

An aerial photograph showing a vast, dense forest with a thick canopy of green trees. The perspective is from directly above, looking down on the forest floor, which is covered in a continuous layer of green foliage. The trees are closely packed, creating a textured, mosaic-like pattern of green. The lighting is bright, highlighting the vibrant green of the leaves.

GALSAN SUSTAINABILITY REPORT 2024



This report is based on data from January to December 2024 and provides a comprehensive overview of our company's environmental, social, and governance (ESG) performance.

Our strategic goals in reducing environmental impacts, contributing to society and responsible business management are clearly revealed in this report.





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MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Stakeholders,

We are constantly increasing our success rate in our sector with our R&D, design and production activities in the production of plastic parts for the Galsan automotive industry. We are proud to serve as a level 1 main supplier parts manufacturer to globally recognized companies such as Toyota, Ford, Mercedes, Hyundai. This sustainability report reflects not only our past achievements but also our commitment to a better future.

Our commitment to environmental sustainability is evident in the importance we attach to energy efficiency and waste reduction in our production processes, as well as our continuous investments in minimizing our environmental impact. By following the best practices in the industry, we aim to use natural resources efficiently and increase the recycling rates of waste.

Our understanding of social responsibility focuses on the well-being of our employees and society. We create a workplace culture that values diversity and inclusion, and we attach special importance to women's employment. With our diverse workforce, we aim to make a positive impact not only within the company but also on a societal level.

Our corporate governance approach is based on our ethical and transparent business relationships. By adhering to sound corporate governance practices, we earn the trust of our stakeholders and build a solid foundation for sustainable success. Our governance structure supports responsible decision-making processes, enabling our company and society to step into a brighter future.

We wanted to share with you once again how far we have come in the sustainability journey and our commitment to a better future. On this path, as an environmentally conscious, socially responsible company with a strong governance approach, we will continue to move forward for a happier and more sustainable world together with all our stakeholders.

We invite you to join us on this journey and shape a better future together.

ALİ SEYHAN

CHAIRMAN OF THE BOARD OF DIRECTORS





INFORMATION ABOUT THE REPORT

Founded in 1974, Galsan has become one of the most preferred companies with its deep-rooted history in the sector and strong human resources. Based on customer satisfaction and prioritizing its environmental responsibilities, Galsan continues its efforts in the field of sustainability rapidly and decisively. Our sustainability reports, prepared in line with GRI Standards, transparently present both past achievements and future goals to our stakeholders.

Galsan aims to maintain its commitment to regularly report its sustainability performance every year and to strengthen its cooperation with its stakeholders every year. We carry out all our activities with a trust-based communication with our stakeholders and attach great value to their opinions and feedback. In this context, we believe that the contributions of our stakeholders play an important role in achieving our sustainability goals.

For any opinions, questions and suggestions regarding the report, you can contact us via surdurebilirlik@galsan.com. While conveying its sustainability approach to its stakeholders in an open and transparent manner, Galsan aims to maintain its commitments in this field in the future and to report regularly on it. Our company will continue its efforts with determination to reinforce social trust and minimize its environmental impacts.

The basis of our first report was a comprehensive materiality analysis with broad participation. By receiving valuable opinions from our internal and external stakeholders, we have identified important milestones in our sustainability journey. This process not only clarified our goals but also enabled us to reshape our way of doing business in line with the expectations of our stakeholders. The report aims to strengthen our relationships based on the trust of our stakeholders by preparing it with this approach.





INFORMATION ABOUT THE REPORT

Our sustainability strategy is based on managing risks and opportunities effectively. We anticipate the risks we may encounter, especially in critical areas such as climate change, resource efficiency and technological innovations, and act accordingly. At the same time, we transform our company into a more competitive, agile and innovative structure by taking advantage of opportunities in these areas.

In this report, we also emphasize our contributions to the United Nations Sustainable Development Goals (SDGs) by sharing our short, medium and long-term goals in detail. In addition to our environmental performance, our social impacts on society and our efforts to address the well-being of our employees are also an important part of our report.

We aim for our sustainability reporting to be an important guide through which we evaluate and continuously improve our company performance. In this process, the support and feedback of our stakeholders are of great importance for shaping our sustainability strategy in a value-oriented and integrated mindset.

Galsan aims to achieve more successes in the field of sustainability every year and to continue to report these achievements transparently. In the future, we will continue our efforts to minimize our environmental impacts, contribute to society and advance responsible business management in every field. We will move forward with determination to further strengthen our cooperation with our stakeholders and achieve our goals in the field of sustainability.





ABOUT GALSAN



Founded in 1974, Galsan is a leading company known for its deep-rooted experience and expertise in the production of main industry plastic parts for the automotive industry. Offering reliable and innovative solutions to its customers with its high-quality standards and sustainable production approach, Galsan is an important supplier to the global automotive industry.

As the main supplier of level 1 automotive, our Group companies Galsan and Pelitli operate in the field of plastic injection production with advanced technology and high quality standards. Our Technical Design and Mold company provides added value to the sector by offering engineering-oriented solutions in mold design and manufacturing processes. With our strong technical infrastructure, R&D competence and innovative approach, we offer integrated, sustainable and efficient production solutions to the automotive industry.

Values:

Reliability, competence and sustainability-oriented approach

Innovative, environmentally friendly and efficient production processes

Strong customer relationships and continuous improvement

Reliable

- Effective Communication
- Responsible
- Customer Oriented
- Motivation
- Team Management

Compotent

- Time Management
- Teamwork
- Analytical Thinking
- Problem solving
- Efficiency Oriented
- Management by Objectives

Innovative

- Development Oriented
- Process & System Oriented
- Strategic thinking
- Visionary
- Being Flexibility

Founded in 1974, Galsan has quickly transformed its expertise in the plastic injection industry into a strategic advantage in the white goods sector and has become one of the leading service providers in the sector. With the rapid development of the automotive industry in Turkey in the early 2000s, Galsan transformed its business model by making a strategic transition to automotive sub-industry production and directed a significant portion of its revenue portfolio to the automotive sector. Mercedes Germany has further strengthened its strong position in the sector through strategic collaborations with global automotive leaders such as Toyota, Honda, Tofaş, Hyundai, Ford, and Otosan.



As of 2013, Galsan, which has advanced its engineering and design competencies with a full focus on the automotive industry, has become one of the industry leaders that develops sustainable and innovative solutions. Today, our company, which operates only in the automotive sector, 1. As the main supplier, Level continues its differentiation in the sector with its design power, engineering capacity and innovative approach. With our strategic investment and operational excellence approach, Galsan continues to further advance its position.

Understanding the dynamics of global competition, he has integrated sustainability into the core of his business model. Beyond plastic injection manufacturing, we actively engage in design processes in close collaboration with our clients, pioneering the integration of recyclable materials using eco-friendly materials. In this context, we continue to optimize our operational costs while minimizing the environmental impact of our production processes. For example, thanks to our strategic engineering solutions, we have achieved cost savings of up to 30% with the part design optimizations we have developed for our automotive customers. Significant gains in operational efficiency have been achieved through lightweighted part designs, integrated mold solutions, and the elimination of redundant components.

In recent years, we have increased the efficiency of our production processes by 30-40%, reaching the capacity to produce a part produced in 100 seconds in 60 seconds. This success has been achieved thanks to investments in high-tech machinery, next-generation cooling systems that provide high efficiency, smart production processes and energy-efficient injection machines. By significantly reducing our energy consumption, we make tangible contributions to our environmental sustainability goals. All these investments have not only increased our production speed but also reinforced Galsan's competitiveness in the sector by providing operational flexibility and cost advantages.

It aims to meet all of its energy consumption from renewable sources in the next three years. In this direction, we are accelerating our investments in solar energy systems and other sustainable energy solutions. Thanks to our new generation production technologies, we have increased our energy efficiency and reached an annual production capacity of 30 million pieces with strategic investments in our production processes. Today, we are taking firm steps towards our goal of industry leadership by further strengthening our production capability with our 43 advanced technology injection machines.



Our new production facility, which became operational in 2024, is equipped with the latest technology and aims for high efficiency by prioritizing employee well-being and occupational safety. In addition to operational excellence, our facility also considers employee experience, offering innovative designs such as ergonomic workspaces, outdoor terraces, and floor gardens. These elements aim to increase the motivation and productivity of our employees.

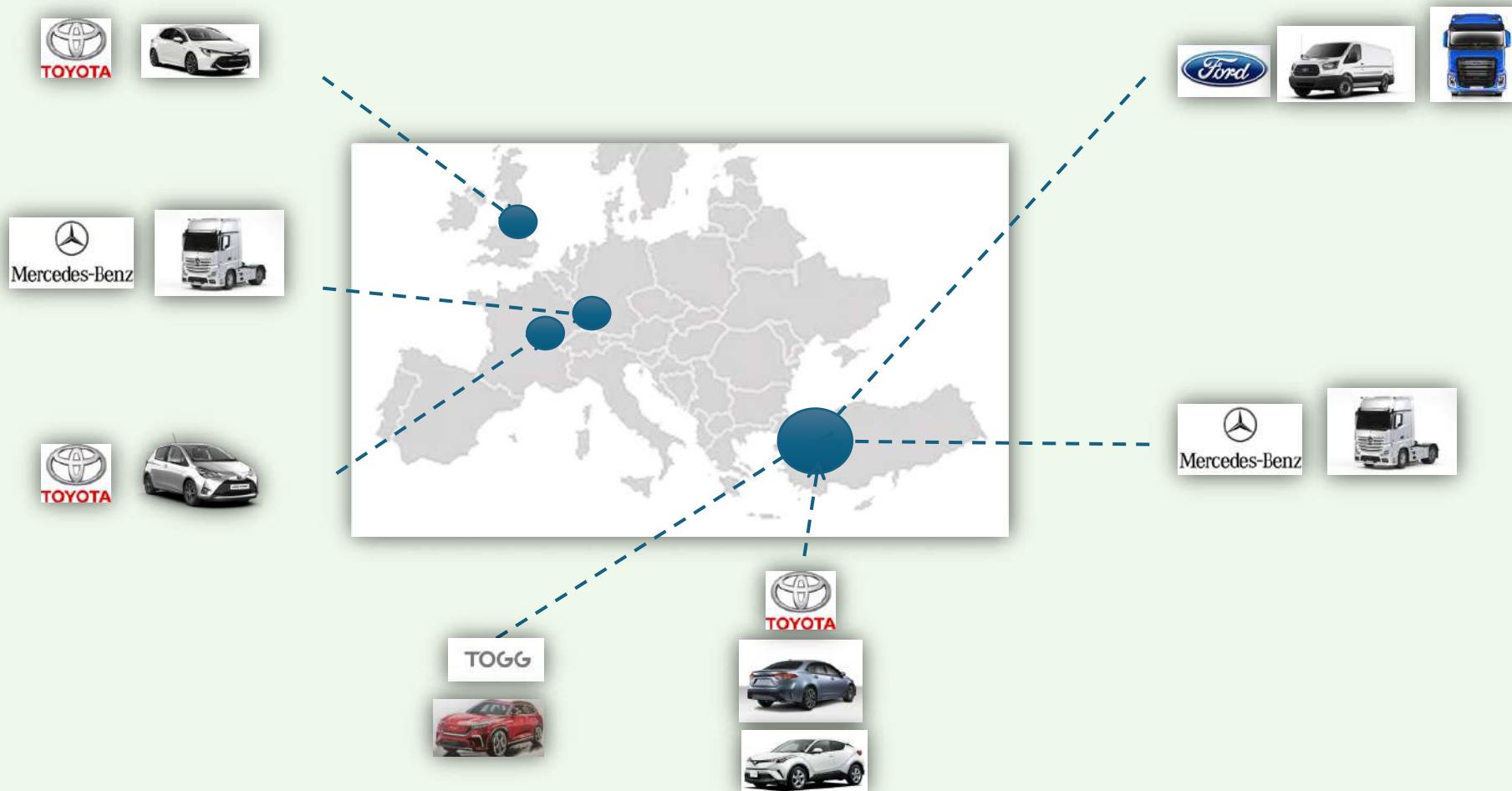
Our modern infrastructure aims to create an efficient and employee-friendly environment. Additionally, the advanced water collection systems in our facility ensure that rainwater is recovered and reused in various operational areas. This practice reinforces our environmental responsibility and plays an important role in achieving our sustainability goals.

Our facility, built on an area of 19,368 m², is one of the most advanced production facilities in the sector with a closed area of 16,000 m² and an open area of 8,000 m². This investment not only enhances our production capacity but also positions us in a stronger competitive position in the global market.

By moving to the Machinery Specialized Organized Industrial Zone in Dilovası, Kocaeli, we, as Galsan, took our modern production approach one step further. Our strategic investments in innovative and sustainable production processes have made our factory an exemplary facility in the sector and have been crowned with awards. In line with our vision for the future, we will continue to be at the forefront of transformation in the sector by investing in new technologies, sustainable production models and collaborations that will increase our competitiveness in the global market.

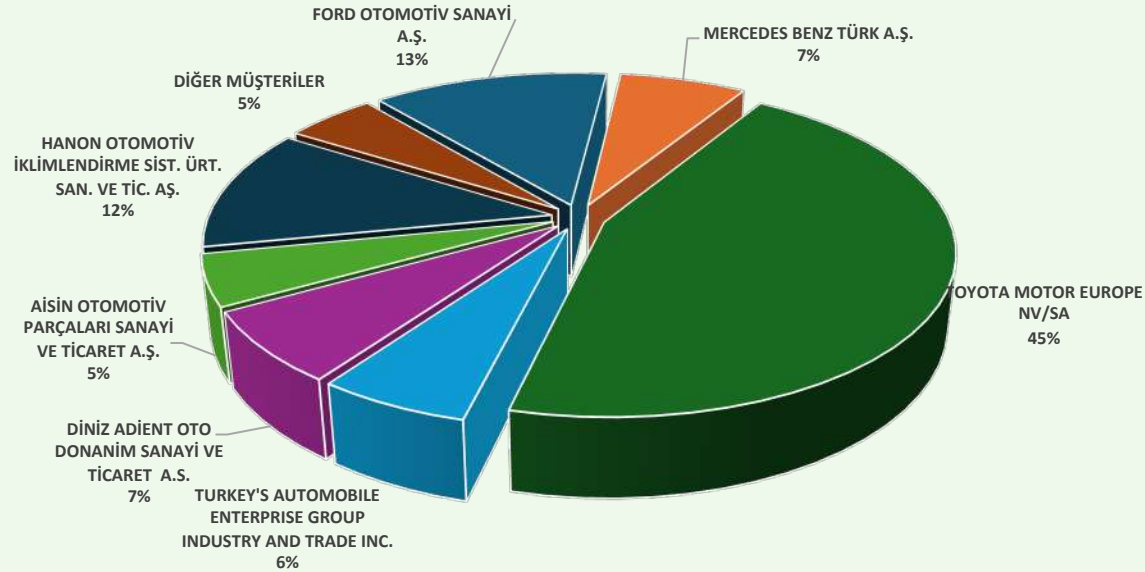


CUSTOMERS

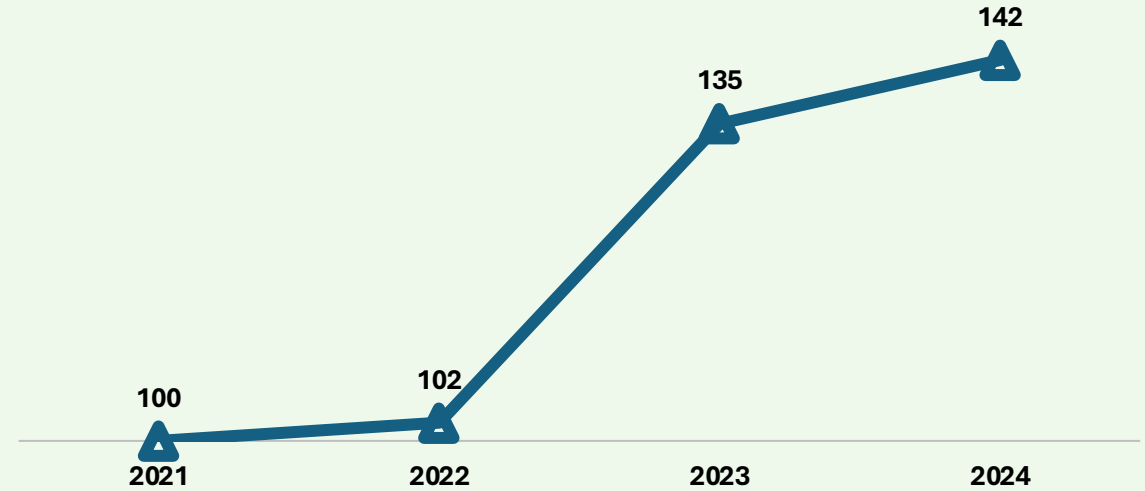




Distribution of Sales by Customer



Change in Sales by Years



Galsan has a strong position in the sector as a level 1 automotive main supplier. While we realize 5% of our exports to prestigious brands such as Daimler-Benz and Mata, 95% of our sales are directed to our strong customer network in the domestic market. This balanced structure demonstrates both our production capability at international standards and our effectiveness in the local market.



VALUES

Reliability: Galsan is based on trust with its experience and ethical approaches in the sector. Reliability is prioritized both within the organization and in relations with external stakeholders. GALSAN aims to be a reliable business partner with its employees, production infrastructure and business processes. Standing behind its commitments to its customers and suppliers, it offers production and solutions at the expected quality standards.

Competent: Galsan continuously improves its knowledge and experience gained in the sector. It reaches a high level of competence with technological infrastructure investments and system management. GALSAN continuously supports specialization in its business, technical, managerial and personal development. It pioneers reassuring, sustainable and quality works for its customers and suppliers.

Innovative: Galsan puts R&D and innovation at the center of its company culture. The organization is managed with a dynamic structure and attaches importance to value-creating works that are open to new ideas. With its innovative approach, it offers not only its internal organization but also its customers the advantage of always doing better. Galsan offers innovative solutions in every field with the goal of continuous improvement.

Honesty and Transparency: Galsan is based on honesty and openness in all its transactions. It always shares accurate and open information with both its employees and business partners. This transparent approach reinforces trust within the organization and creates a healthy environment in business relationships.

Equality and Justice: Galsan offers equal opportunities to every employee and does not accept any discrimination. All employees have equal rights and care is taken to work in a fair environment. This value shapes an organization's fair and inclusive work culture.

Respect: Galsan exhibits a respectful approach to all its employees, business partners and society. It values the opinions of each individual and everyone's opinions are listened to with respect. Respect forms the basis of healthy relationships within the company and a productive work environment.

Privacy and Trust: Galsan securely stores information about its employees and business processes and pays great attention to confidentiality. In this way, it maintains the trust of all stakeholders inside and outside the company. Trust is a critical element for the company's reputation and sustainability.



DEĞERLERİMİZ

Social Responsibility: Galsan is responsible for society and the environment. It operates ethically and sustainably and adopts environmentally responsible production processes. It aims to create a positive impact on society and minimize environmental impacts.

Quality and Excellence: Galsan performs everything it does according to the highest quality standards. Continuous improvement goals for excellence and a commitment to quality are prioritized in every business process. The company always strives to do better.

Innovation and Continuous Improvement: Galsan adopts an organizational culture that is open to new ideas and innovations. Continuous development and innovation increase the company's competitiveness and sustain its leadership in the sector. Galsan constantly develops new solutions and technologies to improve its business.

Responsibility and Accountability: Galsan takes responsibility for everything they do, and each employee is obliged to fulfill their duties to the best of their ability. Accountability builds transparency and trust within the organization, ensuring that all processes function properly.

Employee Focus: Galsan prioritizes the happiness and development of its employees. It offers them a safe, healthy, and supportive work environment. Employee satisfaction is one of the most important factors in making Galsan's success sustainable.



HISTORY

Founded in 1974, Galsan began its journey in the plastic injection industry with a vision focused on quality and innovation. The company, which proved itself in the sector in a short time, entered the white goods sector in the 1980s and carried its production capability and technical expertise even further.

In the early 2000s, it made a strategic investment in the rapidly developing automotive industry in Turkey and started production activities in this field. As of 2008, the company's revenue distribution was equally spread across the automotive and white goods sectors, making Galsan a strong player in both sectors.

In 2013, it created a solid production infrastructure in the automotive industry by gathering its production processes under one roof and made sustainable production one of the basic elements of its corporate strategy. Thanks to its collaborations with global brands, it has strengthened its position in the sector by increasing its competitiveness in the international market.

Today, Galsan continues its activities as one of the leading companies in the plastic injection industry with its innovative production technologies, engineering competence and sustainability-oriented approach. It continues to shape the future with its industrial excellence and customer-oriented service approach.





