, the Company provides additional leave opportunities and social and financial support in accordance with the scope and conditions established under its internal practices. Employees are also offered discounts on healthcare, education, sports, insurance, and accommodation services through agreements with partner institutions. The Company further contributes to education by providing university scholarships to employees' children who meet the established eligibility criteria.

Through initiatives recognizing employees' special occasions and various social activities, the Company aims to strengthen internal communication, solidarity, and a sense of belonging. In significant family events, such as childbirth, as well as challenging circumstances, including bereavement or accidents, leave, transportation assistance, and financial support are provided in accordance with applicable legislation and Company practices.

Employee opinions and suggestions are considered valuable inputs for improving human resources practices. Based on the feedback received, the Company aims to foster a working environment that addresses employee needs and promotes mutual trust.

Idea Workshop

Gazi Metal considers its employees' knowledge, experience, and operational observations to be valuable resources for sustainable development. In line with this approach, the Idea Workshop is an employee suggestion management system that enables employees to share improvement proposals and contribute to process development. The system aims to encourage employee participation, foster innovative thinking, and strengthen the culture of continuous improvement.

Suggestions submitted by employees are evaluated in terms of technical suitability, feasibility, and expected benefits. Proposals approved for implementation are put into practice with the involvement of relevant departments. Employee contributions to improvement initiatives are recognized in accordance with established evaluation and reward criteria.

In addition to operational efficiency, the evaluation process considers contributions to employee health, safety, and well-being. Key areas of focus include improving ergonomic conditions, reducing physical strain and occupational safety risks, supporting employee development, and enhancing the working environment.

The Idea Workshop also encourages the development of proposals that contribute to environmental sustainability. Ideas aimed at improving energy and natural resource efficiency, reducing scrap and waste generation, and enhancing production processes are evaluated based on their anticipated environmental and operational benefits.

Improvements with verified implementation results are assessed for their applicability to similar processes and equipment and subsequently extended to other suitable areas. Through this approach, the Company aims to integrate solutions arising from employee experience into its organizational knowledge base and contribute to sustainable value creation.



Occupational Health and Safety

Gazi Metal considers the health and safety of its employees an integral part of its sustainable business approach and integrates a culture of occupational safety into all its operations. The Company regards the prevention of occupational accidents and diseases, the provision of a safe working environment, and the continuous improvement of occupational health and safety performance as key priorities. Occupational health and safety activities are carried out in accordance with the requirements of Occupational Health and Safety Law No. 6331, Labor Law No. 4857, and the ISO 45001 Occupational Health and Safety Management System.

At Gazi Metal, the Occupational Health and Safety Management System is implemented through a risk-based and preventive approach. Risk assessments are conducted regularly at legally prescribed intervals, while employee surveys are carried out to encourage participation in these processes, and the opinions of employee representatives are taken into consideration. The hierarchy of controls is adopted in managing identified risks, prioritizing the elimination of hazards at source, followed by substitution where elimination is not feasible, engineering controls, administrative controls, and, as a final measure, the use of personal protective equipment (PPE).

For risks classified as high-level following risk assessments, service requests and corrective and improvement actions are initiated through the GM Portal system. Implemented actions are tracked digitally, and their effectiveness is regularly monitored.

Employees can report occupational risks to the Occupational Health and Safety (OHS) Committee through employee representatives or submit reports directly via the near-miss reporting, hazard reporting, survey, and feedback modules available in the GM HR Mobile application. All reports are evaluated, necessary actions are planned, and their outcomes are monitored.

Employees play an active role in the continuous development of the Occupational Health and Safety Management System. Risk assessments, procedures, and work instructions are made accessible to employees through the Company's shared digital platforms. Feedback collected through regular surveys and employee representatives is evaluated by the OHS Committee and used to guide continuous improvement initiatives.



Occupational Health and Safety Committee

Gazi Metal carries out its occupational health and safety activities through the Occupational Health and Safety (OHS) Committee to promote a culture of occupational health and safety throughout the organization, effectively manage workplace risks, and ensure employee participation in decision-making processes. The OHS Committee is established in accordance with Occupational Health and Safety Law No. 6331 and relevant regulatory requirements and plays a significant role in coordinating initiatives aimed at the continuous improvement of occupational health and safety performance.