OUR FIELDS OF ACTIVITY

Galsan is a leading company known for its innovative solutions in the industry, producing high-quality plastic parts and carrying out R&D activities since 1974. Our operations, with our strong R&D infrastructure and advanced production technologies, enable us to offer competitive and sustainable solutions in the global market.

Our company operates in the automotive sector with a wide range of products and areas of expertise. With our production processes, state-of-the-art machinery and quality-oriented approach, we produce plastic parts for world-renowned brands. Galsan's fields of activity are shaped under the following main headings in line with the principles of high quality, innovation and sustainability.

Production Activities

Galsan offers a wide range of products to the automotive industry, producing high-quality plastic parts in many different categories such as vehicle undercovers, interior and exterior trim, dashboards, and engine parts. Our production processes are carried out in an integrated structure, starting from mold design and manufacturing to plastic injection production. In this way, our products are meticulously designed and manufactured to meet the aesthetic and functional requirements of vehicles with the highest precision.

Research and Development (R&D) Activities

Galsan operates with a strong R&D center to develop innovative solutions in the industry. Our R&D efforts include advanced technologies such as weight reduction, the use of recyclable materials, the production of thin-walled parts, and the conversion from metal to plastic. In addition, a wide range of innovative solutions are offered, from visual design to functional integration of plastic parts.



OUR FIELDS OF ACTIVITY

Electrical-Electronics Integration and Functional Parts

Galsan develops plastic parts that are not only aesthetic but also functional. Plastic parts are designed in which in-vehicle technologies are integrated with applications such as electronic circuit integration, LED light integration and audio systems. In this way, solutions that enrich your in-car experiences are offered.

Sustainability and Eco-Friendly Production

Galsan adopts environmentally friendly production methods and adheres to the principle of sustainability. Low-density and lightweight plastic parts are produced using recyclable materials to minimize environmental impacts. Effective use of natural resources is ensured with energy efficiency-oriented production techniques.

Galsan always maintains its privileged place in the global market by prioritizing its customer-oriented approach, innovative solutions and sustainable production approach in all its activities.



OUR PRODUCT RANGE AND CUSTOMERS

Sustainable Production Processes with Digital Transformation and Industry 4.0 Technologies

Today's production processes are undergoing significant evolution thanks to digital transformation and Industry 4.0 technologies. Integrated ERP systems play a critical role in reducing production errors, increasing yield, and ensuring quality. The digitalization process is strengthened with intelligent error prevention systems, continuous monitoring and mechanisms that check the accuracy of products. In this way, production processes are continuously improved and efficiency is increased.

With the application of the plastic molding process, Electronic Circuit Integration (IME) technology provides functionality in products. This technology enhances competitiveness in the industry by offering high-quality and innovative production opportunities. In addition, the weight of the parts is reduced by 8% with chemical foaming technology, thus minimizing the carbon footprint with 5.6% lower fuel consumption per vehicle.

Over Molding technology enables the hybrid combination of plastic and metal, eliminating extra processes and significantly increasing production efficiency. This process reduces assembly schedules by approximately 30 seconds, reducing product weight and costs. Within the framework of Industry 4.0, automatic error prevention systems integrated with high-capacity cameras and artificial intelligence-based image processing systems ensure that defective parts are removed from the production line immediately. Thanks to this technology, both quality increases and production efficiency is optimized.

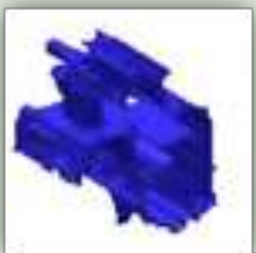
This system, which processes image processing and quality control of 10,000 products per day, offers faster, more accurate and efficient production options. In this way, sustainability goals are achieved in production processes while environmental impacts are minimized.



MAIN PRODUCT GROUPS

HVAC

HVAC (Heating, Ventilation, and Air Conditioning) is a module that draws in filtered outdoor air and manages airflow volume and distribution, temperature, and humidity. Galsan Plastik has an extensive history of designing and manufacturing HVAC solutions for automobile manufacturers. The company leverages its engineering expertise to provide automakers with a range of solutions aimed at optimizing performance, improving efficiency, and improving the comfort and air quality experienced by vehicle occupants.



HVAC

Trim & Pillars

Interior trim parts encompass the process of designing, manufacturing, and integrating parts and materials used in the automotive industry to create vehicle interiors. These parts directly affect the aesthetics, functionality and comfort of the vehicle. Galsan Plastik carries out engineering and design studies to design interior trim parts according to customers' demands. Considering the general aesthetics and functionality of the interior of the vehicle, each part is drawn in detail.



Pillars



Scuff



Side Garnish

Under Body Covers

Galsan Plastik plays an important role in the automotive industry, especially in the production of vehicle underbody parts and the engineering studies of these parts. Vehicle underbody parts are critical components that directly impact the performance, safety, and durability of the vehicle. Galsan Plastik's efforts in this field aim to provide robust and efficient solutions by using high-quality plastic materials.



Wheel Arch



Engine Under Cover



Absorbers



Radiator Cover

Cooling & Air Duct

Galsan Plastik plays critical roles in many areas of the automotive industry, from cooling systems and air ducts, vehicle engines to interior sections. Cooling systems are used to prevent the engine from overheating and ensure efficient operation. These systems extend and optimize engine life by keeping the engine temperature under control. These parts produced by Galsan Plastik are generally made of high-strength and heat-resistant plastic materials. Cooling and air duct parts improve the performance of vehicles while also giving importance to aesthetic and ergonomic designs.



Defroster Nozzle



Fan & Shroud



Radiator Tank



Reservoir Tank

Exterior Trim

Galsan Plastik offers a variety of plastic components that enhance exterior aesthetics and functionality with exterior trim parts produced for the automotive industry. These exterior trim pieces complement the exterior surface of the vehicle, making significant contributions both visually and aerodynamically. Galsan Plastik manufactures door panels, bumper parts, window edge parts, lighting elements, mirror parts and side sills and slats by its engineering team. These parts are important components in the automotive industry that both increase the aesthetic value of the vehicle and functionally improve the durability, safety and aerodynamic structure of the vehicle. Galsan Plastik offers highly engineered solutions in the design and production of such exterior trim parts and develops special products in line with customer demands.



Side Sills



Rear Licence Plate



High Gloss A-Pillar



Cowl Cover

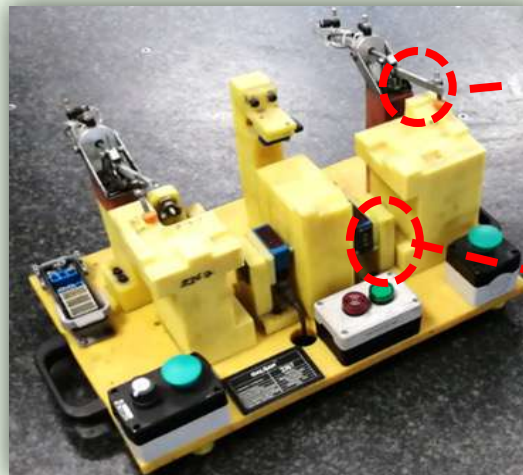


POKA-YOKE SYSTEMS – Galsan Design

- Poka-yoke equipment with sensors has been designed by Galsan Plastik Engineering for product sub-components or specific feature checks.
- PLC control software system has been developed by Galsan Plastik in order to operate the Poka-yoke system as programmed.
- MES (Manufacturing Execution System) is used to ensure data exchange between the error-proofing system (ERP) and the injection machine. In addition, barcode printers are used for each production. The modular system, which can be adapted to changing technical requirements, provides data traceability with QR code in the mold.



Efficient part traceability with QR code integrated into products



- Automatic clamps
- It is controlled by poka-yoke software in the order of the control plan.
- Sensors
- Product sub-compounding, function and specific feature control



GALSAN ENGINEERING PARTS

Toyota Mud Flaps RDDP

Galsan Plastik carries out RDDP (Fender) part engineering studies in 032D and 894B projects. In the project, cooperation was made with the Toyota engineering team in Brülse.

Mud Flaps



Engine Compartment Exterior Part

In the Ford V710 project (Engine compartment exterior component), cooperation was made with the Sancaktepe Ford engineering team. Within the scope of the project, 2K product development studies were carried out.



Metal-Plastic Hybrid Part

In the Ford V36X project, Galsan Plastik developed metal-plastic hybrid parts in cooperation with the Sancaktepe Ford engineering team. With the project, weight and cost have been reduced specific to the part.

Super Bundle



Internal Parts

A total of 11 parts of the TOGG SUV model vehicle were engineered by Galsan Plastik. Within the scope of the project, cooperation was made with the Informatics Valley TOGG engineering team.

TOGG SUV



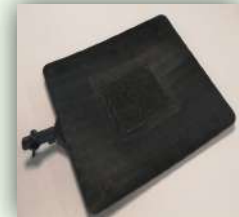
Exterior Patterned Parts

Within the scope of the Ford V710 project, designing visual parts with exterior patterns and obtaining approvals for Ford PLM systems



Hybrid Product Design with NVH Integration

Engineering design studies have been carried out by Galsan Plastik to produce the finished part through the injection process and to eliminate NVH pad assembly steps.



NVH Mold design is made to allow limited plastic flow into the Pad to ensure a proper bond between the pad and the plastic.



AWARDS

Our company has crowned its commitment to excellence and sustainability in the sector with many prestigious awards. These awards reinforce not only the quality of our products and services but also our achievements in sustainability, innovation, and value management.

Below are some of the key awards we've achieved:

Ford Otosan 2018 Sub-Manufacturer Silver Star Award

In 2018, our company was awarded the Silver Star Award by Ford Otosan for its outstanding performance and cooperation. This award symbolizes our excellence in the supply chain of the supplier industry and our strong cooperation with Ford.



Aisin 2018 Outstanding Performance Quality Management Award

This award, presented by Aisin in 2018, honors outstanding achievements in our quality management system and our approach to continuous improvement. Our company continues to continuously raise quality standards worldwide.



Ford Q1 2018 Sustainable Quality Award

This award, given by Ford in 2018, recognizes our company's outstanding performance in sustainability and environmentally friendly production processes. The Ford Q1 award is the result of an approach that prioritizes not only quality but also environmental responsibility.



AWARDS

Toyota 2020 Sustainable Quality and Value Management Award

This prestigious award given by Toyota symbolizes the success of our sustainable quality and value management strategies implemented in 2020. Our company leads the industry by considering both environmental and social responsibilities in the value creation process.



Ford Otosan 2021 Bronze Star Award

The Bronze Star Award we received from Ford Otosan in 2021 reinforces our commitment to continuous improvement and compliance with quality standards. This award demonstrates the stability and reliability of our products and services.





SYSTEM DOCUMENTS

In line with its sustainability vision, it fulfills its environmental, social and managerial responsibilities while holding certificates and memberships that reinforce its compliance with international standards. With ISO 9001, ISO 14001, and IATF 16949 quality certificates and management systems, our company demonstrates that it has high standards in areas such as quality, safety, environment, and energy efficiency and adopts a continuous improvement approach.

Our achievements in both environmental and social responsibility areas are appreciated on a global scale, and we continue to contribute to a healthier world with these principles integrated into all our business processes.





OUR CORPORATE GOVERNANCE STYLE

As Galsan, we place sustainability at the center of all our activities and integrate environmental, social and governance (ESG) principles into our corporate structure. This approach is an integral part of our strategic vision and is implemented at all levels of the organization.

We have established a strong governance model to achieve our sustainability goals. In this context, a special committee has been structured to direct sustainability processes. The committee works in line with the determined strategies and ensures that the sustainability approach is adopted throughout the organization. The committee, which meets every two months at the invitation of the Chairman of the Board of Directors, evaluates business ethics, compliance and sustainability strategies under the leadership of the General Manager.

While the organizational efficiency of the committee is ensured by the HR Manager; The Quality Manager is responsible for environmental sustainability strategies, while the Engineering Manager is responsible for technological sustainability and innovation processes. Systems Advisor monitors sustainability risks and enables proactive measures to be taken. Decisions are taken by majority of votes, recorded and published and regularly reported to the Board of Directors. Extraordinary meetings are also held when necessary.

The Sustainability Committee works closely with the Risk Management Committee to analyze the risks that may arise from ESG factors and determine the necessary actions. This process strengthens corporate governance and supports our company in achieving its sustainability goals.

Galsan aims to create long-term value and further strengthen our corporate governance framework by spreading its sustainability approach to the entire organization with an effective governance model.



OUR CORPORATE GOVERNANCE STYLE

Corporate Social Responsibility Committee Members:

1-Chairman of the Committee: Galsan Executive Board. Chairman.

2-Compliance and Business Ethics Officer: General Manager

3-Social Sustainability Officer: HR Manager

4-Environmental Sustainability Officer: Quality Manager

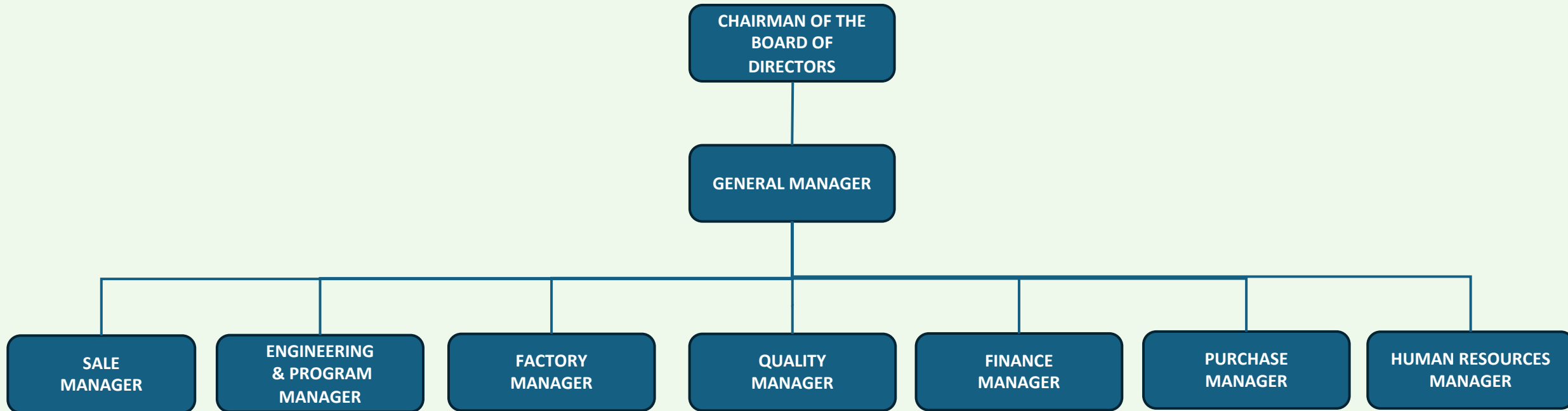
5- Technological Sustainability Officer: Engineering Manager

6- Sustainability Risk Monitoring Officer: System Consultant





ORGANIZATION





ETHICAL MANAGEMENT

Galsan offers a reliable business environment with its transparent and ethical management approach. Our business processes are carried out with a sense of business ethics and social responsibility beyond legal compliance. All decisions are made within the framework of independence and ethical rules.

Ethical values and sustainability are the foundation of our way of doing business. Employee rights, environmental impacts, social equality, and ethical behavior are among our priorities. We apply these principles to the highest standards not only in our internal processes but also in all our stakeholder relations.

We established the Corporate Social Responsibility Committee (CSR Committee) to achieve our sustainability goals and effectively implement our ethical principles. The committee plays a critical role in determining, implementing, and supervising ethical principles and sustainability policies. It aims to continuously improve ethical standards and social responsibility practices by working in harmony with all stakeholders.





ETHICAL MANAGEMENT

Ethical Principles and Practices

Galsan is committed to adhering to high ethical standards in its business processes, fulfilling its environmental and social responsibilities, and demonstrating a respectful approach to human rights. In this context, all our activities are managed with ethical principles, and great importance is attached to the principle of transparency and accountability. Our Ethical Policies and Principles are the basic reference point in all business processes of our company and are shared with all our stakeholders through our website.

Effective communication mechanisms have been established for our internal and external stakeholders in order to make notifications about ethical issues easily. Our stakeholders can report ethical violations or concerns anonymously or anonymously. Ethics notification can be made to the etik@galsan.com address.

The Ethical Notification and Whistleblowing System is designed to fully comply with the company's ethical standards and transparency principles. All kinds of notifications are carefully examined and necessary steps are taken. Reporters can be safely informed of the process without being subjected to any retaliation or discrimination, in accordance with the company's ethical principles.



ETHICAL MANAGEMENT

Prevention of Child Labor and Forced Labor Practices

Galsan adopts a zero-tolerance approach to child labor and forced labor practices. It strictly prohibits children under the age of 15 from participating in the workforce, and employees under the age of 18 are not included in dangerous jobs. Our company is committed to providing safe and healthy working conditions that respect human rights for all its employees. This principle is not limited to our internal processes, but is also reflected in our supplier relationships.

Galsan prohibits child labor and forced labor, and if any violations are detected, necessary steps are taken immediately. As of 2024, no violations have been found in this regard.

Our company adheres to high ethical standards in its relations with its workforce and business partners, committed to preventing such negative practices.





ETHICAL MANAGEMENT

Anti-Bribery and Anti-Corruption Policy and Our Principles

Galsan acts with a zero-tolerance policy in the fight against bribery and corruption, based on the principles of ethics and transparency in the business world. This approach not only meets legal requirements but also aims to maintain the reliability and sustainability of our company.

Honesty and transparency are at the forefront in all business processes. The ethical standards of our employees and business partners form the basis of our long-term success.

It is strictly forbidden to provide or offer any benefits to public officials. This rule extends to all third parties, not just within the company.

Full compliance with local and international laws is an unchanging commitment of Galsan. Bribery, corruption or facilitation payments are unacceptable. Our employees are obliged to report suspicious situations immediately and these reports are evaluated confidentially and without discrimination.

Galsan is determined to fulfill its social responsibilities by building trust in the business world. Effective implementation of this policy will ensure the reputation and success of our company. All our employees and business partners play an active role in shaping Galsan's future by adhering to these ethical principles.



ETHICAL MANAGEMENT

Conflict of Interest

Galsan adopts a comprehensive policy to prevent conflicts of interest, based on sustainability and ethical principles. This policy aims to ensure that our employees, managers, and business partners make transparent, impartial, and objective decisions. Conflicts of interest arise from a mismatch between professional responsibilities and personal interests and can negatively impact our company's credibility, reputation, and decision-making processes.

Therefore, preventing conflicts of interest is one of the cornerstones of Galsan's corporate sustainability. By maintaining the highest standards of ethics and transparency in all our activities, we offer our stakeholders a reliable and fair business environment. Our employees, business partners and suppliers are obliged to fully comply with these policies.

Galsan's strong corporate culture is built on sustainable business relationships and ethical values. This approach protects our company's reputation while securing our long-term success.



ETHICAL MANAGEMENT

Notice and Compliance Notifications Management

Galsan has implemented specific procedures for compliance and management of notifications of concern (notice and retaliation). The management and follow-up of these processes are carried out with a special procedure and the principles of transparency, confidentiality and security are adhered to.

As of the 2024 reporting period, no notices or notifications made to our ethics hotline were recorded, and the number of notice notifications was reported as 0 (zero).

Governance and Transparency

Galsan adopts a business approach based on sustainability and ethical principles and has established a Corporate Social Responsibility Committee to achieve these goals. The committee monitors the company's ethical values and sustainability goals, establishes necessary policies, and oversees the implementation of these policies.

Members of the committee come together to make decisions that align with sustainability and ethical principles in line with the company's strategic goals. He is also responsible for maintaining transparent communication with all stakeholders of the company.

The Committee meets regularly at the invitation of the Chairman of the Board of Directors and the decisions taken are implemented in line with the company's sustainability goals. This process is managed in accordance with ethical values and the principle of transparency



OUR RISK MANAGEMENT

Today's business world, governments and non-governmental organizations carry out joint studies to predict and manage global risks. The Global Risks Report prepared in this context is an important reference in determining the most critical risks.

According to the 2024 report, five of the risks with the highest impact and probability in the last two years are related to environmental factors, while three are related to social factors. The report emphasizes that the biggest risk to be faced in the next 10 years is climate change. This situation makes it necessary for companies to find more space in their risk management processes.

This data makes it necessary for companies to prioritize sustainability risks more in their risk management processes. We shape our Galsan risk management with a sustainability-focused approach and take proactive steps to make our business processes resilient to global risks.

ESG Risks and Enterprise Risk Management

ESG (Environmental, Social, and Governance) risks are considered risks and opportunities that have a direct impact on companies' operations. However, since each company's business model and field of activity are different, these risks should be customized according to corporate dynamics. The integration of ESG factors into risk management processes is not just a necessity but a critical strategy for long-term success and sustainable growth.



OUR RISK MANAGEMENT

Our Corporate ESG Risk Management Approach

At Galsan, we manage ESG risks in accordance with the COSO Corporate Risk Management Framework. ESG risks are not only seen as a threat but also as an area that has the potential to create new opportunities and shape our strategic actions.

In this context:

Preventive and remedial measures are taken to reduce risks.

Global developments are closely monitored and risk management strategies are updated.

The main categories covered in our risk management process are:

Galsan adopts a comprehensive approach to risk management, not limited to ESG factors, but also includes operational, financial, strategic, and environmental risks.

Key Risk Categories and Our Management Approach:

Operational Risks: System failures, human errors, and supply chain disruptions that may occur in business processes are constantly analyzed, and improvement efforts are carried out.



OUR RISK MANAGEMENT

Our Corporate ESG Risk Management Approach

Market Risks: Factors such as changing market conditions, increased competition, and economic fluctuations are regularly evaluated to shape the company's strategic orientation according to these risks.

Financial Risks: An effective risk mitigation and financial planning strategy is implemented for financial risks such as exchange rates, interest rates, liquidity, and market uncertainties.

Environmental and Social Risks: Climate change, depletion of natural resources, and compliance with environmental regulations are closely monitored. Social factors such as employee safety, human rights, and social equity are also integrated into comprehensive risk management processes.

Strategic Risks: Situations such as wrong investments, misreading of the market, and failure of long-term strategic decisions are managed through detailed analysis and data-driven decision-making processes.





OUR RISK MANAGEMENT

Enterprise Risk Management and ESG Integration

We expanded our risk management processes to include ESG factors.

ESG risks are regularly assessed and strategies are developed through periodic Risk Board meetings.

As part of our sustainable growth strategy, we constantly review our risks and continue to adopt global best practices.

Managing ESG risks not only mitigates risks but also unlocks opportunities for sustainable growth.

It has identified ESG risk management as a strategic priority and continues to take strong steps in this area.

CLIMATE CHANGE AND RISK MANAGEMENT			
RISK CATEGORY	RISK DEFINITION	RISK LEVEL	ACTIONS AND STRATEGIES
Market and Competition	The need to adapt to trends such as supply-demand imbalances in the market, changes in consumer preferences, and the transition to electric vehicles.	High	• Sustainable Product Development: Developing automotive glass using lightweight, recycled materials with a life cycle assessment (LCA) approach.
			• Monitoring Market Trends: Closely monitoring product and technology development processes of key players in the sector and analyzing competitors' actions.
Corporate Reputation	Maintaining corporate reputation during the transition to a low-carbon economy and strengthening the perception of environmental responsibility in the public eye.	High	• Net-Zero Vision: A roadmap has been created in line with the 2050 Net-Zero Carbon targets.
			• Communication Strategy: Regular communication with the public regarding low-carbon products and environmental contributions.
Chronic Physical Risks	Long-term changes due to climate change (temperature increase, changes in precipitation patterns) causing operational disruptions.	Medium	• Supply Chain Resilience: Alternative suppliers and logistics networks have been established to minimize the impact of climate change on raw material supply.
			• Water and Energy Management: Projects have been initiated to increase water and energy efficiency.
			• Raw Material Diversification: New sources and recycled materials are being used to mitigate the impact of climate change on raw material costs.
Regulation and Compliance	The need to comply with new regulations such as the EU Green Deal, Carbon Border Adjustment Mechanism (CBAM), and national carbon tax.	High	• EU Green Deal Compliance: Carbon footprint reporting and reduction efforts have started within the scope of the EU Carbon Border Adjustment Mechanism (CBAM).
			• National ETS (Emission Trading System) Preparation: Research is being conducted for the planned national carbon market in Türkiye.
Technological Transformation	The need to transition to low-carbon production technologies and adapt to new technologies such as electric vehicles.	High	• Renewable Energy: Projects are being implemented to increase the use of renewable energy in facilities.
			• Digital Transformation: Energy efficiency is being improved with digitalization and automation solutions in production processes.
			• R&D and Innovation: R&D activities are being carried out on low-carbon production technologies and special glass solutions for electric vehicles.



OUR QUALITY MANAGEMENT

By adopting high standards in quality management and Full Service Supplier (FSS), Galsan reinforces its leadership in the sector and continuously increases customer satisfaction. The company effectively implements quality management systems and manages safety and quality in an integrated manner at every stage. In this context, Galsan ensures the quality of its products while meticulously fulfilling functional safety requirements.

Quality Management System and Continuous Improvement

Galsan does not only see quality as a goal, but also manages all processes in harmony to ensure high safety and functional performance at every stage. The Quality Management System is structured in accordance with ISO 9001 and IATF 16949 quality management standards. From product design to production processes and after-sales services, every stage is monitored through continuous inspections and improvements to enhance quality. Quality management is an area of continuous improvement for Galsan, and nonconformities detected through internal audits are monitored and resolved through the web-based nonconformity management system. In addition, the quality management system is secured through external audits. As a result of the audits carried out by independent and accredited organizations, ISO 9001 and IATF 16949 international quality certificates are obtained and recertification studies are carried out every three years.



OUR QUALITY MANAGEMENT

Continuous Improvement DOJO Training

Newly recruited employees at Galsan are included in a comprehensive training program in order to ensure rapid adaptation and high productivity. This program aims not only to transfer technical knowledge but also to fully integrate into the company's quality management systems.

The training process begins with the Dojo Training Workshop. In this special area, business processes are taught intensively for 3 days in a simulated environment. Quality management, operational processes, safety protocols, and other critical issues are supported by practical applications. By being with employees at every stage, they are provided with a deep understanding of the company's operation.

Upon completion of the training, new employees are dressed in yellow vests. This vest symbolizes that the training process is ongoing and that employees will receive extra guidance and mentorship. Experienced team members answer questions from new staff members and guide them in practical applications.

This support mechanism, which lasts for 15 days, allows employees to combine theory and practice by applying what they have learned to their daily work. Immediate response is provided in case of difficulties encountered, thus enabling employees to adapt to work processes with confidence and start working with maximum efficiency.

This education model is not limited to the transfer of technical knowledge. It also provides adaptation to company culture, quality-oriented working habits and a deep understanding of business processes. This approach lays a solid foundation for the professional development of employees and supports the development of competent teams that will contribute to Galsan's long-term success. Through this process, Galsan aims not only to recruit but also to build a sustainable culture of success.



OUR QUALITY MANAGEMENT

Full-Service Supplier (FSS) and Quality Integration

As a Full Service Supplier (FSS), Galsan works meticulously in all production processes to maximize not only product quality but also safety. Functional safety is assessed in accordance with safety requirements at each product design stage. Galsan integrates functional safety requirements from the design stage by conducting risk analysis in its products. As FSS, security risks are analyzed, security vulnerabilities are identified, and necessary preventive measures are taken. Additionally, by collaborating with suppliers, safety standards in the supply chain are also observed. Functional safety is carefully managed at every stage of the production process and tests are carried out systematically.

Production and Quality Control Processes

Galsan continuously monitors quality in its production processes. Quality control is carried out with detailed physical tests and products are tested and reviewed for compliance with safety and quality standards at every production stage. Process quality control and final quality controls are carried out systematically at both stages and quality and safety verification is carried out. This process aims to maintain the highest level of safety and quality at all production stages.

QDMS (Quality Document Management System) ensures that all administrative and operational documents are up-to-date and accessible.

Product and Design Testing

Galsan employs advanced testing and validation methods to ensure the quality and functionality of its products. In this process, three-dimensional measurements of products, molds and CF (Control Fixture) are made with CMM (Coordinate Measuring Machine) technology and quality control is ensured.



OUR QUALITY MANAGEMENT

Galsan carries out design and product tests by carrying out engineering studies in Full Service Supplier (FSS) projects. These tests are supported by collaborations with internationally accredited organizations and comprehensive analysis. It simulates the performance, durability, and safety of automobile components using CAE (Computer-Aided Engineering) analysis, while using mold flow analysis simulates the flow of plastic material through the mold, enabling designers to identify potential issues in advance and optimize mold designs.

Functional Engineering Validation (FEV) testing is an important process applied to verify the engineering functions and performance of products. These tests are carried out to verify the accuracy, reliability and functionality of the design during the new product development stages. Functional Engineering Verification (FEV) simulates how products will work under real usage conditions, conducting functional design verifications, performance tests, and analyses.

While Galsan carries out some of its product tests in-house, some of them are carried out in accredited test centers. Product testing includes long-term durability, aging, physical and mechanical testing, electronic and electrical testing, thermal and thermal testing, chemical and environmental testing, and functional testing. These processes are critical to ensure quality in the product development process.



OUR QUALITY MANAGEMENT

R&D Center and Innovation

Galsan has established an R&D center to encourage innovation and technological progress, and it follows technological developments in the sector with the successful work carried out here. The R&D center produces important projects to develop new product designs, process improvement and solutions for customer needs.

Galsan, Academy and Continuing Education

Galsan established Galsan Academy in order to increase the effectiveness of quality management processes and to strengthen its understanding of continuous improvement. This platform aims to enhance the company's overall performance by ensuring that its employees receive continuous training on topics such as quality management, process improvement, and customer satisfaction. Trainings are regularly implemented to improve the knowledge and skills of employees and contribute to the continuous improvement of quality standards.





OUR QUALITY MANAGEMENT

ISO 14001 Environmental Management System and Continuous Improvement

In addition to its quality management systems, Galsan also takes important steps in environmental sustainability. With the ISO 14001 Environmental Management System Standard, environmental impacts are reduced, a total quality understanding is made dominant in processes with Lean Production, Kaizen production methodologies in accordance with the technology of the day, and a culture of continuous improvement is systematized. These methodologies aim to fulfill the company's environmental, social, and economic responsibilities.

Galsan continuously increases its competitive power in the sector with its comprehensive approach in quality management, Full Service Supplier (FSS) and R&D. The company ensures quality through continuous improvement and rigorous inspections to ensure high quality and safety at every stage, while at the same time reinforcing its leadership in the sector through innovation and technological developments. Galsan's understanding of quality is shaped by sustainability principles, while customer satisfaction and environmental responsibilities are also the highest priorities. This holistic approach is the key elements that make Galsan a preferred company in the global market.



OUR INFORMATION SECURITY MANAGEMENT

We adopt Galsan information security, which is at the center of digital transformation and data-driven economy, as a strategic priority. We address our responsibility for the protection of the data of our customers, employees and all stakeholders with the most productive and innovative approaches.

We do not limit our information security policies to complying with legal regulations, but also build a resilient and flexible system for the future by blending them with industry best practices. Going beyond the KVK Law No. 6698 and ISO 27001 Information Security Management System standards, we develop proactive and predictive strategies against the ever-evolving threat landscape.



Data Protection Program: Balance of Digital Transformation and Security

The Data Protection Program, which we have implemented with a reliable and transparent data management approach, guarantees the highest security standards throughout the data lifecycle.

In this context, we ensure legal compliance in line with global data security regulations and industry best practices.

We regularly review and improve our information security processes to adapt them to the dynamic threat landscape. We take preventive measures against data breaches by strengthening our technological infrastructure with advanced cyber security solutions.



Information Security Understanding Transformed into Culture

We see Galsan information security not only as a necessity but also as a critical component of our sustainable growth and innovation-driven transformation strategy. We are determined to further strengthen our bond of trust with our stakeholders, maximize data privacy, and take firm steps towards the future with preventive security solutions.



OUR SUSTAINABILITY APPROACH

By adopting sustainability as a business strategy, Galsan effectively fulfills its environmental, social, and economic responsibilities. In this context, our company, which pioneers environmentally friendly projects, applied to the SPP (Solar Power Plant) project in order to meet its energy needs entirely from solar energy. To optimize water consumption, a rainwater harvesting and 120-ton storage system has been installed. In addition, we adopt the zero waste target by treating our wastewater with the OIZ central water treatment system and converting plastic waste into raw materials.

Eco-friendly practices are at the forefront of all our operations. While 50% water savings are achieved with photocell systems in washbasins, energy consumption is minimized with LED lighting. These steps aim to increase resource efficiency while reducing our environmental impact.

In our sustainability journey, we continue to minimize our environmental impacts, add value to society, and work towards a more livable future by collaborating with all our stakeholders. Our strategies are centered around four main focus areas:

1. Environmental Management and Combating the Climate Crisis

Climate change and the depletion of natural resources are among the most critical issues on a global scale. As Galsan, we aim to reduce our environmental impacts through projects aimed at using renewable energy, energy efficiency, zero waste management and protecting natural resources.

With our plastic crushing process, we recycle production wastes and recycle 11% of raw materials. In addition, we reduce the consumption of natural resources by processing 3.5% of production waste with advanced techniques. We continuously improve our operations to reduce our carbon footprint and fulfill our responsibility through environmentally friendly production processes and sustainable supply chain practices.



OUR SUSTAINABILITY APPROACH

2. Man and Society

A sustainable future is possible with a society with equal and fair opportunities. As Galsan, we prioritize the health and safety of our employees and take measures at international standards. With the principles of inclusion and diversity, we offer equal opportunities to all our stakeholders and fulfill our social responsibilities.

By integrating our social responsibility projects with our environmentally friendly production processes, we contribute to both society and the environment. We aim to create lasting impacts with projects that support sustainable development at the local and global levels.

3. Value Chain

A sustainable business model requires establishing strong collaborations with all stakeholders in the value chain. As Galsan, we share our environmental and social responsibilities with our suppliers with an ethical and sustainable supply chain management approach.

We ensure sustainability at every stage through practices such as recycling plastic waste, using sustainable materials and reducing carbon footprint. In collaboration with all our stakeholders in the supply chain, we develop solutions that will create environmental and social benefits.



OUR SUSTAINABILITY APPROACH

4. Corporate Governance

We adopt a strong corporate governance approach to ensure the success of our sustainability strategies. Based on transparency, accountability and ethical principles, we are in constant communication with all our internal stakeholders.

We use a sustainability board, independent audits, and performance monitoring mechanisms to embody our sustainability goals. By continuously improving our strategies through these mechanisms, we take the necessary steps to achieve our goals.

As Galsan, we are committed to working with all our stakeholders to build a sustainable future and leading this journey.



SUSTAINABLE DEVELOPMENT GOALS

Galsan shapes its activities in line with the Sustainable Development Goals (SDGs) set by the United Nations (UN) and takes decisive steps towards a sustainable future. These 17 universal goals, agreed by 193 UN member states, aim to build a better world by addressing environmental, social, and economic issues.

At Galsan, we develop and implement strategies to contribute to these goals. On the way to creating a sustainable future by 2030, we take an active role in every field by prioritizing the SDGs. In line with these goals, we aim to reduce our environmental impacts, provide social benefits and support economic growth in a balanced way.





SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals (SDGs) and Galsan's Contributions

SDG 6: Our company takes important steps in line with sustainable development goals in order to adopt an environmentally friendly approach and efficient use of water. In this context, we collect and store rainwater thanks to the system installed in our factory and use it for irrigation of green areas in our facility. In addition, we direct the generated wastewater to the wastewater treatment system of the OIZ we are in, ensuring that it is treated without harming the environment.

SDG 7: Affordable and Clean Energy, Galsan is taking various steps to increase energy efficiency in line with its "Affordable and Clean Energy" goal. In order to optimize energy consumption and provide environmentally friendly energy solutions, our company implements various energy management strategies. In addition, our company has applied for a SPP (Solar Energy System) for the factory roof, aiming to use renewable energy solutions such as solar energy. In addition, it plans to invest in solar energy fields for a more comprehensive solution. These steps ensure that energy is used efficiently and cleanly, and minimize environmental impacts, aligning with sustainable development goals. Galsan aims to continuously develop new projects to provide further improvements in energy efficiency and environmentally friendly solutions.



SUSTAINABLE DEVELOPMENT GOALS

SDG 9: Industry, Innovation, and Infrastructure, Galsan aims to digitalize and increase efficiency in its production processes by adopting Industry 4.0 processes.

Strengthening energy efficiency with environmentally friendly infrastructures, our company minimizes environmental impacts by adopting a sustainable production approach. Although our company does not have ISO 50001 certification, production is carried out with advanced technology machines and innovative methods to optimize energy consumption. Galsan is committed to maintaining its leadership in the sector and supporting sustainable industrial development through innovative solutions and digitalization investments.

In line with

SDG 10: Reducing Inequalities, it focuses on equal pay for equal work and fair working conditions in order to ensure equal opportunities in the workplace. The equal opportunities and fair remuneration policies we offer to our employees contribute to reducing social inequalities.

SDG 12: Responsible Production and Consumption, Galsan adopts environmentally friendly and sustainable production methods with a responsible production and consumption approach. It minimizes environmental impact by reducing waste and increasing the use of recycled materials. Additionally, it supports the health and productivity of employees through designs that optimize the use of natural light within the building and energy-efficient systems. Regular maintenance of electricity and machinery is carried out, ensuring a safe and efficient production environment.



SUSTAINABLE DEVELOPMENT GOALS

SDG 16: Peace, Justice, and Strong Institutions, Galsan adheres to high ethical standards in its business processes, ensuring full compliance with legal regulations. Our company fulfills its social responsibilities by adopting a fair management approach and aims to create strong, transparent corporate structures. It adopts a sustainable business model by prioritizing justice, equality and ethical values in its activities.

Galsan fulfills not only its environmental but also its social and economic responsibilities to achieve sustainable development goals. Each of our strategies contributes to the sustainable development of not only our company, but also our environment and society. With our certificates, memberships and international standards, we support these commitments and move forward with determination on the path of sustainable development.

At Galsan, we continue to make strategic investments to achieve sustainable development goals by integrating them into all our business processes. All operations of our company are shaped in line with these goals, and we will continue to observe environmental, social and economic sustainability at every step.



OUR SUSTAINABILITY MANAGEMENT

Galsan integrates its sustainability strategy into its organizational structure and manages all its activities in line with environmental, social and governance (ESG) principles.

This approach enables us to achieve our sustainability goals and create long-term value for all our stakeholders.

We believe that a strong management structure is critical to the successful implementation of sustainability.

In this direction, determining our goals,

We have established a structure responsible for monitoring and development.



OUR SUSTAINABILITY MANAGEMENT

Management Structure and Responsibilities

Our Board of Directors takes a leadership role in determining and implementing the sustainability strategy.

Our General Manager ensures that sustainability targets are set in line with global strategies.

Our Quality Manager manages environmental sustainability strategies and oversees the effectiveness of these processes.

Our Engineering Manager supports achieving our sustainability goals through technological innovation.

Our System Consultant monitors sustainability risks and develops strategies to address these risks.

Coordination and Monitoring coordinates sustainability strategies by collaborating with departments such as Corporate Sustainability Committee, Energy Management, Quality Management, Human Resources, Corporate Social Responsibility, Administrative Affairs and Legal.

Our Board of Directors evaluates and reports sustainability performance every two months.

This systematic structure ensures that our sustainability efforts are effectively managed and disseminated to all levels of the organization.

As Galsan, we aim to create strong and lasting value for the future by integrating the understanding of sustainability into our entire organization.



OUR PRIORITIZATION ANALYSIS

As Galsan, we operate to build trust in society and find solutions to environmental and social problems. We shape our sustainability approach in line with our company strategy, values and purpose. Within the framework of this understanding, we conducted a comprehensive materiality analysis to determine our sustainability goals and clarify our priorities. Based on the results of our analysis, in this report, we focus on the issues that are most critical to our strategy and our stakeholders.

How Did We Determine Our Stakeholders?

When creating our sustainability strategies, our priority is to accurately understand the expectations of our stakeholders and create value for them. In this direction, we identify the stakeholder groups that have the greatest impact on our organization and base our relationships on this basis.

Our key stakeholders include employees, customers, suppliers, shareholders, subcontractors, NGOs, local communities, social enterprises, academics and universities, public institutions, insurance companies and media outlets. We shape our sustainability strategy by focusing on the needs and expectations of each of these groups.



OUR PRIORITIZATION ANALYSIS

How Did We Determine Our Priority Issues?

While determining our environmental, social and economic priorities, we followed a comprehensive evaluation process. First, we conducted external environmental analyses and examined the challenges and opportunities of the sector in the field of sustainability. We scanned the sustainability priorities of other companies in the sector at the global and national level and reviewed the prominent good examples in this field. We also examined stakeholder priorities on global platforms such as the World Economic Forum (WEF). As a result of these analyses, we created an inventory of material issues.