The OHS Committee convenes regularly on a monthly basis. Extraordinary meetings are also held when necessary, particularly in the event of fatal occupational accidents, accidents resulting in loss of limbs, serious occupational accidents, or situations requiring immediate intervention. During these meetings, the implementation status of previous decisions is reviewed, emerging risks are analyzed, and necessary preventive actions are determined. Decisions are documented in meeting minutes and communicated to the relevant departments. Implementation processes are regularly monitored to ensure that actions are completed within established deadlines. Actions that cannot be completed within three months are reported to senior management to ensure effective oversight and follow-up.

The Committee's primary responsibilities include assessing workplace hazards and risks, investigating occupational accidents and near-miss incidents, implementing measures to prevent occupational diseases, planning occupational health and safety training programs and monitoring their effectiveness, determining necessary safety measures for maintenance and repair activities, evaluating preparedness for fires, natural disasters, and other emergencies, and preparing annual occupational health and safety performance reports and improvement plans.

Risk Management in Occupational Health and Safety

The risk management process covers all activities, products, and services of the Company and is carried out with the participation of senior management, the OHS and Environmental Committee, occupational safety specialists, the Management Systems Department, department supervisors, and employees. Employees are responsible for contributing to the identification of hazards associated with their activities and complying with established safety measures.

Risk assessments are reviewed and updated when necessary, including in cases of workplace relocation or changes to the physical structure of the workplace, modifications to production methods, occupational accidents, occupational diseases or near-miss incidents, changes in legislation, or when workplace monitoring results and occupational health surveillance findings indicate the need for reassessment. Emerging hazards originating outside the workplace, emergency situations, and new risks related to production, storage, or shipment arising from customer orders are also included within the scope of risk assessments.



To ensure that risk assessments remain up to date, hazard and risk assessment surveys are conducted across all operations with employee participation every two years. Risk assessments are updated at least once every two years and reviewed at least annually. In preparing risk assessments, occupational accident, incident, and near-miss records, OHS Committee meeting minutes, OHS performance reports, and employee feedback are taken into consideration. Updated risk assessments are maintained in the Company's digital system and made accessible to relevant employees.

Identified hazards are scored based on their likelihood of occurrence, frequency of exposure, and potential severity of harm. Risk scores are calculated by multiplying the probability, exposure frequency, and severity values. Based on the results, risks are classified into five categories: acceptable, potential, substantial, high, and very high. Where very high risks are identified, work activities are suspended, and immediate preventive measures are implemented. For high and substantial risks, action plans are developed, with clearly assigned responsibilities and completion deadlines.

Risk control measures prioritize eliminating hazards or substituting hazardous processes or materials with less hazardous alternatives. Where these measures are not feasible, engineering controls, modifications to work systems, administrative controls, emergency response plans, first aid arrangements, and personal protective equipment (PPE) are implemented. These measures aim to control risks at source and minimize employee exposure to workplace hazards.

Risk assessment results are reviewed by the OHS and Environmental Committee, with risks scoring above 70 prioritized for inclusion in action plans. Identified measures, responsible personnel, and completion deadlines are documented, and implementation progress is regularly monitored during subsequent Committee meetings.

Occupational health and safety objectives and targets are also established based on risk assessment findings, implemented following approval by senior management, and reviewed at least annually to account for changing conditions.

OCCUPATIONAL HEALTH AND SAFETY DATA	UNIT	2023	2024	2025
Total Number of Occupational Accidents	Number/Year	18	21	15
Near-Miss Incidents	Number/Year	5	6	8
Accident Frequency Rate	Rate	31.54	41.5	22.45
Fatalities	Number/Year	0	0	0
Accident Severity Rate	Rate	3.41	3.10	6.7
Lost Day Rate (LDR)	Rate	260.00	228.00	409.00



Occupational Health Services and Employee Well-Being

Gazi Metal provides occupational health services through its on-site health unit to ensure that employees have timely and effective access to healthcare services. Pre-employment and periodic medical examinations are conducted by the occupational physician and other healthcare personnel. First aid and emergency medical response services are also provided, and employees are referred to appropriate healthcare institutions when necessary.

To enhance employees' overall health awareness, the Company goes beyond statutory occupational health services by organizing awareness training sessions on obesity, addiction prevention, and healthy living in collaboration with the District Health Directorate.

Occupational Health and Safety Training

Occupational health and safety activities are carried out by qualified professionals with expertise in their respective fields. Class A and Class C Occupational Safety Specialists are employed within the Company, while occupational physician and other healthcare personnel services are obtained from authorized healthcare institutions.

Regular training programs are conducted to raise employee awareness of occupational health and safety. Access to training has been facilitated through the online training system introduced in recent years. In addition, occupational accident awareness videos displayed on screens in the Company's dining facilities aim to reinforce a culture of safe behavior in daily working practices.

OCCUPATIONAL HEALTH AND SAFETY TRAINING	2023	2024	2025
Number of Company Employees	312	317	325
Total OHS Training (Person-Hours)	20.6	17	22.86



Innovation and Digital Transformation

Gazi Metal considers innovation and digital transformation essential enablers of operational efficiency, effective resource utilization, enhanced employee experience, and strengthened sustainable production practices. The Company's digital transformation vision is based on establishing a data-driven, traceable, and fully integrated structure across all processes, from production to shipment. Initiatives are being undertaken to support production, quality, maintenance, shipment, inventory management, finance, and human resources processes through digital systems.

The Cold Rolling Mill located in the Karasu Organized Industrial Zone features a fully automated production infrastructure aligned with Industry 4.0 principles. Advanced process control systems, Programmable Logic Controller (PLC) and Human-Machine Interface (HMI) infrastructures that enable data collection from production lines, and quality control practices contribute to real-time monitoring of production processes, systematic recording of operational data, and evaluation of process performance. Production, quality, maintenance, and shipment processes are monitored through Enterprise Resource Planning (ERP) and production management systems, while data exchange between systems is facilitated through SQL-based integrations and web services. Reporting and analysis activities are carried out through portal interfaces and digital reporting tools.

The Portal and Mikro ERP systems used within the Company, together with the Microsoft SQL Server database, ASP.NET WebForms and C#-based applications, and the digital infrastructure used to manage production data, support integration across operational processes. As a result of initiatives aimed at directly integrating the FileMaker-based portal with production and operational systems, dependence on intermediary systems used for data exchange has been reduced. These improvements have simplified the system architecture, minimized the risks of delays and inconsistencies in data transfer, and facilitated system maintenance and management processes.

Through the mobile inventory and production management application, a key component of the Company's digitalization initiatives, raw material, finished product, slitting, and cut-to-length inventories at the Karasu and Gebze facilities can be monitored in real time on a kilogram basis. Production orders awaiting processing and production plans for the pickling, cold rolling, cutting, slitting, annealing, and temper rolling lines can be tracked through mobile devices, while warehouse receiving operations and inventory movements can be recorded directly in the system from the production floor. Through the application's shipment, order, and finance modules, operations previously managed across different systems have been consolidated into a single platform, strengthening data integrity and process traceability.

The GM HR Mobile application, developed to digitalize human resources processes, enables employees to access their shift schedules, working hours, payroll statements, and other employment-related information available through the application, within their respective authorization levels. Employees can submit relevant requests and notifications through the application, while authorized users can carry out monitoring and approval processes. Through GM HR Mobile, manual processes are reduced, employees' access to corporate processes is facilitated, and human resources operations are managed more efficiently and effectively.



Innovation and Employee Participation

Gazi Metal implements process, equipment, and software improvements aimed at enhancing production efficiency, reducing energy and natural resource consumption, expanding digitalization, and improving occupational health and safety performance. In the coming period, the Company aims to establish a more systematic structure for its research and development (R&D) and innovation activities, aligned with its sustainability objectives.

Employee participation in innovation processes is supported through the "Idea Workshop," accessible via the GM HR Mobile application. Suggestions submitted by employees are evaluated through an established assessment process based on technical suitability, feasibility, and expected contributions. Approved suggestions are implemented, while employees' innovative contributions are also taken into consideration in performance evaluation processes. Through this approach, the Company aims to leverage employees' knowledge and experience, promote a culture of innovation throughout the organization, and strengthen its commitment to continuous improvement.