We conducted online surveys to determine the importance of the potential material issues we identified for different external stakeholder groups. These surveys were sent to both our internal and external stakeholders and their participation was ensured. In addition, we organized a workshop with our senior management to clarify the strategic priorities of our company and received the opinions of our managers. Then, we completed the process with a survey covering all our employees. This comprehensive evaluation process consisted of surveys conducted among internal and external stakeholders with a total of 28 topics and 166 participations. We observed that our sustainability approach was adopted at all levels throughout the company and a wide participation was achieved.

How Did We Create Our Prioritization Matrix?

As a result of all these efforts, we have created a prioritization matrix by identifying the issues that are most critical to our sustainability strategy. This matrix represents the issues that form the cornerstones of our long-term strategy and have a top priority in line with our company's sustainability goals.



OUR PRIORITIZATION ANALYSIS

With the participation of our stakeholders, we have identified the following priority sustainability issues:

Very High Priority	High Priority	Priority
Employee Health and Safety	Training and Development	Employee Engagement and Satisfaction
Employee Engagement and Satisfaction	Sustainable Procurement	Biodiversity Conservation
Ethics, Transparency, and Compliance	Board Diversity	Innovation and Digitalization
Water Pollution Control	Inclusion, Diversity, and Equity	Compliance with National and International Standards / Regulations
Use of Renewable Energy Sources	Talent and Career Management	Strong Financial Management and Economic Performance
Human Rights	Contribution to Local Economy	
Emission Management	Compliance with National and International Standards / Regulations	
Brand Reputation and Management	Strong Financial Management and Economic Performance	
Customer Satisfaction	Risk and Opportunity Management	
Circular Economy	Gender Equality	
Biodiversity Conservation	Innovation and Digitalization	
Information Security and Cyber Risk Management	Supply Chain Management	
Energy Management	Stakeholder Communication	
Waste Management		
Water Management		

This prioritization reveals the key elements that drive our sustainability efforts. It also emphasizes that these issues aim to create long-term value in line with our company's strategies. As Galsan, we aim to contribute to a sustainable future by continuing to develop solutions that meet the expectations of our stakeholders.



OUR COMMUNICATION WITH STAKEHOLDERS

At Galsan, we focus on creating long-term value for our employees, customers, and society. We shape our activities to provide solutions to the problems faced by our stakeholders and constantly stand by them to understand and meet their needs. We help our customers and other stakeholders create environmental, social, and economic value by sharing our knowledge and raising awareness to support their sustainability strategies and goals.

Stakeholder engagement plays a critical role in this process. We are in constant dialogue to understand what is important to our stakeholders, what they expect from us, and how we can meet those expectations. This understanding enables us to take the right steps to create environmental, social and economic value while shaping our strategies.

We establish clear and effective communication with different stakeholder groups such as employees, customers, regulatory bodies, NGOs, investor associations and academics and listen to their priorities, expectations and concerns. By taking into account the advice and suggestions of these stakeholders, we collect important data to evaluate and improve our sustainability strategy. By responding to the expectations and needs of each stakeholder group, we continuously improve our activities and aim to maximize our social, environmental, and economic impact.

While creating value for our stakeholders, we consider our sustainability principles at every stage and direct our efforts to contribute to society, the environment and the business world. This continuous dialogue and feedback process not only reinforces Galsan's importance in the sector but also enables it to establish strong relationships based on trust with its stakeholders.



OUR COMMUNICATION WITH STAKEHOLDERS

Stakeholder Group	Communication Channel	Communication Frequency	Purpose of Communication
Customers	Meetings and conferences, face-to-face meetings, field visits, sustainability report, customer satisfaction survey, external stakeholder survey, seminars and events specific to specific topics specific to our customers	In case of need and continuous	To increase customer satisfaction, it is our priority to understand our customers' needs and provide them with accurate and timely information. By evaluating feedback, we continuously improve our products and services, building customer loyalty and building long-term relationships. We focus on providing the best experience by offering fast and effective solutions to demands. Through events and projects, we strengthen communication with our customers and stakeholders.
Employees	Employee satisfaction surveys, monthly meetings, Online seminars, website, sustainability question, employee volunteering activities, events, Internal Stakeholder Survey	In case of need and continuous	To increase employee satisfaction, we aim to establish open and effective communication with our employees. By valuing their feedback, we aim to develop solutions tailored to their needs and provide opportunities for continuous improvement. With the support we provide to our employees, we aim to create a safe and motivating work environment, ensuring long-term engagement and productivity. Through the events and projects we organize, we create a strong culture of communication and collaboration among our employees.
Media and Press	Website, press releases, sustainability report, social media, external stakeholder survey	In case of need and continuous	Through media and press communication, we build trust and increase our brand awareness by sharing our company's values transparently and effectively.



OUR COMMUNICATION WITH STAKEHOLDERS

Potential employees	Website, social media, career days, internship programs, sustainability report	In case of need	By clearly communicating our company's culture and opportunities with potential employees, we aim to attract the right talent and build a strong workforce. With our communication, we provide clear and attractive information to those who want to join our company.
Society and NGOs	Corporate social responsibility projects, collaborations, seminars and conferences, face-to-face meetings, sustainability reports, external stakeholder surveys	In case of need and continuous	By collaborating with society and NGOs, we aim to add value to society and create sustainable impact through social responsibility projects.
Government and regulator	Face-to-face interviews, seminars and conferences, sustainability reports, external stakeholder survey	In case of need	We communicate transparently and effectively with the government and regulators to ensure full compliance with legal and regulatory requirements. Our aim is to contribute to the industry as a reliable business partner and fulfill our legal responsibilities.
Suppliers	Sustainability reports, face-to-face interviews, external stakeholder	In case of need	By establishing trust-based cooperation with suppliers, we aim to create efficient and sustainable supply chains.



OUR CUSTOMER SATISFACTION MANAGEMENT

Managing Galsan customer satisfaction is considered not only a goal but also a guarantee of sustainable success. Our customer-oriented approach is integrated into all our business processes, and we adopt a continuous improvement approach in these processes. In order to ensure customer satisfaction, it is aimed not only to address complaints and feedback quickly, but also to continuously improve the service model based on this feedback.

Customer expectations are considered the most valuable input of our company's way of doing business. These expectations are shaped according to the needs and motivations of different stakeholder groups. Therefore, a wide variety of communication channels are used to understand the demands of these groups, and all kinds of feedback are carefully evaluated and appropriate solutions are produced.

Galsan adopts a sustainability-oriented approach and integrates environmental, social, and economic sustainability goals into its business processes. In this context, our impact on nature is minimized by prioritizing issues such as environmentally friendly production processes, energy efficiency and waste management. At the same time, we see customer satisfaction not only as a goal but also as a critical tool for sustainable success.



OUR CUSTOMER SATISFACTION MANAGEMENT

Transparency, reliability and effective communication are our core values in the management of customer satisfaction. Accordingly, customer feedback and complaints are handled quickly and professionally, every stage is carefully monitored, and a solution-oriented approach is adopted. In addition, regular customer surveys and analyses provide important data for the continuous improvement of our product and service processes.

Galsan aims to establish long-term relationships based on trust with all stakeholders by organizing trainings for its employees to ensure customer satisfaction. By continuously strengthening the customer feedback loop, a business approach that maximizes customer experiences is adopted.

Receiving and Evaluating Customer Requests and Feedback

Galsan handles the management of customer requests and feedback with great care. This process is critical for increasing customer satisfaction and ensuring continuous improvement. An integrated approach has been adopted to effectively collect, monitor and evaluate any requests, suggestions, complaints or thanks of our customers. Customer complaints and feedback are evaluated transparently and objectively in accordance with our quality processes.



OUR CUSTOMER SATISFACTION MANAGEMENT

Evaluating Feedback and Process Improvement

Customer feedback is seen not only as a request for solutions but also as an opportunity to improve our processes. All feedback of our customers such as suggestions, requests, complaints, and thanks is recorded and carefully evaluated. This evaluation becomes one of the main factors driving improvement processes. Regular collection and systematic analysis of customer feedback ensure that our product and service quality is continuously improved.

Principles of Transparency and Objectivity

Customer feedback is processed in line with the principles of transparency and objectivity. Every stage of the feedback is recorded, monitored and shared with the relevant units. All of these processes are carried out in accordance with a service approach that exceeds customer expectations. Additionally, feedback and results are regularly reported to management, ensuring that processes are continuously reviewed and improved.

Galsan aims to maximize customer satisfaction by taking customer demands into account and uses their feedback as a valuable resource for internal development. This approach is an important part of our continuous improvement approach and serves Galsan's customer-oriented vision



OUR CUSTOMER SATISFACTION MANAGEMENT

Brand Reputation and Management

Galsan builds its brand reputation not only with the products and services it offers, but also with its ethical values and social responsibility approach. Its vision of being a reliable brand is deeply strengthened by an approach focused on environmental awareness and contributing to society. Relationships based on the principles of transparency and honesty establish a solid network of trust with stakeholders, making this environment of trust sustainable both in daily operations and during challenging times.

Our brand management aims to carry the highest responsibility in interaction with society by reflecting our business culture and core values towards the society. In light of environmental impacts and social needs, every step is taken within an ethical framework, and this attitude builds our brand's identity on solid foundations.

We act with a common understanding and high consistency with all stakeholders, from employees to customers, and open communication is established on the basis of long-term trust relationships. Galsan demonstrates a brand management approach that proactively adapts to global changes and is shaped by innovative and flexible strategies, reinforcing its reputation with strong collaborations and synergies.



OUR CUSTOMER SATISFACTION MANAGEMENT

Responsible Marketing

Galsan strengthens the credibility and reputation of its brand with marketing strategies developed by considering the interests of society and the environment. In our communication efforts, ethical values and social responsibility awareness guide us at every step. By focusing on the needs of our customers, we aim to provide sustainable and effective solutions, making their lives easier and more meaningful.

We prioritize environmentally friendly and sustainable alternatives in the products and services we offer, guiding our customers in making informed choices. This responsible approach aims not only to achieve economic success but also to make a valuable contribution to society. Our marketing strategies are built on the foundations of long-term trust and loyalty, always prioritizing our brand's responsibility to provide social benefit.

Galsan's marketing approach continues to contribute to a sustainable future, taking into account not only commercial success but also our environmental and social responsibilities.



SUSTAINABILITY IN OUR SUPPLY CHAIN

Galsan procures the raw materials required for its production processes from many different suppliers. It takes care to work with different suppliers who attach importance to sustainable production in order to continue production processes without interruption. In this way, it increases its resilience with alternative supply options against interruptions in raw material supply. It primarily takes into account the risks related to climate change in its supplier selections. When determining our suppliers, it demands the adoption of the "Responsible Supply Chain Policy".

Galsan is in a strong position in the sector by supplying high-quality raw materials and materials for industrial production processes. By offering critical raw materials such as polymers, chemical components, additives, solvents, and dyes through a reliable supply chain, it ensures efficiency, sustainability, and quality assurance in production processes.

While it offers optimized material management, cost-effectiveness and operational excellence, Galsan's innovative approach allows it to develop fast and flexible solutions to the changing needs of the industry. Galsan continues to be the reliable business partner of the industry with its strong supply network and quality material solutions.

In the procurement process, it adopts the "Supplier Code of Ethical Conduct" in order not to create an undue bureaucratic burden on suppliers. In line with these rules:

Suppliers are conveyed this code of conduct and are required to implement similar rules in their own supply chains. Potential suppliers are expected to make their own assessments in accordance with the supplier evaluation forms and share the results of this evaluation with us. If there are any questions or uncertainties about a supplier's own assessment, they can conduct on-site inspections and audits to shed light on this issue.



SUSTAINABILITY IN OUR SUPPLY CHAIN

The majority of our suppliers are international chemical companies that have strong mechanisms to prevent human rights violations in their value chains.

We can list our expectations from our suppliers within the framework of the "Supplier Code of Ethical Conduct" as follows:

We aim for our suppliers to adopt similar quality and safety standards and apply them in their production processes. Our suppliers are expected to report their compliance with the determined rules with their own evaluations.

In our future supplier selection processes, it is planned to evaluate criteria such as quality, legal obligations, occupational health and safety, no child labor, responsible supply chain management and anti-corruption in detail. In line with the responses received from our suppliers, conformity analyzes will be made and selection processes will be carried out. In addition, on-site audits are envisaged in cases where we do not find their own assessments sufficient or identify serious risks related to sustainability.

In order to increase our corporate sustainability performance, we expect all of our suppliers to register for the Registration, Evaluation, Authorization and Restriction of Chemicals (KDDIK) and fulfill their obligations within this framework, in line with our primary goals of reducing our greenhouse gas emissions, mostly caused by fossil fuel-based polymer production.



SUSTAINABILITY IN OUR SUPPLY CHAIN

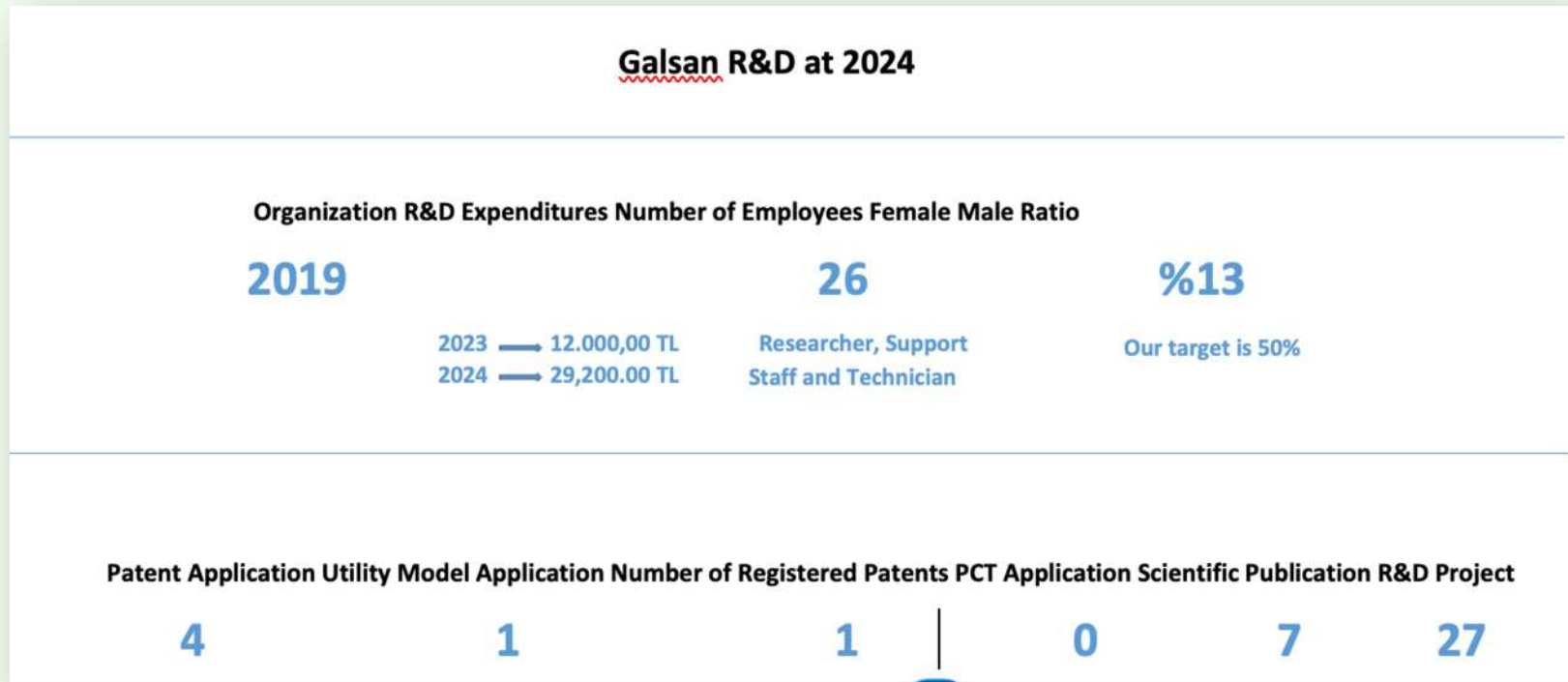
SUSTAINABILITY STRATEGY AND ROADMAP

- Preparing a Sustainable Procurement policy until 2026 and publishing it on Galsan's website
- By 2030, articles on greenhouse gas emission performance and measurement should be added to the supplier evaluation system and the collected Reporting with data
- Adding Social Compliance training to the 2026 compulsory training list and ensuring that all employees receive the training
- By 2030, the proportion of suppliers whose sustainability assessment has been carried out is 50% among the top 20 suppliers
- The number of suppliers audited/whose performance is monitored on environmental and social issues by 2030 is expected to be and increasing it by 50%
- Increase the proportion of suppliers from which local purchases are made by 2030% by 2024.





INNOVATIVE PROJECTS / R&D and Innovation Studies



We carry out our R&D activities within the framework of a structured management approach in line with our strategic goals. Our processes are managed systematically, and this structure ensures that our innovation processes are both effective and sustainable.

In order to encourage our R&D and design activities, we implement the Employee Development Management System to objectively plan the development of our employees and contribute to their careers. This system aims to increase organizational performance and motivation while monitoring and evaluating employee performance to achieve organizational goals.



INNOVATIVE PROJECTS / R&D and Innovation Studies

The main objectives of the system are:

To align employee competencies with company goals,

To monitor employee development by identifying strong and open areas for improvement,

To ensure internal and external customer satisfaction,

To produce quality business results,

To follow the career development of employees, to create development plans and to take organizational actions.

The responsibility of this process belongs to the senior management, Human Resources Department and department managers. Thanks to this system that supports the development of our employees, we aim for sustainable growth at both individual and corporate levels.

As of 2024, our R&D expenditures amounted to approximately TL 29.2 million.

Within the scope of the "Employee Development Management System", topics such as general evaluation, past goals, employee feedback, evaluation of professional competencies, future goals and development planning are discussed for the development process. Department managers evaluate the performance of each of their employees by conducting one-on-one development interviews with them on the dates determined by Human Resources. These interviews last approximately 30 minutes and are held face-to-face. After the interviews are completed, the data obtained are systematically recorded and preserved. Department managers collect the development actions of the team members and submit them to Human Resources in order to contribute to the annual training plan. Actions other than training are followed by managers and development activities throughout the year are supported by coaching meetings with employees.



INNOVATIVE PROJECTS / R&D and Innovation Studies

At the end of the year, all these activities are reviewed and their effectiveness is evaluated. The annual development interview form is recorded in the personnel file by Human Resources and the data of the previous period for the next year is transferred in computer environment. This structure contributes to the success of the organization by supporting the continuous development of employees.

As of December 2024, a total of 26 personnel work in the R&D Center, including 22 researchers, 3 technicians (1 associate degree, 2 high school graduates), and 1 support staff (undergraduate graduate). As of June 2025, 11 of our R&D researchers plan to start their master's education. In order to ensure more active participation of our employees in R&D and innovation processes, regular field visits and idea suggestion systems have been implemented. Thanks to this system, qualified R&D project ideas from the field are collected and successful ideas are projected and special incentive mechanisms are offered to our employees. This approach not only encourages innovation but also strengthens the company's R&D capacity by increasing the motivation of our team members.





Short, Medium and Long Term R&D/Design Strategies

Since its establishment, it has been working in harmony with the worldwide automotive giants serving for the Main Industry (OEM) in the plastic injection industry and obtains 100% of its global turnover from automotive OEMs. The company aims to strengthen its competitiveness through innovation-based R&D and design activities. In this direction, it plans to invest more in R&D and design studies in the coming years and to offer new products to both Turkish and foreign markets. Aiming to expand its R&D team and gain the status of an R&D Center, it accepts R&D and design as an important component of its production strategy and develops various strategies in this context.

It aims to contribute to increasing Turkey's R&D and design-oriented export share with its innovative and original R&D studies. In addition, it aims to increase the number of international patents of Turkey and Galsan by developing innovative designs. Increasing the operational competence of the R&D Center by strengthening its engineering infrastructure, as well as providing new expertise and competencies by ensuring the continuous development of R&D personnel, are among its important strategic goals. Goals such as developing products and systems suitable for new generation vehicles, updating itself with projects that constantly innovate by using resources efficiently, and providing perfect solutions to the automotive industry by producing high quality products are also elements that make up the company's strategic approach.

As a supplier to the world's leading automotive brands, it focuses on developing projects that will support the flexible production approach in line with customer needs and carries out new R&D studies that will reduce existing product costs and increase quality. Developing joint projects in cooperation with universities and research centers, and applying to publicly supported projects (TEYDEB, European Union, Ministry of Trade, KOSGEB) are also among its strategies. In the light of these strategies, it aims to increase its R&D investments every year and follow an R&D-oriented growth strategy with the support of the incentives it benefits from within the scope of Law No. 5746.