Information Security and Digital Resilience

To ensure that digital transformation is carried out reliably and sustainably, Gazi Metal adopts the principles of the ISO 27001 Information Security Management System in its information security processes. The protection of the confidentiality, integrity, and availability of information assets, along with the assessment and mitigation of information security risks to acceptable levels, is supported by the Company's Information Security Policy.

User-based authorization and access controls are implemented, while logging, monitoring, backup, and disaster recovery mechanisms are maintained for critical systems. Network infrastructure and digital assets are protected against cyber threats, unauthorized access, and data loss through firewalls, antivirus systems, and other security measures.

The Company ensures the timely reporting of information security incidents and the implementation of necessary corrective measures, while enhancing employee awareness through training activities. The security of information shared with suppliers and other third parties is safeguarded, and compliance with applicable legal, regulatory, and contractual obligations, particularly the Turkish Personal Data Protection Law (KVKK), is maintained.



Appendices



ENVIRONMENTAL PERFORMANCE INDICATORS

Waste Generation	Amount (kg)	Share (%)
Hazardous Waste	275,740	90.30%
Non-Hazardous Waste	29,550	9.70%
TOTAL	**305,290**	**100%**

Energy Source	Unit	Consumption
Electricity	kWh	33,636,457
Natural Gas	Sm^3	6,782,264.86
Diesel Fuel	Litres	30,715.83
Gasoline	Litres	16,264.01
LPG	kg	148.50

Energy Recovery Method	Waste Type	Waste Amount	Share (%)
Use as Alternative Fuel	Treatment Sludge, Biological Treatment Sludge, Contaminated Waste, Composite Packaging Waste	210,090 kg	80%
Electricity Generation	Rolling Mill Sludge (Recovered from the Magnetic Separator), Grinding Swarf	52,680 kg	20%

Water Consumption	Birim	2025
Groundwater	m^3	137,554.00
Rainwater	m^3	11,050.00
Municipal Water Supply	m^3	17,158.00
Water Consumed	m^3	85,246.15
Water Discharged	m^3	69,465.85

Water Footprint	Unit	2025
Blue Water Footprint	m^3	154,712.00
Domestic Grey Water Footprint	m^3	15,442.20
Industrial Grey Water Footprint	m^3	20,997.19

Greenhouse Gas Emissions	Unit	2025
Scope 1 Emissions	tCO_2e	13,394.24
Scope 2 Emissions	tCO_2e	14,598.22
Scope 3 Emissions	tCO_2e	801,581.11
Total Emissions	tCO_2e	829,573.57

Environmental Management Expenditures	Unit	Amount
Environmental Management Measurement and Analysis Costs	TRY	1,013,604
Total Waste Management Costs	TRY	1,780,910
Environmental Management Chemical Expenses	TRY	1,208,500
Environmental Management Certification and Permit Expenses	TRY	151,253
Environmental Management Consultancy Expenses	TRY	573,500
Process Improvement Initiatives for Treatment Sludge Reduction	TRY	360,000

SOCIAL PERFORMANCE INDICATORS

WORKFORCE

Employment Category	Unit	2023	2024	2025
White-Collar – Female	Persons	15	15	19
White-Collar – Male	Persons	73	74	76
Blue-Collar – Female	Persons	2	3	3
Blue-Collar – Male	Persons	222	225	227
TOTAL	**Persons**	**312**	**317**	**325**
Contract Type	**Unit**	**2023**	**2024**	**2025**
Permanent Contract – Female	Persons	17	18	22
Permanent Contract – Male	Persons	295	299	303
Fixed-Term Contract – Female	Persons	0	0	0
Fixed-Term Contract – Male	Persons	0	0	0
TOTAL	**Persons**	**312**	**317**	**325**
Gender	**Unit**	**2023**	**2024**	**2025**
Male	Persons	295	299	303
	Percentage	94.55%	94.32%	93.23%
Female	Persons	17	18	22
	Percentage	5.45%	5.68%	6.77%
TOTAL	**Persons**	**312**	**317**	**325**