National and International Collaborations of Our R&D Center

In the field of R&D and design, it cooperates with various institutions, universities and R&D centers at national and international level. These collaborations are carried out to support the company's innovation processes, develop new technologies, and increase its competitiveness in the sector. Below are the collaborations and projects realized as of 2024:

1. Collaborations with Universities

By collaborating with universities, it puts its academic knowledge into practice and encourages students' participation in R&D processes. Collaborations are carried out with the following universities, especially on workplace training internships and academic projects:

Gazi University (Turkey) Cooperation Type: A protocol has been signed with the university regarding the workplace training internship of students in the enterprise.

Kocaeli University (Turkey) Cooperation Type: A protocol has been signed with the university regarding the workplace training internship of students in the enterprise.

Yıldız Technical University / Prof. Dr. Ahmet Ünal (Turkey) Cooperation Type: In the project "Development of Thermoplastic Composites by Direct Continuous Fiber Fed Injection Method", studies are carried out on system and material development.

Sakarya University / Dr. Lecturer. Prof. Ekrem Altuncu (Turkey) Cooperation Type: Within the scope of the same project, studies on system development are continuing.

Marmara University / Prof. Dr. Paşa Yayla (Turkey) Cooperation Type: Mechanical test studies were carried out in the project "Development of Thermoplastic Parts with Reduced Weight and Gloss Without the Use of Paint".



National and International Collaborations of Our R&D Center

2. Collaborations with R&D and Design Centres,

Collaborations with R&D and design centres are carried out to develop new technologies and produce effective solutions in industrial applications.

Galsan carries out joint projects with the following R&D and design centres:

Ford R&D Centre / Sancaktepe (Turkey) Cooperation Type: Joint studies were carried out on the surface designs of plastic parts and the production of metal brackets with PA-GF30 thermoplastic raw material.

DAIMLER (Germany) Cooperation Type: Cooperation is being carried out on the integration of plastic parts in the project "Designing Rubber-Based Phone Holder Parts on the Instrument Panel That Withstand High Vibration".

TOYOTA (Japan) Cooperation Type: Studies were carried out on the moldability of the front fender part.

Ravago Petro Kimya (Turkey) Cooperation Type: In the projects in the R&D center, joint studies are carried out on material and performance test studies and new raw material development.

Pulver Kimya Elastron (Turkey) Cooperation Type: Material and performance test studies are carried out on the same subjects.

FEV Turkey (Turkey) Cooperation Type: Cooperation has been initiated for automotive product and engineering design and research and development activities.



National and International Collaborations of Our R&D Center

3. Collaborations with Other Institutions

It also collaborates with various engineering firms and software providers to support innovative solutions in the industry. These collaborations are particularly concentrated in flow analysis, engineering solutions, and software-enabled projects:

Positrone (Turkey) Cooperation Type: Cooperation is carried out on material and performance test studies in projects within the R&D center.

InSource Software (Turkey) Collaboration Type: Engineering collaboration is made to perform and interpret flow analyses.

Ekin Makina (Turkey) Cooperation Type: Research was carried out on CoreBack equipment required for 2K injection technology and related equipment was provided





National and International Collaborations of Our R&D Center

4. Other Prominent Collaborations

In addition, collaborations in the automotive sector and engineering solutions also strengthen the company's technological infrastructure. Our important collaborations,

Daiichi (Turkey) Cooperation Type: Within the scope of the ARG09 project, joint studies are carried out on product design and development.

Ottonom (Turkey) Cooperation Type: Cooperation has been initiated for the design, research and development of automotive products and control equipment.

Brightworks Engineering (Turkey) Cooperation Type: Engineering cooperation is made to perform the flow analyses needed in research and development activities.

With its collaborations in R&D and design activities, it supports innovative solutions in the sector and gains a competitive advantage in the global market. These collaborations with universities, R&D centers, and engineering firms strengthen the company's scientific and technical infrastructure and contribute to the development of employees. By maintaining these collaborations, Galsan will continue to establish strong collaborations both nationally and internationally.

Attended Events

In 2023 and previous years, it participated in a total of 8 conferences, 6 fairs, 3 congresses and 3 symposium events. These events reflect the company's strategic approach aimed at strengthening knowledge sharing and collaborations within the sector. In these events, R&D and design-oriented collaborations and innovative projects were introduced, and information about sectoral developments was obtained.



R&D Center Projects

Development of Engine Area Plastic Holder Capable of Working Under High Temperature and Vibration

This project aims to develop a safe and long-lasting solution by increasing the resistance of plastic retainers in the engine area to high temperature and vibration conditions. The grippers to be developed will be designed using materials that are resistant to high temperatures, vibrations and chemical factors. Furthermore, the production process will also be optimized for quality and cost-effectiveness. The project aims to increase safety in harsh conditions such as the automotive industry, extending the lifespan of engine components and reducing maintenance costs. Within the scope of the project, it is aimed to provide a weight advantage by converting the connector holder bracket, which is available in metal in the engine compartment of the vehicle, into plastic. In this way, it is aimed to reduce the part weight by 35% and to reduce the unit cost of the part. With the successful completion of the project, outputs such as new part design suitable for plastic injection, weight gain per part, cost gain per part, new mold technology for the company (two-axis insert molding), design, programming and production of part-specific robots, design and production of part-specific control fixtures, etc. are targeted.

Design and Development of Rubber-Based Phone Holder Parts on the Instrument Panel That Withstand High Vibration

These holders are designed to ensure that phones are securely fixed and protected by exhibiting high performance against engine vibrations and external factors. With the completion of the project, it is aimed to analyze moldflow for plastic injectionability, mold designs for new products, design of assembly equipment to be used in prototype manufacturing, and design of control fixtures to be used in prototype part verification.



R&D Center Projects

Development of Intelligent, Error-Proofing, Verification, and Control Systems Integrated with ERP

These systems will be designed to prevent errors in production processes, increase efficiency, ensure quality, and continuously monitor the accuracy of processes. Our goal is to provide advanced technology solutions to optimize efficiency in operational processes and ensure error-free production. It is aimed to produce universal, sensitive, multifunctional and smart error-proofing equipment integrated with the ERP system in a completely domestic manner in order to prevent human-based errors that may be encountered during mass production within the company, to eliminate customer dissatisfaction, cost increase and quality errors arising from these errors, which will make Turkey a country that designs, develops, produces and sells Industry 4.0 technologies.

Enhancing Touch Function and Visual Properties in Plastic Parts with Electronic Circuit Integration (IME) Technology in the Molding Process

This project aims to enhance touch functionality and visual properties in plastic parts by utilizing Electronic Circuit Integration (IME) technology in the molding process. IME technology will provide both aesthetic and functional features to parts thanks to electronic circuits integrated into plastic surfaces. In this way, products will become more user-friendly, modern and stylish, while reducing costs and increasing efficiency in production processes. The project aims to produce more innovative and high-quality products while providing functionality and durability in plastic parts. With the project, it is aimed to reduce the weight arising from this reason by optimizing the excess of cables in existing electronic structures. With the successful completion of the project, it was decided to expand the product range by processing electronic circuits on plastic, mold design, moldflow analysis specific to the plastic part, material tests to be used in prototype manufacturing (density, notched isod, bending, bending in heat and melt-flow ratio), robot arm design to be used in prototype manufacturing, design of control fixtures and mounting apparatus, dimensional verification of the prototype part and with the new product, this aims to be the first company to produce.



R&D Center Projects

Development of Thermoplastic Parts Reduced in Weight with Chemical Foaming Technology and High Gloss with Fast Heating-Cooling Technology Without the Use of Paint

This project aims to reduce the weight of thermoplastic parts and give them a high gloss without the use of paint with chemical foaming technology. Chemical foaming will produce lightweight and durable parts by reducing material density, while high gloss will be achieved thanks to rapid heating-cooling technology. The absence of paint reduces costs and offers an environmentally friendly production process. This innovative approach will enable the production of lightweight, aesthetic, and durable thermoplastic parts in industries such as automotive, electronics, and consumer products.

Special Mounting System Design of the Sonar Product to be Assembled by Developing PMMA Material with High Gloss Level and Impact Resistance for the Rear Bumper Trim Part

This project aims to develop PMMA material with high brightness level and impact resistance for the rear bumper trim and to design a special mounting system for the installation of a sonar product compatible with this material. The PMMA material will be designed to offer high impact strength while providing aesthetic shine. Additionally, a specialized mounting system will be developed to ensure safe and efficient mounting of the sonar system. In this way, it is aimed to obtain superior and functional part designs in the automotive industry, durable and aesthetic.



R&D Center Projects

Development of Thermoplastic Composites by Direct Continuous Fiber Fed Injection Method

This technology will enable the production of thermoplastic composite materials by feeding high-performance fibers directly into the injection molding process. In this way, lighter, durable materials with high mechanical properties will be obtained. Additionally, composites produced with the D-LFT method will increase efficiency, reduce costs, and contribute to environmental sustainability goals in industries such as automotive, aerospace, and construction. The project aims to contribute to the sector with advanced production processes and innovative material properties. With the production of thermoplastic composite parts using the direct fiber fed injection method, the transition of metal parts in vehicles to plastic will be ensured. With the project; It is aimed to produce composites with the new production method, to reduce the weight of the products by switching from metal to plastic, and to be the first company in Turkey to make thermoplastic composites with the new product.

Interior Trim Parts and Mold Designs for Dodge DT Ram Vehicles

It aims to develop interior trim parts and mold designs for Dodge DT Ram vehicles. The designs aim to produce durable and ergonomic interior trim pieces that will aesthetically adapt to the vehicle interior. Additionally, optimized mold designs will accelerate production processes and reduce costs. The project aims to enhance the comfort and elegance of the vehicle's interior through high-quality material selection, efficient production processes, and aesthetic mounting systems.



R&D Center Projects

Design and Development of Steering Wheel Cover for Mercedes Atego Heavy Commercial Vehicles

It aims to design and develop the steering wheel cover for Mercedes Atego heavy commercial vehicles. The design will be made with ergonomic features, durable material selection and aesthetic elements in mind to enhance rider comfort. High-durability materials will be used to ensure that the steering wheel cover is long-lasting and safe in harsh conditions, as well as safety aspects (non-slip surface, airbag integration) will be taken into account. The project aims to make an aesthetic contribution to the vehicle's interior and prioritize driver safety.

With the project, Mercedes Benz started this project due to the deformation of the part designed in the previous model and the need for a new part design as a result of the lack of appropriate results after assembly and the change of the A surface in the new vehicle.

Plastic and Composite Product and Mold Development Project in Accordance with Hyundai AC3 Vehicle Engine Area Specification

It aims to develop plastic and composite products in accordance with the Hyundai AC3 vehicle engine area specifications and the mold designs required for the production of these products. To meet the high temperature, vibration and chemical resistant requirements of the engine area, lightweight and high performance materials will be selected. Efficiency will be increased and costs will be reduced with special mold designs and production processes. As a result, the developed products will be long-lasting and efficient, resistant to the harsh conditions of the engine area. Within the scope of this project, all research, product and mold development, testing and production technologies studies will be carried out in preparation for the high-volume production of the storage tank, radiator inlet/outlet tank, cooling fan, fan carrier and HVAC Case & Blower parts in the i10 model vehicle commissioned by Hyundai. In this direction, all R&D studies from the design of the relevant systems to the development of molds and prototype part production and the project management systematics of these studies will be discussed.



R&D Center Projects

TOGG-Development of In-Vehicle Luggage Area Lower and Upper Group Trim Parts; Special Fabric Patterned Surface Works

It aims to improve the design of the lower and upper group trim parts of the luggage area of TOGG vehicles and to produce aesthetically stylish and durable pieces with special fabric patterned surface works. Trim pieces will be designed to be long-lasting with high-quality materials, optimized both functionally and visually. Fabric-patterned surfaces will add aesthetic value and provide durability. This project aims to improve the user experience by adding elegance to the interior of TOGG vehicles.

With this project, all research, product and mold development, test and production technologies studies in preparation for the high-volume production of the luggage area interior trim parts (C-D Pillar upper, C-D Pillar lower, QuarterTrim and Rear sleeper parts of the TOGG C-SUV vehicle are focused. In this direction, all R&D studies from the design of the relevant systems to the development of molds and prototype part production and the project management systematics of these studies were discussed.



R&D Center Projects

Development of Pipe Part Mold and Process Used in the Engine Cooling System, Working Under High Pressure and Requiring High Strength Fluid Passing Through It

It aims to develop mold design and process for the production of pipe parts that operate under high pressure and carry fluids at high temperature within the engine cooling system. The project will develop appropriate material selection, custom mold designs, and optimized manufacturing processes to enhance the durability of the pipe parts. Pipe parts resistant to high temperature and pressure will increase the efficiency of engine cooling systems, ensure long-lasting use and reduce production costs.

Within the scope of the project, mold and process development studies will be carried out on the pipe part mold and process that is located in the engine area of the B460 vehicle produced by Ford Otosan, operating under high pressure and requiring high strength with high temperature fluid passing through it.

For the B460 Courier model, design and manufacturability optimizations of the engine area part, mold designs, flow analysis, mechanism developments, process studies will be carried out, and the development phases of the relevant vehicle will be supported by pilot productions.

The relevant part, which was previously imported from abroad, will be localized within the scope of new engine development studies. With this study, improvement will be achieved in flow and strength analyzes compared to the current situation. Manufacturability analyzes of the product will be carried out by considering the mold and process parameters.



R&D Center Projects

Enhancing the Visual Qualities of Vehicle Interior Trim Parts, Exclusive High-gloss Surface Study and Development

This project aims to enhance the visual qualities of interior trim parts. Aesthetic value will be added to the vehicle interior with special high-gloss surface works, and glossy surfaces will be designed to be long-lasting and durable. The materials to be used will be resistant to chemicals, abrasion and UV rays, and high quality will be achieved with surface coating technologies. In this way, vehicle owners will be offered a premium experience, production efficiency will be ensured and costs will be optimized.

Within the scope of the project, the products in the vehicle, where visibility is at the forefront, will be given visual features by using functional decorative materials compatible with different plastic raw materials, with the plastic injection process and a special mold design compatible with this process.

With the aim of increasing the visual quality and diversity of in-vehicle trim parts, all R&D studies from the design of the relevant systems to the development of molds and prototype part production and the project management systematics of these studies will be discussed.



R&D Center Projects

Design and Development of Parts to Minimize Sounds Such as Road, Wind, etc. Generated in the Vehicle

This project aims to design sound insulation parts and vibration reduction systems to minimize the sounds caused by the road, wind and other external factors inside the vehicle.

With the sound-absorbing materials and aerodynamic improvements to be used, the noise level inside the vehicle will be reduced and driving comfort will be increased. As a result, the driver and passengers will be provided with a quieter and more comfortable driving experience.

Within the scope of this project, in order to reduce the noise generated in the vehicle, the product will be given sound insulation properties by using different plastic raw materials and various felts, with the plastic injection process and a special mold design compatible with this process.

With the aim of providing in-vehicle sound insulation, all R&D studies from the design of the relevant systems to mold development and prototype part production and the project management systematics of these studies will be discussed.



R&D Center Projects

Ford FSS-Air Flow Guidance Part Mounted on the Rear Door for Light Commercial Vehicles Development Project

It aims to design and develop an airflow direction part mounted on the rear door for Ford FSS light commercial vehicles. The part will improve the vehicle's aerodynamic structure, reducing wind resistance, increasing fuel efficiency, and improving ride comfort. Built with durable and lightweight materials, this part will be designed to be easy to assemble and efficient in manufacturing processes. As a result, the performance and energy efficiency of the vehicles will increase, providing an environmentally friendly and cost-effective solution.

Development of Complex Assembled, Functional Parts Produced with Gas Injection in Order to Meet the Demands Within the Scope of Domestic Automobile Requirements and to Create Export Potential Abroad

This project aims to develop complex assembled and functional automotive parts with gas injection technology in order to meet domestic automobile requirements and create export potential abroad. This technology enables the production of durable and functional parts with complex shapes faster and more efficiently. While the parts guarantee high quality for domestic production, they will also increase export potential by increasing competitiveness in global markets. Additionally, environmentally friendly and economical solutions will be offered, ensuring production efficiency and cost-effectiveness.



R&D Center Projects

2K Mold and Product Development and 2K Injection Process Development Project with the Aerodynamic Properties of the Hood Part, which is a Sound Insulation Coating Part in the Exterior Product Group in Light Commercial Vehicles

This project aims to improve the aerodynamic properties of the hood part, which is included in the exterior product group in light commercial vehicles, to increase sound insulation and to develop efficient production processes with 2K injection technology. The aerodynamic design will increase fuel efficiency by reducing wind resistance, while sound insulation will increase driving comfort by minimizing road and engine noise. 2K injection mold and process optimization will reduce costs by improving production efficiency. The project aims to enhance the overall efficiency and competitiveness of vehicles with durable, functional, and high-performance parts.

Within the scope of this project, 2K (double injection) product development, 2K mold development, punch mold and process development, NVH insulation Ultrasonic welding fixture and process, control fixture and 100% domestic Core Back double injection equipment and optimization and development of the wheel area closure part, which will be used in the light commercial electric V710 and VW J74 platform, which Ford wants to commission in 2023, will provide sound insulation and aerodynamic properties to the vehicle activities will be carried out.

Although the part has structures that will increase the aerodynamics of the vehicle, the part versions will be determined by punch operation and cutting processes according to the vehicle versions with and without sliding doors, and then the NVH pad will be mounted in order to provide sound insulation with ultrasonic welding. For this ultrasonic welding process, ultrasonic welding fixture design and process development will be carried out in order to create welds in the same position and with the same parameters in each repetition of the process.



R&D Center Projects

Automotive "Door Back Handle" Hybrid Functional Part Mold & Process Design with Vertical Injection Process

This project targets the design of a hybrid functional part mold and manufacturing process using a vertical injection process for an automotive "door back handle" part. The project will use a combination of plastic and metal materials to produce durable parts that are strong in terms of aesthetics and functionality. With vertical injection technology, production efficiency will be improved, production time will be shortened, and costs will be reduced. As a result, high-quality, durable, and functional doorback parts will be produced, minimizing environmental impacts.

Part Error-Free Process with Imaging in the Context of Industry 4.0

This project aims to ensure error-free production in part production using imaging technologies within the scope of Industry 4.0. Automatic error detection will be made with high-resolution cameras and artificial intelligence-based image processing systems, and faulty parts will be immediately removed from the production line. This process will optimize production efficiency while improving quality. Additionally, quality control processes will be continuously improved with the data obtained, ensuring faster, more accurate, and efficient control in production processes. It will make Turkey a country that designs, develops, produces and sells Industry 4.0 technologies, and in order to prevent human-based errors that may be encountered during mass production within the company, to eliminate customer dissatisfaction, cost increase and quality errors arising from these errors, it will be ensured to produce smart error-proofing equipment that will be completely domestic. As a result, production processes will be made error-free, efficient, and sustainable.



R&D Center Projects

Final Product Production Process Institution by Communicating Different Processes for Final Product with Progressive Manufacturing

This project aims to establish efficient and error-free production processes by integrating different manufacturing processes with progressive production techniques in final product production. By enabling data flow and communication between production stages, it is guaranteed that each step functions correctly. With the progressive manufacturing approach, processes are optimized, production times are shortened and costs are reduced. Additionally, product quality is monitored at every stage through quality control processes, and errors are detected and corrected early. The result is faster, lower-cost, and high-quality finished products.

Ford-FSS Project for the Development of Plastic Assembled Parts That Provide & Direct Air Flow to the HVAC System in Commercial Vehicles

This project aims to design and develop plastic-assembled parts that provide and direct airflow to the HVAC system in Ford-FSS commercial vehicles. Plastic parts that will efficiently direct airflow, heat resistant and long-lasting will be produced. The designs will be developed to improve the performance of the HVAC system and optimize manufacturing processes. In addition, the assembly of parts will be facilitated and production costs will be reduced. As a result, the airflow inside the car will be more effective, driving comfort will be improved.



R&D Center Projects

Fixture Processing Method Development Project for Post-Injection Control Fixture Production Cost Reduction

This project aims to reduce the production costs of post-injection control fixtures. By improving fixture processing methods, production times will be shortened and labor and material costs will be reduced. More efficient, fast and economical fixtures will be produced by using innovative designs and technologies, and quality control processes will be optimized. As a result, production efficiency will increase and costs will decrease.

2K Mold, Product Development and 2K Injection Process Development Project by Adding Additional Module to the Existing Injection Machine

This project aims to optimize the 2K injection mold and product development processes by adding additional modules to the existing injection molding machine. With new mold designs and injection process improvements, more efficient, fast and high quality 2K parts will be produced. Thanks to the project, production time will be shortened, costs will be reduced and production capacity will be increased. In addition, production efficiency will be ensured through quality control processes and more functional products will be obtained.



R&D Center Projects

Production Error-Free Project with Digitization Technology within the Scope of Industry 4.0

This project aims to minimize errors in production processes by using digitalization technologies within the scope of Industry 4.0. With sensors, IoT devices, and AI-powered data analytics, manufacturing errors will be detected and prevented immediately. Thanks to digital platforms, production processes will be traceable, faulty products will be prevented and efficiency will be increased. As a result, higher quality, efficient production, and cost savings will be achieved.

After Recycling of Thermoplastic Materials Used in the Automotive Industry; Determination and Improvement of Physical, Chemical and Mechanical Properties Project

This project aims to study the changes in the physical, chemical, and mechanical properties of thermoplastic materials used in the automotive industry after recycling and develop methods to improve these properties. Specialized additives, processing techniques, and process optimizations will be employed to enhance the performance of recycled materials. The project aims to provide more sustainable and economical production solutions by determining the effects of recycling processes on material quality.



CONGRESSES, PUBLICATIONS AND PATENT APPLICATIONS ATTENDED

1. Congresses and Publications Attended

The studies carried out within the scope of the project "A Research on the Physical and Chemical Properties of Polypropylene Parts of Hydrocerol Chemical Additives" carried out with Gebze Technical University were published as a paper at the 3rd International Social Science Congress. In this project, the focus is on material development.

At Kocaeli University, Dr. Lecturer. The research conducted in the project titled "Rapid Heating and Cooling Technology in Plastic Injection Molding" carried out with Prof. Dr. Dilek Özlem Esen was published as an article in BEU Journal of Science.

With the project titled "Hybrid Product Design and Optimization with Felt and Polypropylene Materials" carried out within the R&D center, 2. It was published as a research article at the International Science and Innovation Congress.

Dr. Lecturer from Sakarya University. Prof. Dr. Ekrem Altuncu and Prof. Dr. Uğursoy Olgun are taking important steps in system and material development in the "Development of Thermoplastic Composites by Direct Continuous Fiber Fed Injection Method" project.

As of 2024, an oral presentation was presented at the II International Science Congress with the project titled Developing Plastic Assembled Parts That Provide and Direct Airflow to the HVAC System in Ford Commercial Vehicles.

In the same year, the project titled "Determination and Improvement of the Change of Physical, Chemical and Mechanical Properties of Thermoplastic Materials Used in the Automotive Industry After Recycling" was presented as a paper at the International Science Congress organized by Kocaeli University.

The article titled "Hybrid Composite Materials Used in the Automotive Industry", developed within the R&D center, was published internationally in the book titled Developments in the Field of Engineering and was published with the numbers DOI: 10.5281/zenodo.1457684, ISBN 978-625-6634-59-6.



CONGRESSES, PUBLICATIONS AND PATENT APPLICATIONS ATTENDED

2. Patent Applications and Registration Processes

On 31.12.2021, a patent application was made for the project titled "Hybrid Metal-Plastic Structuring" and the project was registered on 21.08.2024 in the name of Galsan, ve Kalıp A.Ş.

A patent application has been made for the R&D project titled "Core Movement System Enabling Part Removal in Plastic Injection Molds" made on 21.01.2022 and the registration process continues.

As of 2025, an acceptance letter has been received for the project titled "Determination and Improvement of Changes in Physical, Chemical and Mechanical Properties of Thermoplastic Materials Used in the Automotive Industry After Recycling" to present a paper at the XIX International Engineering and Natural Sciences Congress in London. The presentation will be held on July 26-27, 2025.

Additionally, as of 2025, a utility model application has been made with the R&D project titled "HVAC System Air Guidance Unit for Commercial Vehicles," and the registration process is ongoing.

Galsan, ve Kalıp A.Ş. takes important steps in material development, injection molding, heating-cooling technologies and recycling processes in the automotive industry with its R&D projects. With the participation of international congresses, published articles and patents applied, our company continues to increase its innovation power and research capacity in the sector. With future projects, we aim to further strengthen our effectiveness in both domestic and international markets.



PRODUCT & PROJECT ENGINEERING

A Fusion of Innovation and Excellence

In the automotive industry, it combines engineering excellence and sustainable innovation to develop each of its products in line with high quality and efficiency goals. With a customer-centric approach, technology leadership, and an emphasis on quality, Galsan meticulously manages product project engineering processes.

1. Strategic Design for Customer Needs

It analyzes customer needs in depth before starting each project. It meticulously evaluates automotive industry dynamics, market trends, and customer expectations. These analyses form the basis of product design and enable the development of innovative solutions for the future. It not only meets current demands but also aims to offer innovative products by anticipating changes in the industry.

2. Digital Transformation and Advanced Engineering Approaches

After the design phase, detailed 3D models of the product are created with CAD (Computer-Aided Design) software. At this stage, engineering and design teams evaluate the product's functional performance, material efficiency, and manufacturability in an integrated manner. Through digital transformation, design processes are accelerated, error rates are reduced, and the quality of the final product is improved.



PRODUCT & PROJECT ENGINEERING

3. Mold and Equipment Design

After product design, mold and equipment design is made to improve the efficiency and quality of the production process. It performs this stage by considering elements such as material science, cooling systems and production efficiency. Additionally, the design and layout of the machines to be used in the production line are optimized for efficient and error-free production.

4. Prototype Production and Continuous Improvement

After the mold and equipment designs are completed, prototype production is carried out and the performance of the design is tested. In this process, injection parameters (such as pressure, temperature, speed) are optimized and production processes are made efficient. Prototype testing allows for continuous improvement to enhance the durability and quality of the product.

5. ERP Integration and Smart Manufacturing

It manages the entire product lifecycle using ERP (Enterprise Resource Planning) systems. All processes from design to production, from storage to shipment are integrated with the ERP system. This integration ensures data accuracy and enables effective management of business processes. With smart production systems, efficiency increases and resource use is optimized.

6. Quality Control and Zero-Defect Approach

It implements strict quality control procedures at every stage of the production process. While production errors are minimized with Poka-Yoke techniques, products are checked with high precision with CMM (Coordinate Measuring Machine). It adopts a zero-defect approach, ensuring that each product meets the highest quality standards.

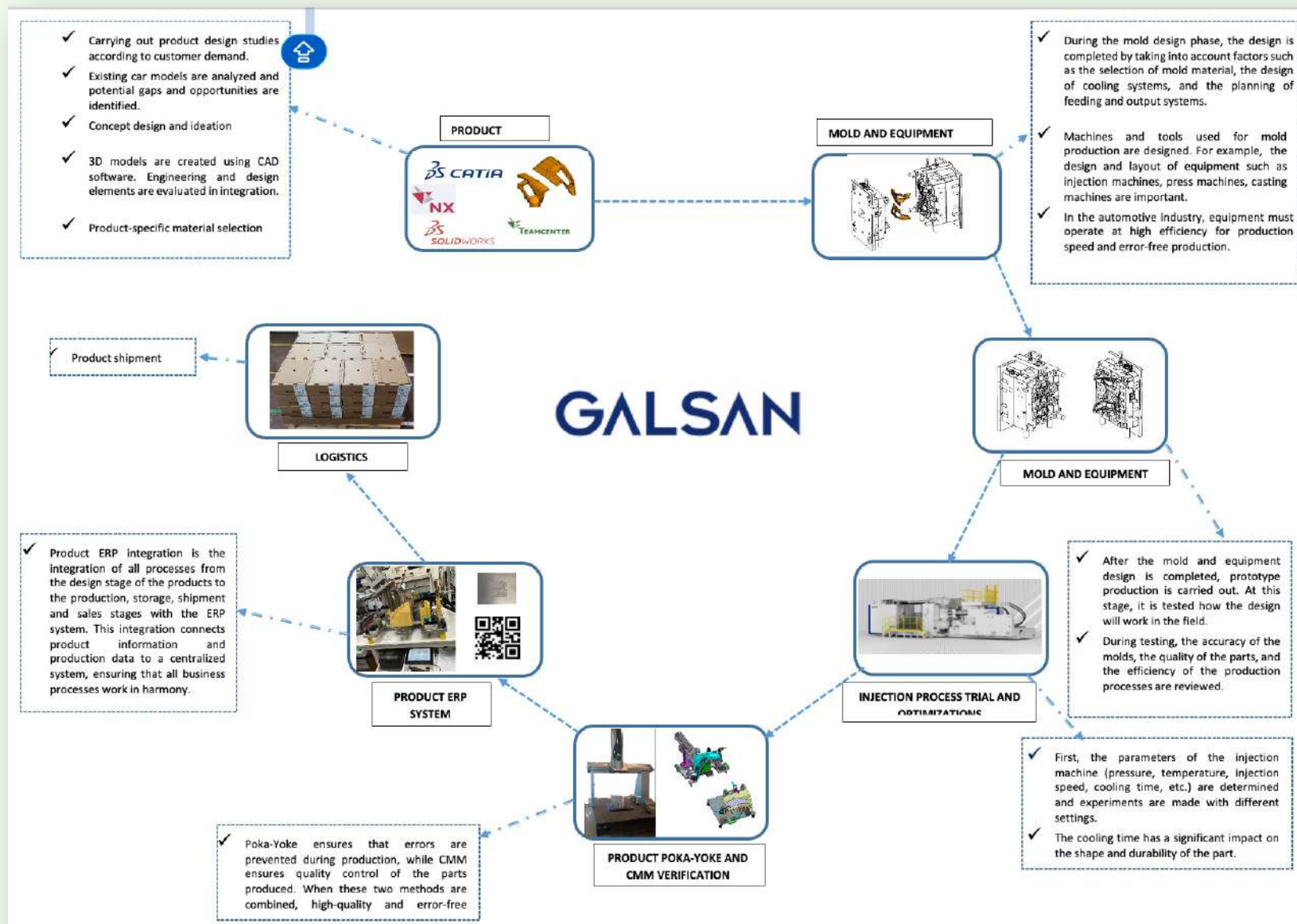


PRODUCT & PROJECT ENGINEERING

7. Logistics and Customer Satisfaction

The completed products are delivered to customers on time and completely with Galsan's effective logistics management system. Logistics processes are optimized to increase customer satisfaction. This process strengthens reliability in customer relationships and long-term business partnerships.

It constantly focuses on new technologies and sustainable solutions to maintain its leadership in engineering and innovation. By leading the way in areas such as electric vehicles, green energy, and digital transformation, it aims to become a global reference point in the automotive industry. With this vision, it will continue to add value to the sector by pushing the boundaries in engineering.





ENVIRONMENTAL MANAGEMENT

We aim to contribute to a sustainable future by being aware of our environmental impacts. We are aware that we have a serious responsibility for the future of our planet and take an active role in preventing global environmental problems such as climate change.

The World Economic Forum's (WEF) Global Risk Report emphasizes that climate and environmental risks are among the most important global threats for the coming years. In this context, environmental sustainability is not only a necessity for us, but also a responsibility towards society and nature. In line with our corporate purpose, we are developing more effective strategies every day to minimize our environmental impacts.

By adopting environmentally friendly production processes, it aims to increase energy efficiency and implement best practices in waste management. In the plastics production sector, increasing recycling rates and reducing our environmental footprint are among our primary goals. In addition, we aim to add value to the future with our projects aimed at using sustainable materials, saving water and reducing carbon emissions.





ENVIRONMENTAL MANAGEMENT

By collaborating with our stakeholders, we continue to manage our environmental impact in the best way possible and develop more efficient and environmentally friendly production methods through our digital transformation processes. In this process, we aim to be a pioneer that sets industrial standards by strengthening our environmentally friendly business model.

In order to fulfill our responsibilities for the future, we place environmental sustainability at the center of our company strategies, and at the same time, we raise awareness of all segments of society on this issue and encourage them to take action. With our environmentally friendly production approach, we aim to leave a healthier world to nature and future generations.





ENVIRONMENTAL MANAGEMENT

SUSTAINABILITY STRATEGY AND ROADMAP

- Performing LCA life analysis on 5 products by 2028
- Increasing the proportion of recyclable packaging materials by 5% by 2026, based on 2024
- Reducing the amount of hazardous waste recovered by 10% by 2028, based on 2024

Reducing the amount of domestic waste sent to interim storage by 15% by 2026, based on 2024

- Increasing the rate of reused/recycled waste by 15% by 2026, based on 2024
- Increasing environmental education hours (person*hour) by 20% by 2026, based on 2024
- Increasing the amount of investments made to improve environmental performance by 15% by 2028, based on 2024

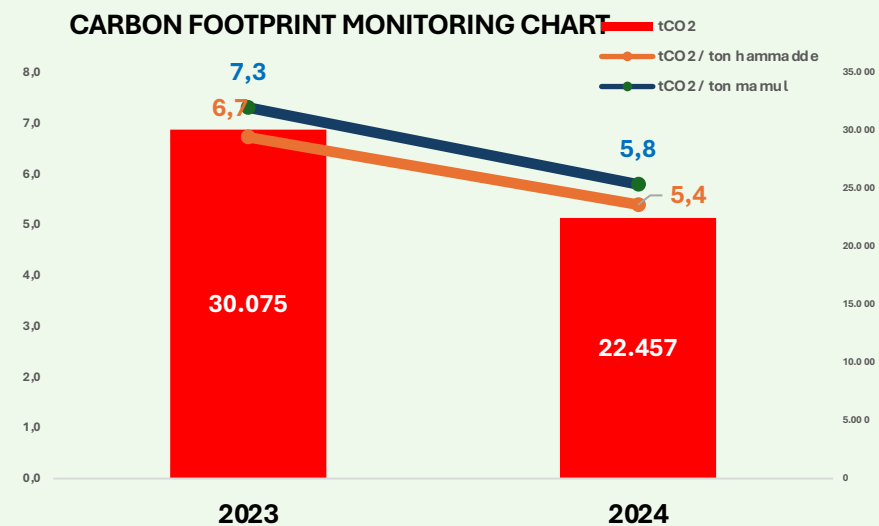




OUR EMISSION MANAGEMENT

Various adjustments and improvements are being made in energy and emission management and production processes. Within the scope of our emission reduction project, the installation of a solar power plant (SPP) is planned, and with this project, it is aimed to meet 100% of the electricity needs of our facility with solar energy. With the installation of SPP, we aim to increase the use of renewable energy, reduce fossil fuel consumption and significantly reduce carbon emissions

CARBON FOOTPRINT VALUES	2023	2024
t CO₂	30.076	22.457
Category 1	52,28	64,79
Category 2	2.570,99	3.750,88
Category 3	291,22	219,95
Category 4	15.847,28	11.626,54
Category 5	10.928,54	6.232,11
Category 6	385,51	562,63
TOTAL	30.075,81	22.456,90





OUR EMISSION MANAGEMENT

Our greenhouse gas emissions, which were calculated as a total of 30,075.81 tons of CO₂e in 2023, have been reduced to 22,456.90 tons of CO₂e by 2024. This situation is only one year

It shows that a reduction of approximately 25% has been achieved in our emissions.

This significant decrease is due to improvements in transportation, waste management, and indirect emissions related to energy consumption. Logistics

Optimizing activities, restructuring waste management processes and implementing energy efficiency-oriented practices have been effective in this result.

The strategic decisions and operational improvements we make are not just short-term gains; at the same time, serving our long-term sustainable growth goals.

transformations. Looking forward, with projects aimed at transitioning to low-carbon technologies, digitalization, sustainable supply chain management and increasing employee awareness,

We aim to further reduce our emissions.

Our organization remains committed to minimizing its environmental impacts and is based on a proactive approach to the climate crisis. In this direction,

We will continue to continuously review, improve and transparently report our sustainability performance.





OUR EMISSION MANAGEMENT

SUSTAINABILITY STRATEGY AND ROADMAP

- Reduce scope 1 emissions by 100% by 2040, based on 2024
- Reduce scope 2 emissions by 100% by 2040, based on 2024
- Reduce scope 3 emissions by 100% by 2040, based on 2024
- Reduce carbon emissions per production by 50 % by 2030, based on 2024
- Reduce non-renewable energy consumption by 50 % by 2030, based on 2024



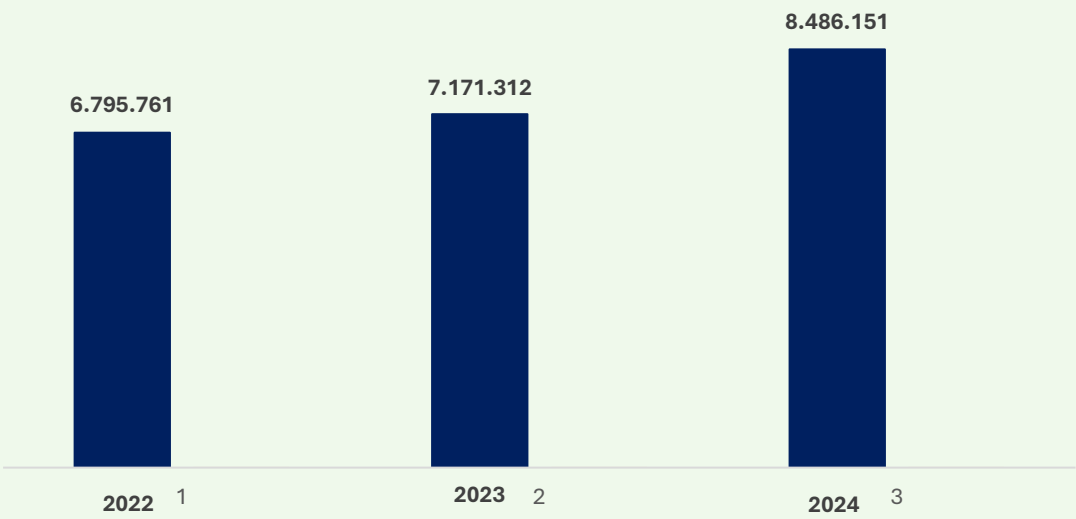


ENERGY MANAGEMENT

As part of its sustainability strategies, it takes important steps towards increasing energy efficiency. Our company aims to minimize its environmental impact with solutions based on renewable energy sources. Accordingly, it has applied for the Solar Power Plant (SPP) project and plans to meet a large part of the company's energy needs from clean and sustainable sources with this investment. The SPP project aims to significantly reduce our carbon footprint while reducing energy costs.

In line with its sustainability approach, Galsan is committed to improving its energy management in every aspect and minimizing its environmental impacts. These investments reinforce our company's commitment to energy efficiency and support our environmentally friendly leadership in the sector.

Electrical Energy Consumption by Years (KWh)



Energy consumption in 2024 is the sum of old and new factory energy consumption due to relocation.



OUR WASTE MANAGEMENT

Galsan has adopted Zero Waste Management Principles to ensure sustainability in its production processes and prioritizes basic methods such as reducing, reusing, and recycling waste at the source. By effectively managing waste, our company aims to minimize the amount of both hazardous and non-hazardous waste and minimize its environmental impact.

Wastes generated in production and office areas are meticulously classified and each type of waste is separated in its own category. In particular, 3.5% of plastic waste is recycled in our facility, reducing the use of raw materials and contributing to the more efficient use of natural resources.

It places great importance on the effective management of recycling processes in order not only to dispose of waste but also to conserve natural resources. This strategy forms the basis of our sustainable production approach and plays a critical role in fulfilling our responsibility towards the environment.

ATIK TABLOMUZ

	2022		2023		2024	
WASTE TYPE 2024	Generated Waste	Waste Sent for Recovery/Recycling	Generated Waste	Waste Sent for Recovery/Recycling	Generated Waste	Waste Sent for Recovery/Recycling
Hazardous Waste	13.119		7.904		7.214	
Paper and cardboard packaging	13.858	13.858	17.616	17.616	16.395	16.395
Plastics	41.968	41.968	72.671	72.671	62.295	62.295
Non-Hazardous Waste	128.141		148.109		145.227	
Total	203.489	62.229	247.918	91.905	232.476	80.035

OUR WASTE MANAGEMENT

Paper and cardboard packaging waste increased by 27.24% between 2022 and 2023. However, between 2023 and 2024, this amount decreased by 6.93%.

The amount of plastic waste has increased by 73.13% between 2022 and 2023. However, between 2023 and 2024, there has been a 14.26% decrease in plastic waste. This could be an improvement in plastic waste management and recycling strategies or the effect of an effort to reduce plastic use.

Between 2023 and 2024, a 6.15% decrease in the total amount of waste was observed. This shows the impact of sustainability and waste management strategies.



OUR WASTE MANAGEMENT

One of the cornerstones of our environmental sustainability approach is the conservation of biodiversity. We recognize that maintaining the balance of natural ecosystems is not only an environmental but also a critical element for economic and societal sustainability. Therefore, we shape our strategic approach to protecting biodiversity in line with the following basic principles

In line with our sustainability goals for 2025, it is planned to start a strategic cooperation with the TEMA Foundation in order to carry out our efforts to protect biodiversity in a more systematic way.