SOCIAL PERFORMANCE INDICATORS

WORKFORCE

Age Group	Unit	2023	2024	2025
18–30 Years	Female	8	7	6
	Percentage	2.56%	2.21%	1.85%
	Male	81	81	74
	Percentage	25.96%	25.55%	22.77%
31–40 Years	Female	5	6	9
	Percentage	1.60%	1.89%	2.77%
	Male	132	133	136
	Percentage	42.31%	41.96%	41.85%
41–50 Years	Female	4	5	7
	Percentage	1.28%	1.58%	2.15%
	Male	61	60	66
	Percentage	19.55%	18.93%	20.31%
51–60 Years	Female	0	0	0
	Percentage	0.00%	0.00%	0.00%
	Male	15	19	22
	Percentage	4.81%	5.99%	6.77%
Over 60 Years	Female	0	0	0
	Percentage	0.00%	0.00%	0.00%
	Male	6	6	5
	Percentage	1.92%	1.89%	1.54%
TOTAL	**Persons**	**312**	**317**	**325**

SOCIAL PERFORMANCE INDICATORS

WORKFORCE

Employee Group	Unit	2023	2024	2025
Foreign Employees	Female	0.00%	0.00%	0.00%
	Percentage	0	0	0
	Male	0.00%	0.00%	0.00%
	Percentage	0,00%	0,00%	0,00%
Employees with Disabilities	Female	0	0	0
	Percentage	0.00%	0.00%	0.00%
	Male	9	10	11
	Percentage	2.88%	3.15%	3.38%
Management Category	**Unit**	**2023**	**2024**	**2025**
Senior Management	Female	0	0	0
	Percentage	0.00%	0.00%	0.00%
	Male	3	3	3
	Percentage	0.96%	0.95%	0.92%
Middle Management	Female	3	3	4
	Percentage	0.96%	0.95%	1.23%
	Male	22	22	22
	Percentage	7.05%	6.94%	7.69%
Other	Female	0	0	1
	Percentage	0.00%	0.00%	0.31%
	Male	26	27	30
	Percentage	8.33%	8.52%	9.23%
TOTAL	**Persons**	**54**	**55**	**63**

Education Level	2023			2024			2025		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Primary Education	1	22	23	1	20	21	1	20	21
Middle School	2	29	31	2	25	27	2	27	29
High School	1	146	147	1	149	150	1	148	149
Vocational College	2	45	47	0	45	45	2	49	51
University	10	52	62	13	57	70	16	57	73
Master's Degree	1	1	2	1	3	4	0	2	2
Doctorate	0	0	0	0	0	0	0	0	0
Total Employees	**17**	**295**	**312**	**18**	**299**	**317**	**22**	**303**	**325**

Age Distribution of Senior Management	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Under 30 Years	0	0	0	0	0	0
30–50 Years	3	45	3	46	3	46
Over 50 Years	0	5	0	5	0	7
Total Senior Management	**3**	**51**	**3**	**52**	**4**	**59**

Employment and Turnover	Unit	2023	2024	2025
New Hires – Total	Persons	51	34	26
White-Collar Employees	Persons	6	6	7
Blue-Collar Employees	Persons	45	28	19
Employee Departures – Total	Persons	46	26	19
White-Collar Employees	Persons	9	3	4
Blue-Collar Employees	Persons	37	23	15

Gender	Unit	2023	2024	2025
Male - New Hires	Persons	47	33	22
	Percentage	15.93%	11.04%	7.26%
Male - Employee Departures	Persons	45	25	18
	Percentage	15.25%	8.36%	5.94%
Female - New Hires	Persons	4	1	4
	Percentage	23.53%	5.56%	18.18%
Female - Employee Departures	Persons	1	1	1
	Percentage	5.88%	5.56%	4.55%

Age Group	Unit	2023	2024	2025
18–30 Years – New Hires	Persons	40	29	24
	Percentage	44.94%	32.95%	30.00%
18–30 Years – Employee Departures	Persons	36	20	5
	Percentage	40.45%	22.73%	6.25%
31–40 Years – New Hires	Persons	11	4	1
	Percentage	8.03%	2.88%	0.69%
31–40 Years – Employee Departures	Persons	7	4	9
	Percentage	5.11%	2.88%	6.21%
41–50 Years – New Hires	Persons	0	0	1
	Percentage	0.00%	0.00%	1.37%
41–50 Years – Employee Departures	Persons	3	1	4
	Percentage	4.62%	1.54%	5.48%
51–60 Years – New Hires	Persons	0	1	0
	Percentage	0.00%	5.26%	0.00%