Sustainability Strategy;

- Cooperation with international organizations operating on biodiversity
- Measuring and managing biodiversity impacts to determine the impacts of activities on biodiversity by 2030



OUR WASTE MANAGEMENT

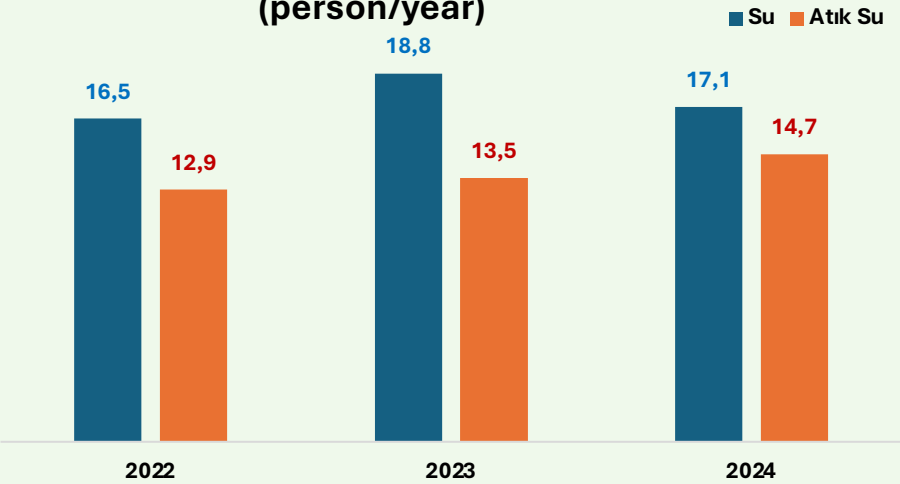
As part of our commitments to the conservation and sustainable use of natural resources, we effectively implement our water management strategies. Water is one of the fundamental elements of our activities, and the efficient use of this resource and wastewater management constitute an important part of our corporate responsibility approach.

We adopt a comprehensive strategy to ensure the sustainable use of water resources and minimize our environmental footprint.

Sustainability Strategy;

- Starting filtration studies to reduce the amount of water use on a source basis by 2027
- Making Çiller cooling unit spray water reusable by 2030

Water/Wastewater Consumption by Years
(person/year)





OUR HUMAN RESOURCES MANAGEMENT

The professional development and career advancement of our employees are our top priorities. In this direction, we establish systems that will maximize the potential of each employee and monitor them closely. Our processes and systems aim to provide our employees with various opportunities to develop their competencies, increase their leadership skills and advance in their careers, in line with the company's goals. As a requirement of Galsan's human-oriented management philosophy, a learning culture has been established within the organization. Many Managers/Managers and Chiefs working at management levels; By taking part in various functions of the company, they develop technically and professionally, and gain experience in learning by practicing and experiencing the job. For Galsan, being able to promote and appoint from within the organization is an important corporate performance indicator.

The concept of "people-oriented", which is one of the titles of the management philosophy, aims to make individuals fully competent in terms of the values of the institution, working culture and sector. Its 50 years of industrial experience in plastic parts manufacturing also attracts many potential employees who want to advance in this field as a career.



OUR HUMAN RESOURCES MANAGEMENT

1. Galsan, Merit with Recruitment process and competency-based Interview

In the recruitment processes, the recruitment process is carried out by taking into account the competencies in the "Employee Competencies Guide" published by the institution. In the job descriptions, the level of necessity from the competencies is clearly stated, and the competencies specific to the task are evaluated in the same way. The HR Department and the department manager take an active role in communication and relationship management with candidates during recruitment processes. The impressions of the first 60 days of the recruited employees are evaluated by the employee's manager by taking notes on the "Trial Period Evaluation Form". Likewise, the feedback process is carried out by evaluating the employee about his/her own experience.

2. Performance Management and Feedback Processes

Our annual performance feedback is a critical tool for rewarding our employees' achievements and identifying areas for improvement. This process supports employees in achieving their goals, allows us to identify development opportunities and provide training tailored to individual needs. Feedback not only reviews past performance, but also supports managers in coaching/mentoring to guide our employees in their future career journeys. This feedback allows employees to reinforce their strengths and progress in areas of improvement.



OUR HUMAN RESOURCES MANAGEMENT

3. Training and Development Opportunities

Competency-based evaluation and feedback processes are separate systems in administrative staff; It takes place with a different system for employees in operational processes. Annual targets and business plans in accordance with these goals are created by taking into account the development issues targeted by the company's strategic plan, such as employee competencies, technology, new customers, new products. Learning and development needs within the company primarily arise from this.

In order to support the development of our employees, we ensure that they are supported with external training and certificates as well as in-house training. These trainings enable them to access industry best practices and adapt to emerging technologies. The trainings we organize internally help our employees increase efficiency in their work processes, while external trainings enable them to gain a broader perspective and deepen their expertise in their fields. Additionally, training content is customized according to each employee's interests and career goals, thus encouraging their individual development.

4. Career Development and Promotion Processes

The career development of our employees is one of the basic elements of Galsan's growth strategies. Promotion processes are evaluated objectively in line with the achievements and competencies of our employees. It primarily evaluates the career opportunities opened within the employees who have potential and are competent within the company. Our internal promotion processes provide all the necessary opportunities for our employees to advance in their careers and create new opportunities. This process not only enables the company to achieve its long-term goals but also creates professional development opportunities for our employees. In addition, a comprehensive investment is made to train our future leaders for leadership positions according to evolving needs.



OUR HUMAN RESOURCES MANAGEMENT

5. More Training and Certification Programs

To support the professional development of our employees, we offer various training and certification programs. These programs enhance employees' knowledge and skills in their fields while ensuring they reach the best standards in the industry. Our training programs are tailored to the employee's development goals and offer them the most suitable certification opportunities in their career journey.

6. Investment in Leadership and Management Development

It offers exclusive resources and opportunities to nurture their future leaders. In this context, we strengthen the managerial competencies of our employees by offering various training programs and mentoring opportunities to develop their leadership and management skills. There are consultants who work in the organization, provide coaching and mentoring on technical-managerial-leadership issues, and regularly work open-door in the company on certain days. They can have one-on-one meetings with consultants working at all levels and take part in projects within the company.

Our employees, whom we train as the leaders of the future, play important roles in determining the vision of the organization and contributing to the growth of the company.

Training and Career Development Programs are designed to enhance the professional skills of our employees, support their career advancement, and strengthen the overall success of our company. The training opportunities, promotion processes, leadership development, and diversity-focused programs we offer to our employees ensure not only their individual development but also the sustainable growth of our organization. With these processes, we guarantee long-term success for both our employees and our company.



OUR EMPLOYEE RIGHTS

Protecting and supporting the rights of our employees in the workplace is one of the key elements of our success in the workplace. In order to enable our employees to maximize their potential, we are committed to providing a professional, fair and supportive working environment. We adopt a safe, respectful and egalitarian approach in all our processes. In addition, there is a union in our company, we respect the union rights of our employees and support the effective use of their union rights, including collective bargaining processes, by establishing an open dialogue with their representatives in the workplace. As a unionized workplace, we attach great importance to the protection and development of the rights of our employees.

It offers comprehensive benefits aimed at improving and supporting its employees' success in the workplace, as well as their lives outside the workplace. In this context, various social supports such as bonuses, family and child allowances, leave allowance, holiday allowance, fuel allowance, towel and shoe allowances, shopping vouchers, birth, death, marriage and education allowances are provided to our employees. Complementary health insurance is offered to our white-collar employees, and this insurance provides our employees with faster and more comprehensive access to health services.

With these social rights, it aims to support its employees to be healthier, happier and more productive not only in the workplace but also in their daily lives.

Fair Working Conditions and Rights, We respect the rights of our employees in the workplace and aim to provide a fair and safe working environment for each of them. By adopting the principle of zero tolerance against discrimination, we offer equal opportunities to all our employees without any discrimination on the basis of personal differences. Evaluating and appreciating our employees as they deserve is one of the core values of our company. All decisions are made solely on the basis of employees' competencies and performance.

Transparent Remuneration Policy We attach great importance to the principles of transparency and fairness in remuneration. The wages of our employees are determined solely by their performance and success at work. The wage determination process is based on clear and understandable criteria and is meticulously implemented to provide equal opportunities to each of our employees. In the wage policy, performance and competencies are prioritized and remuneration is made with a fair evaluation system.



OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

We offer a comprehensive training and career development program to support the continuous development and career journeys of our employees. These programs are designed to allow our employees to continuously improve their competencies and business knowledge, and the training processes focus on knowledge, skills, attitudes and behaviors.

Galsan considers employee competencies in three main categories

1. Basic (General) Competencies: These competencies are competencies that all our employees should have, supporting the overall success in our organization and productivity in the workplace. They are skills that every employee should develop, regardless of each position. As Galsan Group, there are 10 basic competencies expected from all our employees. These competencies are important for every individual in order to make success sustainable in the overall operation of the company. Each competency covers the basic skills necessary for employees to succeed in their daily work.





OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

2. Functional (Position-Specific) Competencies: These competencies consist of the technical knowledge and skills required for specific positions. These competencies, shaped according to the needs of each position, increase specialization and the quality of work. The technical-professional competencies determined for each position specific to the position are determined separately.

3. Managerial (Leadership) Competencies: These are the competencies that our managers must have in order to achieve the strategic goals of our organization. These competencies enable leaders to lead their teams effectively.

The managerial competencies he wants to see in his managers are as follows:





OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

Galsan, Group Employee Competency Level Definitions

The competency levels we expect from all our employees and managers are of great importance in order to achieve our organizational goals and support continuous development. When evaluating the performance of our employees, each of these competency levels forms a basis for measuring employees' skills and contributions to business processes. In this context, each competency level is an important tool in identifying individual development areas and achieving strategic goals.

Competency Level Definitions

1. Potential Owner Training and personality profile with the possibility of developing in this competence
2. Basic Level Training, personality profile and experience started to show this competence
3. Developing/Expected Competence develops, position requirements are met, positive progress
4. Good Level Competence can be observed in behaviors, it is sensitive about its continuity
5. Advanced Competence is at a level that can be a role model and is continuous

An example of the expected level status of the competencies specified in the Job Descriptions is as follows:

Core Competencies	Expected Level
Effective Communication	5
Time Management	5
Teamwork	5
Responsible	5
Analytical Thinking	5
Development-Oriented	5
Problem Solving	5
Being Customer Oriented	5
Being Process and System Oriented	5
Being Efficiency-Oriented	5



OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

The competencies defined for each position are scored according to the need. "Competency Analysis Tables" are prepared annually and the development process is followed by finding a gap between these competencies and the current situation.

While our core competencies express the competency levels we expect from all our employees; In addition to these, we expect our managerial competencies from our managers.

In today's business world, it is seen that the success of a company is largely shaped by the competencies of its managers, and in this context, it attaches importance to managerial competencies. In our opinion, management skills are vital to not only running a company's day-to-day operations, but also creating a vision that will enable the firm to achieve its long-term goals. With our competencies such as "Team Management", "Strategic Thinking", "Motivating Others", "Having a Vision", "Being Flexible" and "Managing with Goals", which we look for in our managers, we will not only create a strong leadership culture, but also increase the competitive advantage of the organization.



OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

Team Management; Creating sustainable motivation

Team management refers to a leader's ability to organize and direct their employees effectively. In addition, the ability to motivate others is critical to unlocking employees' potential and turning individual achievements into team success. When employees have a high level of motivation, their engagement increases, which is directly reflected in the company's productivity.

Thinking Strategically and Having a Vision

Strategic thinking can be defined as the ability to see the big picture. A visionary leader sets the right goals that will carry the company into the future and creates the necessary strategies to achieve these goals. Strategic leaders can analyze market conditions, manage risks, and anticipate opportunities. This is a fundamental element for achieving long-term growth and sustainable competitive advantage.

Change Management with Flexibility Competence

In a rapidly changing business world, flexibility is key to survival. Flexible leaders can adapt quickly to change and guide their teams in the same way. This competence is important both in crisis management and in the implementation of innovative ideas.



OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

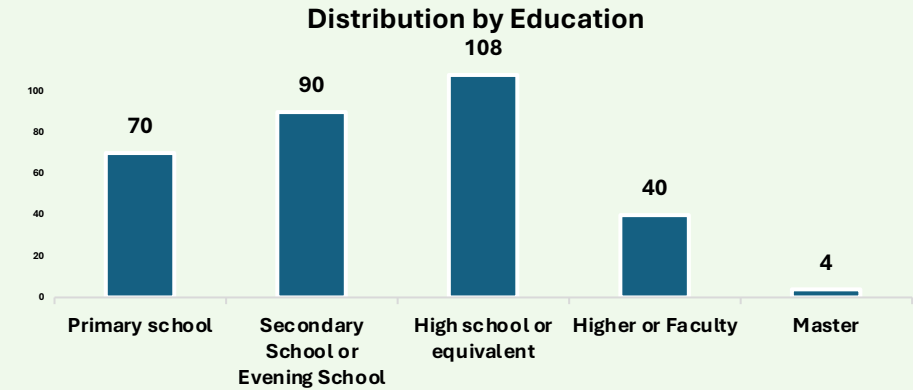
Performance Orientation with Management Competence with Goals

Management with goals is an approach to evaluating organizational success through specific, measurable and achievable goals. This method allows employees to establish a clear focus. A performance-oriented leadership approach creates a business culture where individual achievements contribute to organizational goals.

Why do we care about these competencies?

We believe that managers with such competencies will provide a strategic advantage in both internal operations and competition in the foreign market. By enabling employees to use their talents to the fullest, these leaders both increase engagement and make it easier to achieve organizational goals. However, these competencies also support corporate innovation, manage change processes, and ensure sustainable growth.

We prioritize leadership competencies in order to achieve success in the business world. The management skills mentioned above are critical for both improving employee performance and achieving the company's strategic goals. Therefore, leaders with these competencies not only optimize existing business processes but also develop strategies that will carry the organization into the future. We carry out our development and career processes through these competencies in the current management level and potential leaders who are growing in the background.





OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

Career Development and Talent Management: It sees the career of each employee as a journey

and aims to be with them on this journey. Our career development programs are supported by

individual development plans to enable employees to take the necessary steps to achieve their

short, medium and long-term goals. We offer our employees special trainings, mentoring

programs and leadership development opportunities according to their development areas.

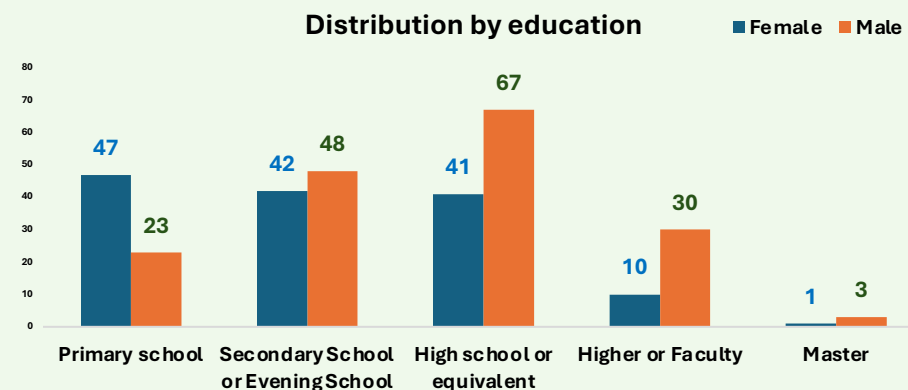
In addition, our talent management processes discover the potential of our employees, match

them with suitable positions and create opportunities for them to advance in their careers. Galsan

offers opportunities through various internal promotion processes to enable its employees to

discover their own talents and go further in their professional lives. This process increases

employee engagement and strengthens organizational efficiency.





OUR EDUCATION AND CAREER DEVELOPMENT ACTIVITIES

Integration of Customer Satisfaction and Training Processes:

Training programs are designed with customer satisfaction at the center. Thanks to the customer orientation training provided in the trainings, employees can understand customer needs correctly and produce fast and effective solutions. In this way, we increase customer satisfaction and strengthen our company's competitive advantage in the sector.

Zero Defect Approach and Continuous Improvement:

The zero-defect approach adopted in training and career development programs contributes to the overall efficiency of the company by increasing the ability of each employee to provide excellent service. By continuously improving training processes, a higher quality standard is achieved day by day, and the link between the performance of our employees and customer satisfaction is strengthened.

Training and career development programs not only support the personal and professional development of our employees but also enable our company to achieve its sustainable success goals and increase customer satisfaction. Thanks to this holistic approach, we ensure that our employees reveal their potential at the highest level, making organizational success sustainable.



OUR EMPLOYEE ENGAGEMENT AND FEEDBACK SYSTEM

It builds its success on the active participation and continuous development of its employees. We have developed an effective feedback mechanism to increase satisfaction and drive improvements in business processes. This system is of great importance to unlock the potential of our employees, enrich their experiences, and increase productivity.

Our Feedback Processes:

Individual Interviews and Performance Evaluations

Our managers hold regular one-on-one meetings with employees to review their performance and provide guidance tailored to their career goals. These interviews offer an important opportunity for personal development.

Surveys and Satisfaction Surveys

Through regular surveys and satisfaction studies, we understand the needs and expectations of our employees. The data obtained constitutes a fundamental resource for improving working conditions and organizational practices.

Open Communication and Access

With the principle of transparency and open communication, our employees can reach their managers directly and share their ideas freely. This creates an environment based on trust and strengthens commitment to corporate goals.



OUR EMPLOYEE ENGAGEMENT AND FEEDBACK SYSTEM

Improvement and Action Plans

In line with the feedback received from the employees, areas that need improvement are determined and action plans are prepared. This process plays a key role in shaping organizational changes and strategic goals.

Continuous Improvement and Participatory Approach

Supporting the development of our employees and ensuring continuous improvement in business processes are among our main priorities. By taking the ideas of our employees at all levels, we strengthen the long-term success of the company.

2024 was a period when the feedback system could not be fully implemented due to the intensity of the moving process to our new factory. However, by 2025, the establishment and effective implementation of this mechanism are among our primary goals.

Galsan sees employee feedback as a valuable source of information and uses this feedback to make continuous improvements in organizational processes. With an understanding of open communication, participation and continuous improvement, we see our employees as an active part of this journey.



HUMAN RIGHTS

It considers respecting human rights and the rights of its employees as its highest priority in all its operations. Our company acts in accordance with national and international human rights standards to ensure an equitable, fair and respectful environment in the workplace. We adopt a meticulous approach to the legal rights, working conditions and general well-being of our employees.

Legal Rights of Employees and Trade Union Rights: We fully respect the legal rights of our Galsan employees and always take these rights into consideration. All employees in the workplace have legally recognized rights and working conditions and can freely exercise their rights in line with the laws of the Republic of Turkey. We guarantee all the rights of our employees, including their union rights, and ensure that union activities are carried out freely in the workplace. In addition, we offer all the necessary opportunities for our employees to exercise their right to representation and participate in collective discussions at work.

Ethical Policies and Principles: It aims to create a working environment that adheres to business ethics and ethical principles. Necessary policies have been developed to provide equal opportunities to our employees and to provide a fair working environment without any discrimination based on factors such as gender, race, religion, ethnicity, age and disability. Our company offers equal opportunities to every employee, providing them with the support and training opportunities needed for career development.

In line with ethical principles, negative behaviors such as violence, harassment or bullying are strictly not allowed in the workplace. All necessary measures have been taken to ensure that our employees can work in a safe and respectful environment in the workplace. Our employees can apply through a secure and anonymous channel to report any negative situation.

It considers human rights and employee rights as one of the cornerstones of the company's culture and always adopts an active approach to protect these values. Ensuring the legal rights of our employees, providing them with equal opportunities and creating a safe working environment are among the priorities of our company. An approach based on ethical principles determines the roadmap of our company to increase employee satisfaction and make organizational success sustainable.

Sustainability Strategy;

- Preparing a Human Rights policy and publishing it on the website by 2026





GENDER EQUALITY

Gender equality is one of the core values of our organization, and we aim to provide a fair and inclusive working environment for all our employees. We develop various policies and practices to increase women's participation in the workforce, encourage them to participate more in management positions, and provide equal opportunities in the workplace.

Accordingly, the rate of female employees in our organization has reached 45%. This rate shows a significant improvement compared to sectoral averages and demonstrates our progress towards our gender equality goals.



Sustainability Strategy;

- Increasing the proportion of female employees as senior and mid-level managers by 10% by 2028 and by 25% by 2050, based on 2024





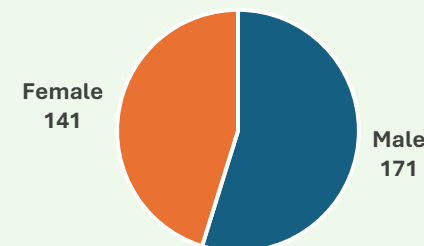
OUR APPROACH TO DIVERSITY AND INCLUSION

We see diversity and inclusion as not only a policy, but also as one of the cornerstones of our corporate success and sustainability. Working together with individuals with different experiences, perspectives, and cultural backgrounds not only increases our innovation capacity but also strengthens employee satisfaction.

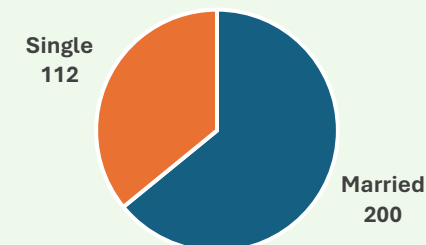
Diversity goes beyond traditional definitions such as mere cultural differences, gender, or ethnicity. The combination of differences of opinion, unique talents and experiences makes our organization more dynamic and competitive.

Inclusivity is a fundamental aspect of our corporate culture, and we aim to create an environment where our employees feel valued and important. Transparency and impartiality are essential in all our decision-making mechanisms. There is no discrimination, exclusion or prejudice in our workplace. There were no incidents of discrimination during the reporting period.

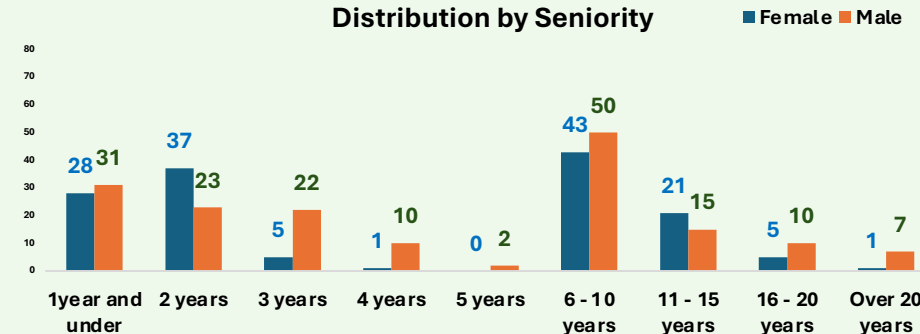
Female - Male



Married - Single



Distribution by Seniority





OUR APPROACH TO DIVERSITY AND INCLUSION

One of the key methods to build an inclusive and diverse culture is through education and awareness efforts.

We provide regular training to our employees on diversity, recognizing biases, and inclusive behaviors. With these trainings, we ensure that our employees integrate the core values of our company into their daily work lives.

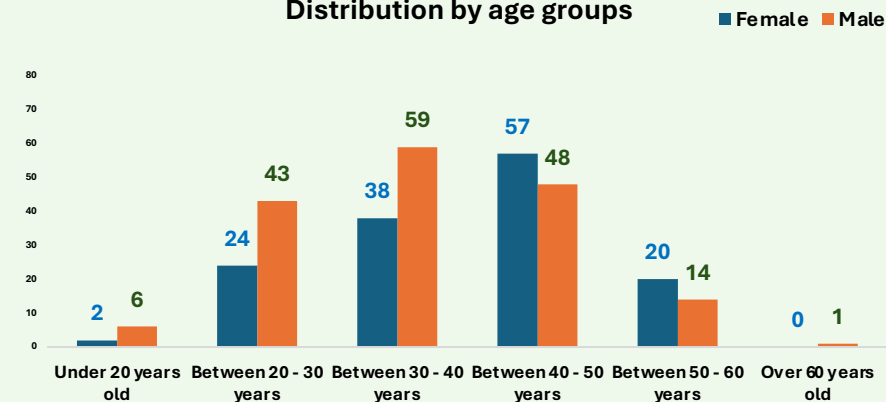
Ensuring more active participation of women and minority groups in the workforce and allowing them to be more represented in leadership positions are among our priorities. We support these groups through mentorship programs, career development opportunities, and promotion mechanisms.

We view diversity and inclusion not only as an ethical responsibility but also as a source of competitive advantage and innovation. Bringing together different talents, perspectives and experiences makes our organization stronger and more dynamic. Galsan believes that every step we take towards creating an inclusive work environment will benefit not only our company but also society.

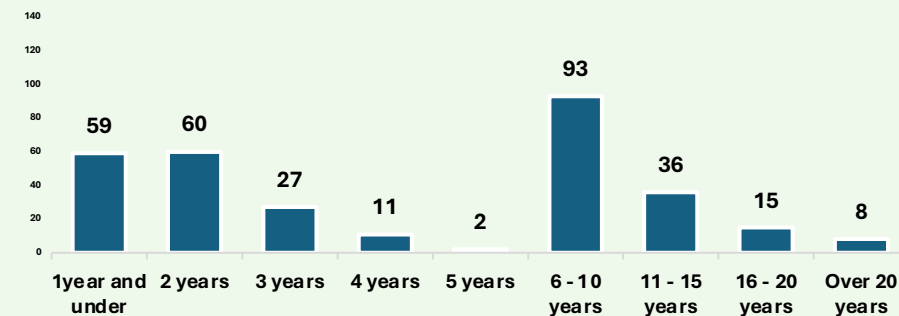
Sustainability Strategy;

- Increasing the proportion of female employees as senior and mid-level managers by 10% by 2028 and by 25% by 2050, based on 2024

Distribution by age groups



Distribution by Seniority





OCCUPATIONAL HEALTH AND SAFETY

It is committed to fully complying with all legal requirements in the field of occupational health and safety by prioritizing the health and safety of its employees above all else. Our company considers creating a safe and healthy working environment as one of its top priorities. In this context, we take all necessary measures to minimize risks in the workplace, protect our employees and make continuous improvements.

In our company, studies in the field of occupational health and safety (OHS) are carried out with high standards. In this context, we have a Class B OHS expert who carries out the OHS expertise duty. In addition, we have an OHS committee consisting of 10 people in order to provide effective management and supervision on occupational health and safety issues. The Committee regularly reviews OHS policies and takes all necessary measures to protect the safety and health of our employees. This professional approach aims to create safe working environments and develop a sustainable occupational health and safety culture.

OHS Committees / GALSAN

		2023	2024
Number of Established OHS Committees		4	5
Total Number of Members in the Established OHS Committees		9	10
Number of Employee Representatives in Established OHS Committees		3	3

Occupational Health and Safety Trainings / GALSAN

	2023	2024
Number of Company Employees	410	369
Number of Subcontractor	0	0
Total Number of Participants	410	369
Company Employees (Person*Hour)	3.075,00	2.767,50
Subcontractor Employees (Person*Hour)	0	0
Total OHS Trainings (Person*Hour)	1.640,00	1.476



OCCUPATIONAL HEALTH AND SAFETY

Risk Assessments and Updates, Risk assessments are carried out at every stage of production and workplace activities. Risk assessments for all areas within the facility are reviewed and updated as necessary. By adopting a proactive approach, necessary measures are taken to prevent accidents.

Emergency Planning and Drills, All our employees are trained on emergency plans. In addition, emergency drills are held regularly every year. These drills aim to be prepared for fire, natural disasters, and other emergency scenarios. The management of emergency drills is carried out by people who have received Fire Trainer Training.

Identification of Hazardous Areas and Signage; Dangerous areas are regularly defined in our workplaces and additional signage is made in these areas for the safety of our employees and visitors. Informing our employees about new risks contributes to the spread of occupational health and safety culture.

Training and Awareness Programs, Regular training plans are made for all our employees. These trainings aim to increase the level of awareness about occupational health and safety.

Training documents are prepared on a different subject every month and the awareness of our employees is raised to the highest level. Trainings are offered on an on-the-job orientation program and periodically.



OCCUPATIONAL HEALTH AND SAFETY

Work Permit and Controls, All necessary security checks are carried out before business activities. In line with these controls, the appropriate work permit is issued. In addition, document and equipment checks are carried out before the subcontractors working in other fields enter the operation. A work permit is issued only after the completion of these checks.

Periodic Equipment and Installation Controls The installations and equipment in our workplaces are periodically checked according to the relevant regulations and standards. These controls are carried out by our authorized technical staff and necessary measures are taken in case of any disruption.

At Galsan, we continue to provide the highest standards in occupational health and safety and ensure that our employees work in a safe, healthy, and productive working environment. The training we provide to our employees, the security measures we implement, and our efforts for continuous improvement are the key elements that enable us to achieve these goals.

Occupational Accidents / GALSAN			2023	2024
Near Miss	Company	Adet/Yıl	16	28
	Subcontractor	Adet/Yıl	0	0
Lost Time Accident Customs	Company	Adet/Yıl	44	46
	Subcontractor	Adet/Yıl	0	0
The Lost Day	Company	Adet/Yıl	146	269
	Subcontractor	Adet/Yıl	0	0
Lost Unreported Accident Customs	Company	Adet/Yıl	2	10
	Subcontractor	Adet/Yıl	0	0
KSO - Lost Time Injury Rate (Number of Accidents x 1,000,000) / Total Working Hours	Company	Oran	50,54	56,11
	Subcontractor	Oran	0	0
Death	Company	Adet/Yıl	0	0
	Subcontractor	Adet/Yıl	0	0
CAO - Accident Severity Rate (Lost Days x 1000) / Total Working Hours	Company	Oran	167,69	328,12
	Subcontractor	Oran	0	0
Occupational disease rate (ODR) Number of Occupational Diseases x	Company	Oran	0	0
	Subcontractor			
1.000.000 / ₺S	Alt işveren	Oran	0	0



OCCUPATIONAL HEALTH AND SAFETY

Sustainability Strategy;

- Increasing digitalized OHS practices by 50% by 2030, based on 2024
- Increasing OHS training hours (person*hour) by 20% by 2027, based on 2024
- Increasing the number of events carried out to create a safety culture by 25% by 2027, based on 2024.





OUR SOCIAL RESPONSIBILITY ACTIVITIES

We believe that adding value to society is not only a responsibility, but also the most meaningful investment in the future. In this direction, we aim to support projects that contribute to sustainable development and touch society with long-term social responsibility activities.

By 2026, it is aimed to include two students in our scholarship program every year. With this program, it is aimed to provide equal opportunities in education to successful and needy students.

We plan to support social responsibility projects carried out by student clubs of universities until 2030. In this context, we aim to support social development by contributing to the projects of young people aimed at creating social benefit.





Declaration of Use		Galsan reported in accordance with GRI Standards for the period 01.01.2024 - 31.12.2024.	
Usage of GRI 1		GRI 1: Basic 2021	
GREY STANDARD	NOTIFICATIONS	NOTIFICATION PLACE	DISCLOSURE OF INFORMATION NOT PROVIDED
General Notices			
GRI 2: General Notices 2021	2-1 Company Profiles	4,5	
	2-2 Organisations included in sustainability reporting	4,5	
	2-3 Reporting period, frequency and contact information	4,5	
	2-4 Reorganized information from previous reports		Description: This is the first reporting period.
	2-5 External Audit	No external audit was received within the scope of the report.	
	2-6 Activities, value chain and other business relationships	11-12	
	2-7 Employees	106,110-119-120-121	
	2-8 Employees belonging to the subcontractor company	106,11	
	2-9 Governance structure	25-26-27	
	2-10 The process of determining the competencies and competencies of the members of the highest governance body	25-26-27	
	2-11 President of the highest governance body	25-26-27	
	2-12 The role of the highest governance body in managing the impacts arising from the activities of the organization	25-26-27	
	2-13 Will to be responsible for managing the effects arising from the activity	45-46-47	
	2-14 The role of the highest governance body in sustainability reporting	45-46-47 52-53	
	2-15 Processes that prevent conflicts of interest	28,33	



	2-16 The process of transferring critical issues to the highest governance body	60,63-64	
GRI 2: General Notices 2021	2-17 Competencies of the highest governance body	25-26-27,52-53	
	2-18 Evaluation of the performance of the highest governance body	4,5,6	
	2-19 Fee policies	110 , 111,118	
	2-20 Process for determining wages	110	
	2-21 Annual total wage rate	110,111,118	
	2-22 Statement on the sustainable development strategy	45,46,47-51	
	2-23 Politics	45,46,47	
	2-24 Implementation of policy commitments	52-53	
	2-25 Processes to improve negative effects	25-26, 34,37, 27,33	
	2-26 Mechanism for seeking advice and raising concerns	28,33	
	2-27 Compliance with legal regulations	28,33	
	2-28 Corporate memberships	22-23-24	
	2-29 Stakeholder engagement	57-58-59	
	2-30 Collective bargaining agreement	All employees are subject to collective bargaining agreements.	



Priority Issues

GRI 3: Priority Issues 2021	3-1 Process of determining priority issues	54-55-56	
	3-2 List of priority issues	54-55-56	
	3-3 Management of the priority issue	54-55-56	

GRI 200: ECONOMIC STANDARD SERIES

CORPORATE GOVERNANCE

GRI 3: Priority Issues 2021	3-1 Process of determining priority issues	54-55-56	
	3-2 List of priority issues	54-55-56	
	3-3 Management of the priority issue	54-55-56	

Strong Financial Management and Economic Performance

GRI 201: Economic Performance 2016	201-1 Economic value produced and distributed	4-5-6, 11-12	
	201-2 Financial consequences and other risks and opportunities arising from climate change	34,37	
	201-3 Defined benefit plan obligations and other pension plans	110	

Ethics, compliance with laws and anti-corruption

GRI 205: Anti-Corruption 2016	205-1 Activities assessed for risks related to corruption	28,33, 34,37, 57,59	
	205-2 Communication and training on anti-corruption policies and procedures	28,33, 65,67	
	205-3 Confirmed corruption incidents and measures taken	28,33, 65,67	
GRI 206: Anti-Competitive Conduct 2016	206-1 Total number of anti-competitive behaviors and their consequences	28,33	



Gri 300: Environmental Standards Series 2016

Combating Climate Change

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	52,56, 101	
GRI 302: Energy 2016	302-1 Internal energy consumption	96-97, 101	
	302-2 External energy consumption	96-97, 101	
	302-3 Energy density	96-97-101	
	302-4 Reducing energy consumption	96-97, 101	

Water Management and Water Pollution Control

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54-56,105	
GRI 303: Water and Wastewater 2018	303-1 Interaction with water, which is a shared resource	105	
	303-2 Management of effects due to water discharge	105	
	303-3 Water withdrawn from the source	105	
	303-4 Water discharge	105	
	303-5 Water consumption	105	

Emissions

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54,56	
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1)	99-100	
	305-2 Indirect emissions (Scope 2)	99 -100	
	305-3 Other indirect emissions (Scope 3)	99-100	
	305-4 Greenhouse gas emission intensity	99-100	
	305-5 Reducing greenhouse gas emissions	99-100	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Tesisde Baca bulunmamaktadır.	



Waste Management Circular Economy

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54,56	
GRI 306: Waste 2020	306-1 Waste generation and significant impacts from waste	102,105	
	306-2 Management of significant impacts from waste	102,105	
	306-3 Waste Generation	102,105	
	306-4 Waste removed from disposal	102-103	
	306-5 Disposed of waste	102-103	

Grey 400: Social Standards Series 2016

Employee Engagement and Satisfaction

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54,56	
GRI 401: Employment 2016	401-1 Newly hired employees and employee turnover	111,118	
	401-2 Benefits not provided to temporary or part-time employees and provided to full-time employees	121,123,124	
	401-3 Maternity/Parental Leave	121	

Occupational Health and Safety (OHS)

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	125,128	
	403-2 Types of injuries and injury rates, occupational diseases,	125,128	
	403-3 Occupational health services	125-128	
	403-4 Employee participation, consultation and communication in occupational health and safety	125-128	
	403-5 Occupational health and safety employee training	118,118,125	
	403-6 Employee health promotion	125,128	
	403-7 Prevention and reduction of occupational health and safety impacts directly related to labor relations	125,128	
	403-8 Employees within the scope of the occupational health and safety management system	125-128	
	403-9 Work-related injuries	128	
	403-10 Work-related occupational disease cases	There is no occupational disease	

**Diversity, equal opportunity and non-discrimination****GRI 405: Diversity and Equal Opportunities 2016**

405-1 Diversity of governance bodies and employees

123-124

405-2 Base salary rate and the ratio of women's wages to men

GRI 406: Prevention of Discrimination 2016

406-1 Total number of cases of discrimination and corrective actions taken

No cases of discrimination were found during the reporting period.

Training and Development**GRI 3: Priority Issues 2021**

3-3 Management of the priority issue

106,109, 111-118

GRI 404: Education and Training 2016

404-1 Average training hours per employee per year

106,109,111-118

404-2 Talent management and lifelong learning programs that support employee development

106,109, 111-118

404-3 Percentage of employees who undergo regular performance improvement reviews

106,109, 111-118

Responsible Supply Chain Management**GRI 3: Priority Issues 2021**

3-3 Management of the priority issue

54,56

GRI 408: Child Labour 2016

408-1 Activities and suppliers identified as carrying a significant risk of child labour and measures taken

30, 65,67

GRI 409: Forced or Forced Labour 2016

409-1 Activities and suppliers determined to pose a significant risk in terms of forced or forced labor cases and measures taken

65,67

Risk and Opportunity Management**GRI 3: Priority Issues 2021**

3-3 Management of the priority issue

34,37

Stakeholder Communication**GRI 3: Priority Issues 2021**

3-3 Management of the priority issue

57,59



Supply Chain Management			
GRI 3: Priority Issues 2021	3-3 Management of the priority issue	57-59, 65-67	
GRI 204: Procurement Practices 2016	204-1 Proportion of expenditures on local suppliers	65-67	
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers screened/screened using environmental criteria	65-67	
	308-2 Negative effects of the supply chain on the environment and the measures taken	65-67	
GRI 414: Social Evaluation of Suppliers 2016	414-1 New suppliers screened using social criteria	65-67	
	414-2 Negative social impacts in the supply chain and measures taken	65-67	
Sustainable Purchasing			
GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54-56	
Biodiversity Conservation			
GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54-56	
GRI 304: Biodiversity 2016	304-1 Fields of activity with high biodiversity value	104	
	304-2 Significant impacts of activities, products and services on biodiversity	104	
	304-3 Protected or restored habitats	104	
	304-4 Red List species and national conservation list species with habitats in areas affected by operations	104	



Customer Happiness

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	54,56	
GRI 416: Customer Health and Safety 2016	416-1 Percentage of specific categories of products and services for which health and safety impacts are assessed for improvement purposes	60,63	
	416-2 Cases of non-compliance related to the health and safety impacts of products and services	60,63	
GRI 418: Customer Privacy 2016	418-1 Verified complaints about breach of customer privacy and loss of customer data	60,63	

Accurate Information in Marketing and Labeling

GRI 3: Priority Issues 2021	3-3 Management of the priority issue		
GRI 417: Marketing and	417-1 Product and service information and labeling requirements	63,64	
	417-2 Cases of non-compliance with product and service information and labeling	63,64	
	417-3 Cases of non-compliance with marketing communications	60,63	

Customer Privacy

GRI 3: Priority Issues 2021	3-3 Management of the priority issue		
GRI 418: Customer Privacy 2016	418-1 Verified complaints about breach of customer privacy and loss of customer data	28,33	

Corporate Governance

GRI 3: Priority Issues 2021	3-3 Management of the priority issue	25-26	
Galsan's own priority matter notification	Galsan adopts a corporate governance approach that aims at long-term success and sustainability.	25-26	

Information security

GRI 3: Priority Issues 2021	3-3 Management of the priority issue		
GRI 418: Customer Privacy 2016	418-1 Complaints about customer privacy and loss of customer data	No complaints were received regarding the breach of customer confidentiality during the reporting period	



Employee Career Management				
3-3 Management of the priority issue	3-3 Management of the priority issue	111,118		
GRI 3: Priority Issues 2021				
Vehicle Quality and Safety				
GRI 3: Priority Issues 2021	3-3 Management of the priority issue	68,71		
R&D/P&D/Innovation				
GRI 3: Priority Issues 2021	3-3 Management of the priority issue			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	68,71		
	417-2 Product and service information and labeling non-compliance cases	There were no non-conformities during the reporting period		
	417- Cases of non-compliance with marketing communications	There were no non-conformities during the reporting period		



OUR CORPORATE
IDENTITY



OUR CORPORATE
GOVERNANCE
APPROACH



OUR SUSTAINABILITY-
ORIENTED APPROACH



INNOVATIVE
PROJECTS



OUR CONTRIBUTIONS
TO NATURE AND THE
ENVIRONMENT



OUR APPROACHES THAT
MAKE EMPLOYEES
VALUABLE



OUR SOCIAL
RESPONSIBILITY
ACTIVITIES

GALSAN

COMMUNICATION:

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