51–60 Years – Employee Departures	Persons	0	1	1
	Percentage	0.00%	5.26%	4.55%
Over 60 Years – New Hires	Persons	0	0	0
	Percentage	0.00%	0.00%	0.00%
Over 60 Years – Employee Departures	Persons	0	0	0
	Percentage	0.00%	0.00%	0.00%
TOPLAM	**Persons**	**51**	**34**	**19**

Success Rate of Orientation and Retention Programs for Newly Hired Employees (0–2 Years)	Unit	2023	2024	2025
	Percentage	64.58%	58.62%	90.48%

Occupational Health and Safety Training	2023	2024	2025
Number of Company Employees	312	317	325
Total OHS Training (Person-Hours)	20.6	17	22.86
OHS Committee Indicators	**2023**	**2024**	**2025**
Total Number of OHS Committee Members	12	16	20
Number of Employee Representatives on the OHS Committee	3	3	3

OCCUPATIONAL HEALTH AND SAFETY					
Occupational Accidents	**Group**	**Unit**	**2023**	**2024**	**2025**
Near-Miss Incidents	Company	Number/Year	5	6	8
	Subcontractor	Number/Year	0	0	0
Accident Frequency Rate	Company	Rate	31.54	41.5	22.45
	Subcontractor	Rate	0	0	0
Fatalities	Company	Number/Year	0	0	0
	Subcontractor	Number/Year	0	0	0
Occupational Accidents	**Group**	**Unit**	**2023**	**2024**	**2025**
Accident Frequency Rate (IR)	Company	Rate	31.54	41.5	22.45
	Subcontractor	Rate	-	-	-
Lost Day Rate (LDR)	Company	Rate	260.00	228.00	409.00
	Subcontractor	Rate	-	-	-

OCCUPATIONAL HEALTH AND SAFETY EXPENDITURES	Unit	Amount
Personal Protective Equipment (PPE) Expenses	TRY	945,000
Hydrogen Facility Fire Protection Project (CO_2 and Sprinkler Systems)	TRY	2,500,000
Fire Safety Consultancy Expenses	TRY	300,000
Hydrogen Safety Training Expenses	TRY	185,000
Investment in Lifeline Systems for Solar Power Plant Rooftops	TRY	230,000
TOPLAM	**TRY**	**4,160,000**

GRI CONTENT INDEX	
Statement of use	Gazi Metal has reported in accordance with the GRI Standards for the period 01.01.2025-31.12.2025.
GRI 1 used	GRI 1: Foundation 2021
For the "Content Index - Essentials Service," GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	10-18
	2-2 Entities included in the organization's sustainability reporting	5
	2-3 Reporting period, frequency and contact point	5
	2-4 Restatements of information	5
	2-5 External assurance	5
	2-6 Activities, value chain and other business relationships	10-18
	2-7 Employees	54-56
	2-8 Workers who are not employees	54
	2-9 Governance structure and composition	19-22
	2-10 Nomination and selection of the highest governance body	19-22
	2-11 Chair of the highest governance body	19-22
	2-12 Role of the highest governance body in overseeing the management of impacts	19-22
	2-13 Delegation of responsibility for managing impacts	19-22
	2-14 Role of the highest governance body in sustainability reporting	19-22, 25-26
	2-15 Conflicts of interest	19-22
	2-16 Communication of critical concerns	19-22
	2-17 Collective knowledge of the highest governance body	19-22
	2-18 Evaluation of the performance of the highest governance body	19-22
	2-19 Remuneration policies	54-55
	2-20 Process to determine remuneration	54-55
	2-21 Annual total compensation ratio	Confidentiality Constraints
	2-22 Statement on sustainable development strategy	23-38
	2-23 Policy commitments	20
	2-24 Embedding policy commitments	20
	2-25 Processes to remediate negative impacts	19-22

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	19-22, 44
	2-27 Compliance with laws and regulations	19-22
	2-28 Membership associations	13
	2-29 Approach to stakeholder engagement	27
	2-30 Collective bargaining agreements	Confidentiality Constraints
GRI 2: Material Topics 2021	3-1 Process to determine material topics	28-28
	3-2 List of material topics	28-38
Sustainable Financial Performance, Innovation and Digital Transformation		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	24-26
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	46-47
	203-2 Significant indirect economic impacts	46-47
Customer Satisfaction and Trust		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
Water and Wastewater Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 303: : Water and Effluents 2018	303-1 Interactions with water as a shared resource	49-50
	303-2 Management of water discharge-related impacts	49-50
	303-3 Water withdrawal	49-50
	303-4 Water discharge	49-50
	303-5 Water consumption	49-50
Energy Management, Climate Change Mitigation and Adaptation		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	48
	305-2 Energy indirect (Scope 2) GHG emissions	48
	305-3 Other indirect (Scope 3) GHG emissions	48
	305-5 Reduction of GHG emissions	47-48
GRI 302: Energy 2016	302-1 Energy consumption within the organization	47, 64-65
	302-3 Energy intensity	47, 64-65
	302-4 Reduction of energy consumption	47, 64-65
	302-5 Reductions in energy requirements of products and services	47, 64-65

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Waste Management and Circular Economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
	301-1 Materials used by weight or volume	51-52, 64
GRI 301: Materials 2016	301-2 Recycled input materials used	51-52, 64
GRI 306: Waste 2020	301-3 Reclaimed products and their packaging materials	51-52, 64
	306-1 Waste generation and significant waste-related impacts	51-52, 64
	306-2 Management of significant waste-related impacts	51-52, 64
	306-3 Waste generated	51-52, 64
	306-4 Waste diverted from disposal	51-52, 64
	306-5 Waste directed to disposal	51-52, 64
Sustainable Supply Chain		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	40-43
	308-2 Negative environmental impacts in the supply chain and actions taken	40-43
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	40-43
	414-2 Negative social impacts in the supply chain and actions taken	40-43
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	40-43
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	57-60
	403-2 Hazard identification, risk assessment, and incident investigation	57-60
	403-3 Occupational health services	57-60
	403-4 Worker participation, consultation, and communication on occupational health and safety	57-60
	403-5 Worker training on occupational health and safety	57-60
	403-6 Promotion of worker health	57-60
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	57-60
	403-8 Workers covered by an occupational health and safety management system	57-60
	403- 9 Work-related injuries	59, 72
	403-10 Work-related ill health	59, 72

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION
Employee Rights and Development, Ethics and Transparency		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	66-71
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	66-71
	401-3 Parental leave	55
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	55
	404-2 Programs for upgrading employee skills and transition assistance programs	55-56
	404-3 Percentage of employees receiving regular performance and career development reviews	55-56
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	66-71
	405-2 Ratio of basic salary and remuneration of women to men	55
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	21, 54-55
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	21, 41, 54
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	21, 41, 54
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	21
	205-2 Communication and training about anti-corruption policies and procedures	21
Product Safety and Quality		
GRI 3: Material Topics 2021	3-3 Management of material topics	28-38
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	43-44
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	43-44
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	43-44

Statement of Responsibility

The 2025 Sustainability Report (the "Report"), prepared by Gazi Metal Mamulleri Sanayi ve Ticaret A.Ş. ("Gazi Metal" or the "Company"), has been developed to provide stakeholders with information on the Company's sustainability initiatives undertaken throughout 2025 and its environmental, social, and governance performance.

The Report has been prepared based on the Global Reporting Initiative (GRI) Standards. The scope of the Report is limited to the operations of Gazi Metal's headquarters and production facilities under its operational control during the reporting period.

The quantitative and qualitative information presented in the Report has been obtained from the relevant departments, subjected to accuracy and consistency checks, and consolidated in accordance with the Company's reporting processes. Gazi Metal has made reasonable efforts to ensure that the information relating to the reporting period is accurate and reliable as of the date of preparation. However, where the information presented in the Report has not been subject to independent assurance, it should not be regarded as independently verified.

The Report is intended solely for informational purposes and has not been prepared to serve as the sole basis for any investment, financing, or other commercial decisions. Forward-looking statements, estimates, and assessments contained in the Report are based on the information and assumptions available as of the date of its preparation. Actual results may differ from these statements due to changes in economic, industry-specific, environmental, legal, and operational conditions. Gazi Metal undertakes no obligation to update any forward-looking statements, except as required by applicable laws and regulations.

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